

# Public Document Pack



## NOTICE OF MEETING

<b>Meeting</b>	Children and Families Advisory Panel
<b>Date and Time</b>	Monday, 10th October, 2022 at 2.00 pm
<b>Place</b>	Mitchell Room, Ell Court, The Castle, Winchester
<b>Enquiries to</b>	members.services@hants.gov.uk

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

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## AGENDA

### 1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

### 2. MINUTES OF PREVIOUS MEETING (Pages 5 - 6)

To confirm the minutes of the previous meeting held on 6 June 2022.

### 3. 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.

**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. FOSTERING ANNUAL REPORT 2021-22 (Pages 7 - 52)**

To receive a report from the Director of Children's Services on fostering activity, detailing statistical performance data and highlighting some focus areas for 2022/2023.

**7. ADOPT SOUTH - ANNUAL REPORT 2021-22 WITH HAMPSHIRE COUNTY COUNCIL HIGHLIGHTS (Pages 53 - 118)**

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 2021-2022.

**8. HAMPSHIRE YOUTH OFFENDING TEAM (HYOT) REPORT ON RESTORATIVE JUSTICE (Pages 119 - 126)**

To receive a report from the Director of Children's Services providing information on the Restorative Justice provision within Hampshire Youth Offending Team.

**9. HOMES FOR UKRAINE (Pages 127 - 144)**

To receive a presentation from the Director of Children's Services regarding the Homes for Ukraine Scheme.

**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:**

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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.

# Agenda Item 2

AT A MEETING of the Children and Families Advisory Panel of HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Monday 6th June 2022

Chairman:

p Councillor Arun Mummalaneni

p Councillor Ann Briggs  
a Councillor Nick Adams-King  
a Councillor Prad Bains  
p Councillor Christopher Donnelly  
p Councillor Juliet Henderson

p Councillor Wayne Irish  
p Councillor Adam Jackman  
p Councillor Stephen Parker  
p Councillor Malcolm Wade

## 19. **APOLOGIES FOR ABSENCE**

Apologies were received from Cllr Bains and Cllr Adams-King.

## 20. **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.

## 21. **MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting were agreed as a correct record.

## 22. **DEPUTATIONS**

No deputations were received.

## 23. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman invited Members of the Panel to feedback on any visits to Children's Homes since the last Panel meeting.

Cllrs Briggs, Henderson & Wade shared details of recent visits to Children's Homes and interactions with the Willow Team. All commented on the high standards of the homes and the enthusiasm and knowledge of the staff members they met.

The Chairman added that, following the conclusion of the Children & Families Advisory Panel's business there will be an interactive briefing session for members on the County's Foster Carers & Adopters Virtual Reality Training.

#### 24. **CHILD EXPLOITATION VIDEO PROJECT**

The Panel received a presentation from the Director of Children's Services providing an overview of Hampshire County Council's Child Exploitation Video Project.

The Panel noted that the project was joint funded by the Office of the Police and Crime Commissioner and the Violence Reduction Unit using local actors and locations. The project was started as child exploitation is an area where education is needed for young people to act as a preventative factor. A toolkit for teachers has been produced to help and assist them with the delivery of this topic.

The panel noted that the resource was free and available for use by all Hampshire schools and the team were working on introducing it to other youth settings and charitable organisations.

The panel viewed an example video and received an overview of the topics covered by the resource and the suggested methods to deliver them.

In response to questions members found that:

- One of the challenges with child exploitation is that the forms it takes are constantly changing.
- There is cooperation with neighbouring authorities, many of whom have or are starting similar teams to HCC's Willow Team.
- Measuring the success of preventative work can be challenging, as you are trying to measure things that didn't happen. Additionally, there is a lot of the work that crosses LA boundaries, with exploited children and young people travelling into and out of towns and cities.
- The Willow Team supports social workers and other staff by advising them on cases which may be at risk of exploitation.
- There is an increasing effect from middle class drug use which the public does not seem to be aware of.

#### **Resolved:**

That the Children & Families Advisory Panel note the contents of the presentation on the Child Exploitation Video Project.

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Chairman, Children and Families  
Advisory Panel

## HAMPSHIRE COUNTY COUNCIL

### Children and Families Advisory Panel

<b>Panel:</b>	Children and Families Advisory Panel
<b>Date:</b>	10th October 2022
<b>Title:</b>	Fostering Annual Report 2021/2022
<b>Report From:</b>	Director of Children's Services

**Contact name:** Sarah Smith, Fostering Service Manager  
Robert Wayman, Head of Fostering Recruitment

**Tel:** 03707792673      **Email:** [Sarah.smith2@hants.gov.uk](mailto:Sarah.smith2@hants.gov.uk)  
Robert.wayman@hants.gov.uk

#### Purpose of this Report

1. The purpose of this report is to report on fostering activity, detailing statistical performance data, and highlighting some focus areas for 2022/2023.

#### Recommendation(s)

2. That the contents of this report are noted by the Children and Families Advisory Panel.

#### Executive Summary

3. The Fostering Annual report 2021/2022 provides an overview of fostering activity, detailing statistical performance data, and highlighting some focus areas for 2022/2023.
4. In 2021/2022 our overall foster households have increased by ten in comparison with 2021. 33 new foster carer households were approved (a 17% increase) in 2021/2022, however 36 county foster carer households also deregistered. The focus for 2022/2023 will continue to be on the recruitment and retention of foster carers in order to increase our overall foster carer household numbers and therefore to provide the best outcomes for the children of Hampshire.

5. In 2021/2022 the Fostering Recruitment and Assessment Team restructured and expanded. Since September 2021, the Fostering Service has been working to an updated strategy for the Fostering Recruitment and Assessment Team to maximise the impact of additional investment.
6. There have also been a number of service developments within fostering support over the year to improve the foster carer experience. These included embedding an online claims system, a review of the complaints and allegations against foster carer process and a review of the training offer to foster carers, investing in their personal development and increasing their ability to provide care to children with more complex needs.
7. A significant development over the last twelve months has been the introduction of a new support network for foster carers known as the Hampshire Hives. We now have twelve Hives which support 156 foster carer households and over 200 looked after children.
8. The annual foster care survey results show that the majority of foster carers are satisfied with the support they receive from the fostering service. However, whilst performance remains good overall, there have been some areas of performance where more work needs to be done. This has been affected by staff sickness, an increase in support provided to foster carers and the increasing involvement in placement searching. Plans are already in place to address these areas.

## **Introduction**

9. This report provides an update on Hampshire County Council's (HCC) fostering service in line with fostering services statutory regulations and guidance.
10. During 2021/2022 the service successfully recruited and approved 33 new fostering households, an increase of 17%, plus one home from home (specialist respite) carer.
11. At the end of March 2022 there were 480 registered foster carers in Hampshire. This compares to 470 in March 2021
12. Throughout 2021/2022, the Fostering Service has been a part of HCC's Modernising Placement Programme. The aim of the Modernising Placements Programme is to develop a continuum of care which can provide the right accommodation and support at the right time for our looked after children in Hampshire, including an increase in the recruitment and retention of foster carers.

## **The Fostering Service**

13. During 2021/2022 Hampshire fostering service comprised of three teams.
14. The Recruitment and Assessment Team has expanded and restructured with a marketing stream, a recruitment stream, and an assessment stream. The team has social workers and non-social worker roles. The marketing stream raises awareness of fostering and creates leads for recruitment, i.e., potential carers we can target for recruitment. The recruitment stream supports prospective foster carers from enquiry through assessment. The assessment stream supports prospective foster carers from assessment through to approval.
15. There are two Fostering Support teams, East, and West. The teams support approved foster carers, providing supervision and training to ensure foster carers' practice continues to meet the National Minimum Standards.
16. The Family Connections Team completes assessments for applicants who have a pre-existing relationship with a specific child. These might be fostering assessments or special guardianship assessments. This team sits outside of the fostering service to promote close working with the children's social workers who are responsible for elements of the assessment. The team maintains a close link with the fostering service to ensure consistency.

## **Recruitment and assessment of foster carers overview**

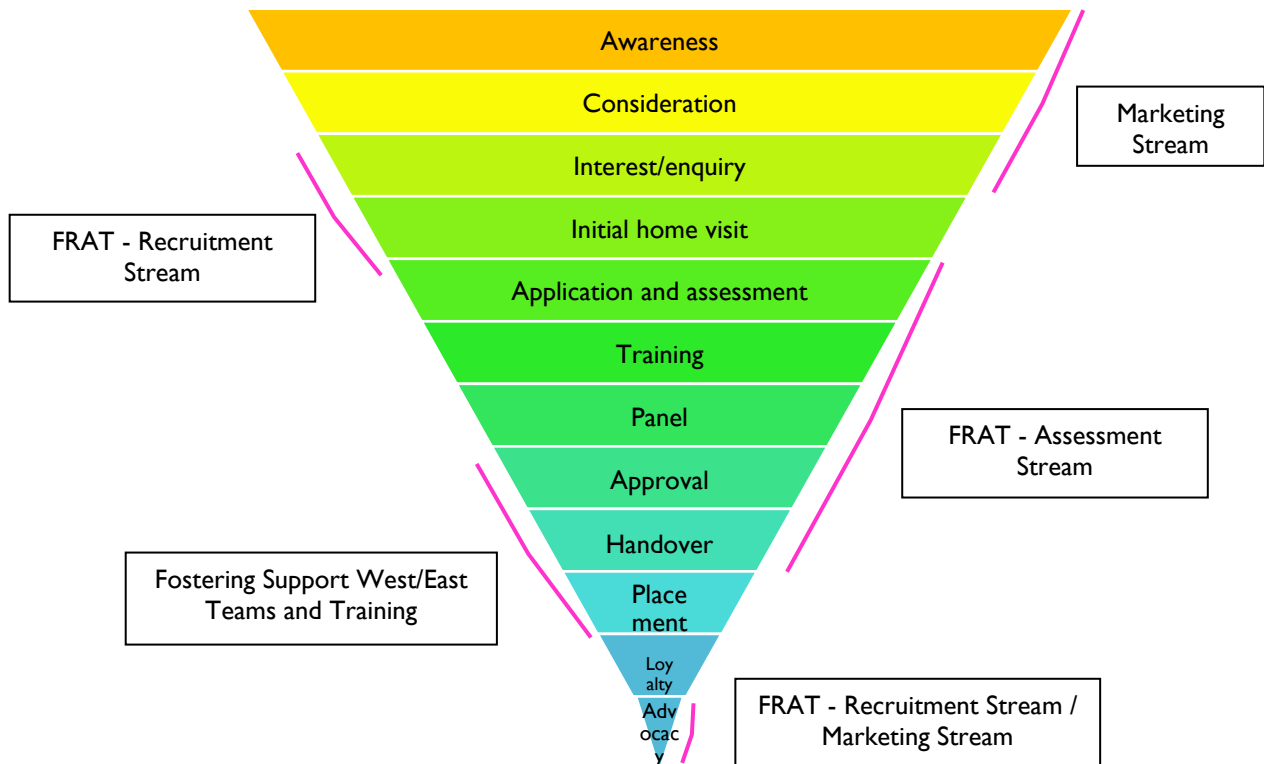
17. In August 2021, the Fostering Recruitment and Assessment Team (FRAT) restructured and expanded to include eight additional roles funded by the Modernising Placements Programme. The team now has a marketing, recruitment, and assessment stream with a new head of service.
18. Since September 2021, the Fostering Service has been working to an updated strategy for the Fostering Recruitment and Assessment Team to maximise the impact of additional investment. In delivering the teams mission to find caring, compassionate, and nurturing people within our community to

start their journey to becoming skilled and engaged foster carers for Hampshire children we will:

- a. Increase the number of quality foster carers for Hampshire’s children.
- b. Build an innovative, quality, and sustainable service – one that is the “go-to” choice in Hampshire.
- c. Grow a skilled, motivated, and proactive team underpinned with a shared mission, ownership, and values.

19. In support of our mission and goals, the team is now working to deliver over 25 areas of service development for implementation throughout 2022/23. These aim to improve the experience of prospective foster carers and the support provided through the assessment journey as well as further improving our marketing activities.

21. The recruitment funnel below outlines the journey of our prospective foster carer in 2020/21:



20. Since February 2022, the Fostering Service has a revised target agreed through the Modernising Placements Programme to provide 166 additional fostering households by 30 September 2023. In 2022 the target was to recruit 31 fostering households.



21. With the updated strategy and increased capacity across marketing, recruitment, and assessment, in 2021/2022 Fostering Hampshire Children achieved growth from awareness through to approval in line with our target and ambitions.

22. Highlights of the past year include:

- a) We have returned to in-person events across Hampshire, engaging with all communities across Hampshire.
- b) Growth in our performance on last year, including a 33% increase in firm enquires leading to a 17% increase in approvals as well as a 64% increase in the number of prospective foster carers in assessment at the end of the year.
- c) Our 2021 winter marketing campaign has been nominated for a Purpose Award. Backed by specialist industry publications PR Week, Campaign and Third Sector, this will see the County Council compete with BT, Dove, Vodafone, and others to have its campaign named the Best Public Awareness Cause Campaign in the 'Brand Led' category. Combining an informative approach with charming animation and authentic storytelling, the campaign was considered a success and made waves across both the public and charity sector. It is credited with driving a 300% increase in formal fostering enquiries in December 2021.
- d) Our recruitment phone line received the highest average mystery shopping score for a local authority in the South-East. The mystery shopping programme is undertaken by the South-East regional fostering network part of the South-East Sector Led Improvement Programme.
- e) Our prospective foster carers throughout the recruitment and assessment journey gave us a net promotor score +38, out of a possible range -100 to +100. Our net promotor score measures the willingness of our prospective foster carers to recommend us to a friend or family member interested in fostering.

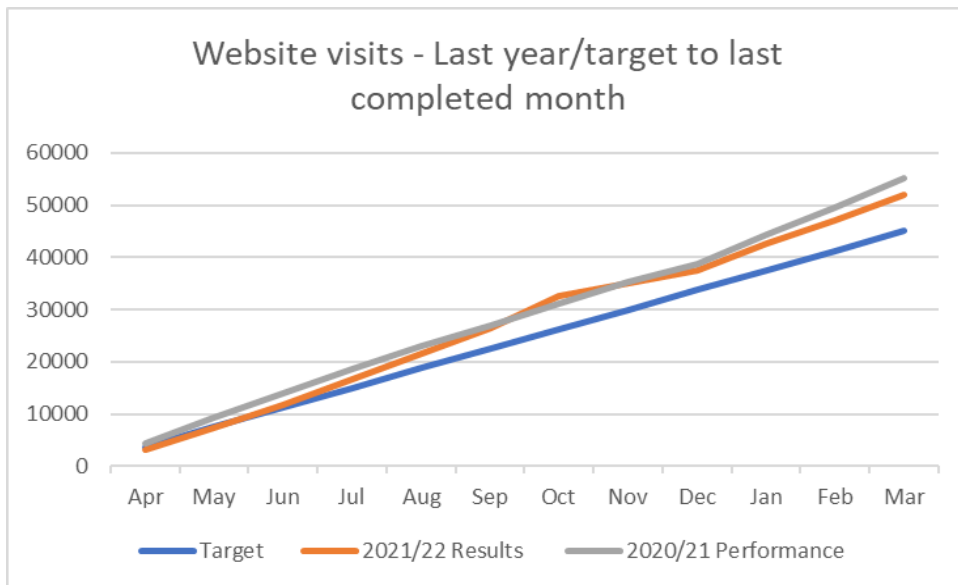
### **Foster carer marketing, recruitment and assessment performance and statistics**

#### **Marketing:**

23. In the following Graphs we discuss Firm enquiries can be defined as any lead generation undertaken across our MS-Teams embedded website forms (transferring, call-back, or direct applications), our information newsletter subscription form or direct telephone calls to our recruitment team.

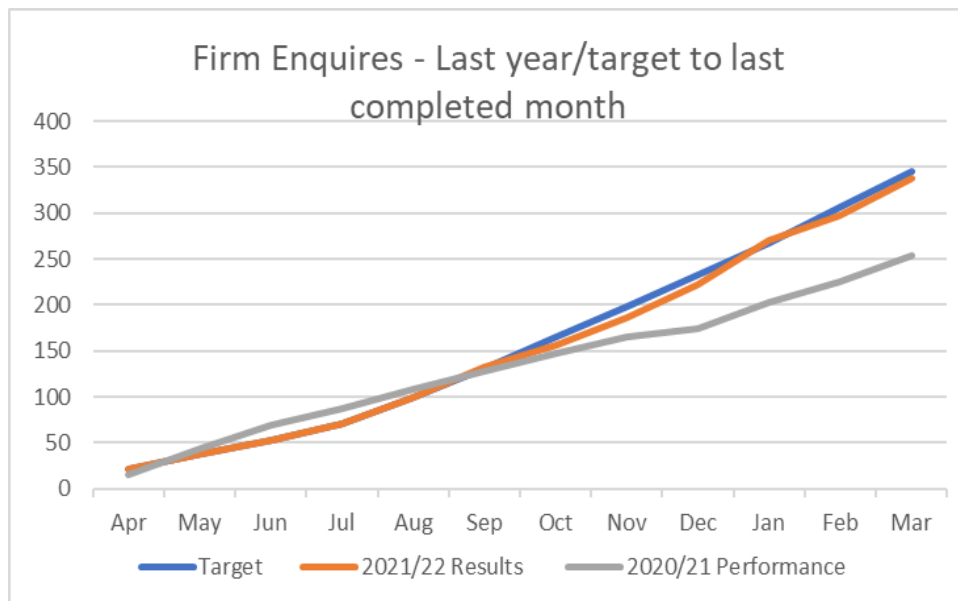
24. Soft enquiries are classified as any additional lead generation from less traditional means – these includes Facebook messenger enquiries, WhatsApp group engagement, awareness event referrals etc.

**Graph 1: Website visits for 2021/22 against 2020/21 performance and target**

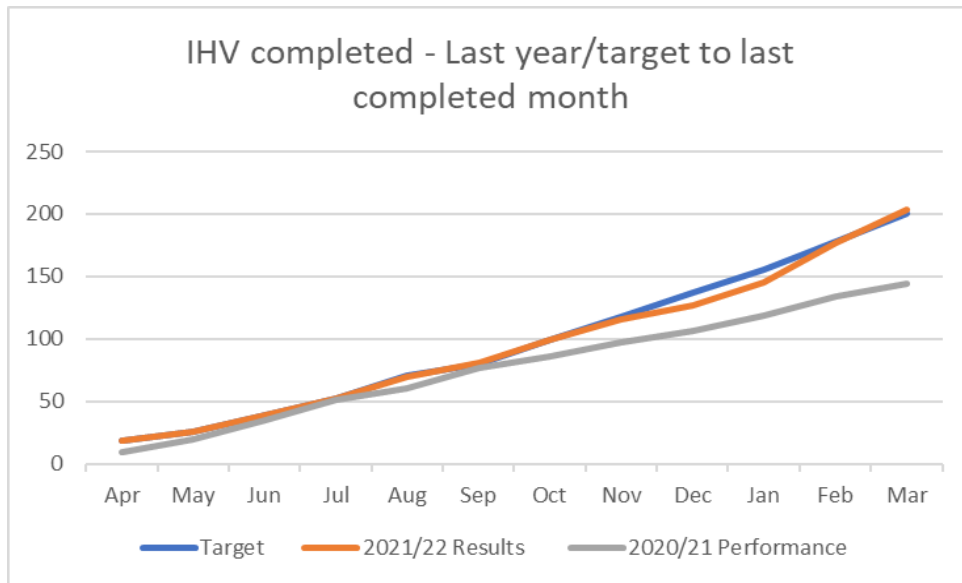


**Recruitment:**

**Graph 2: Enquires for 2021/22 against 2020/21 performance and target**

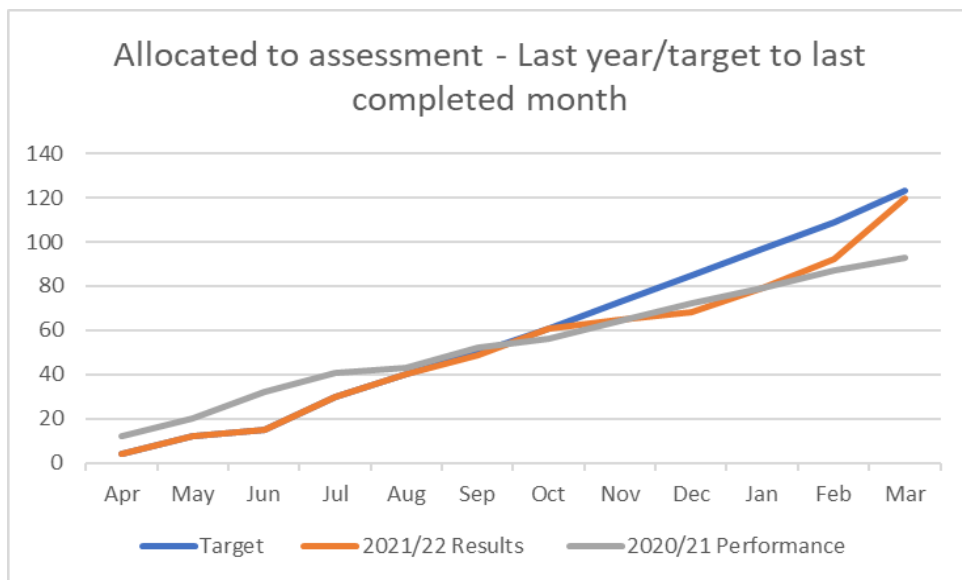


**Graph 3: Completed IHV for 2021/22 against 2020/21 performance and target**

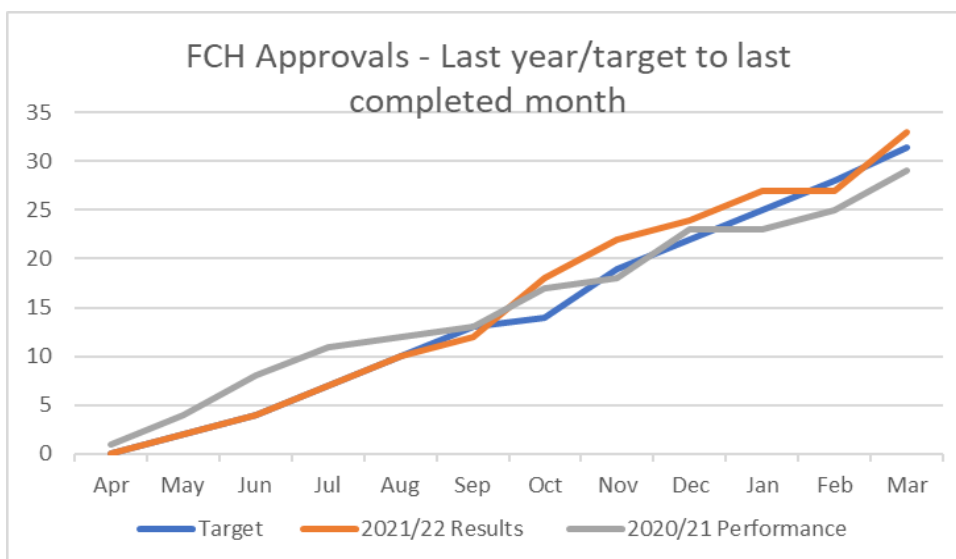


**Assessment:**

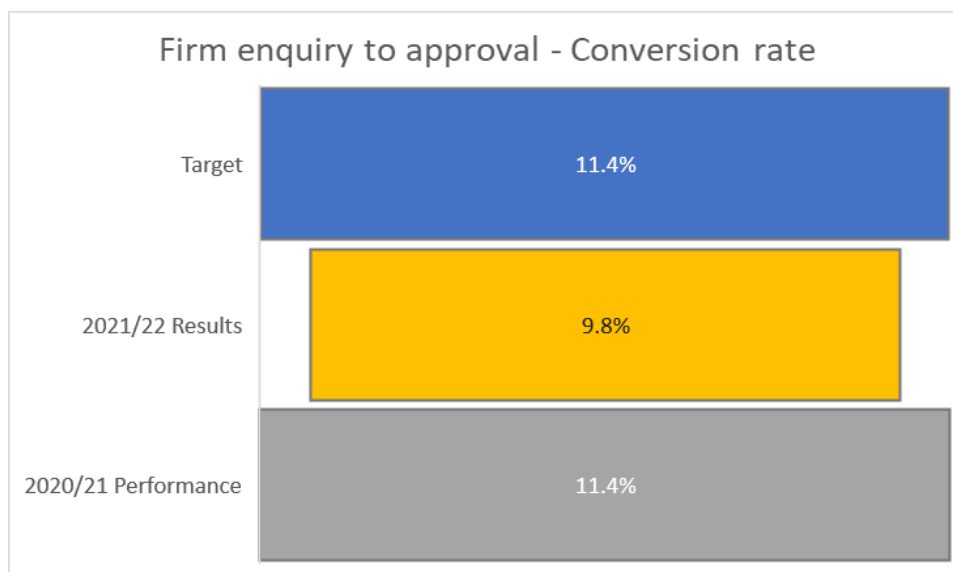
**Graph 4: Allocated to assessment for 2021/22 against 2020/21 performance and target**



**Graph 5: Approvals for 2021/22 against 2020/21 performance and target**



**Graph 6: In year conversion rate for 2021/22 against 2020/21 performance and target**



25. We had 85 more firm enquiries in 2021-2022 and approved 7 more foster carers in comparison to 2020-2021 which is very positive. Our firm enquiries were slightly under target (6) and approvals over target (2) which gave us a positive outcome.

26. The target conversion rate was set to maintain last year's achievement. This was not adapted in accordance with our new enquiry and approval

target numbers. If we had adapted our conversion rate target in accordance with new enquiry and approval targets, it should have been 9% which was achieved.

### **Fostering Support Overview**

27. The service is constantly developing to ensure that we have foster carers available to meet the needs of Hampshire children.
28. In 2021/2022 we reviewed the training pathway for foster carers including adding a Level 3 Diploma in Advanced Skills in Foster Care. Having delivered a number of training courses virtually during 2020 and 2021, we have now returned to training over a variety of mediums including self-directed online learning, facilitated online workshops and face to face learning opportunities.
29. Each year we undertake a fostering survey to gather the views and experiences of our foster carers to support and improve our service. The annual foster carer survey of May 2022 was sent directly to 243 carers, and we achieved a 47% response rate. This represents 23% of all Hampshire foster carers. We were unable to send it directly to all 480 carers due to a data protection issue, this has now been resolved and we will update our analysis when we receive the additional returns.
30. The results provided in this report represent the voices of 114 (23%) foster carers in comparison with 20% in 2021 and 29% in 2020. We engaged with foster carers about doing something differently but the majority of those we spoke to stated that a survey continues to be the best way to gain their feedback. We also introduced a chance to win a voucher, as an incentive for foster carers to complete this year's survey, this has contributed to a slight improvement on last year's returns but not yet back to the level of 2020. We will continue to explore how best to gather feedback from foster carers throughout 2022.
31. 18% of carers felt that they had a placement where they were not equipped to meet the child's care needs. This is an increase from 13.5% in 2021. Violence/aggression was reported to be the biggest factor in the carers not feeling equipped to meet the child's needs. During these difficult times, the most effective responding interventions that scored highest were support from another carer and their supervising social worker.
32. 88% of respondents felt satisfied or somewhat satisfied with the support from their supervising social worker, this is a significant increase from 62% last year. 55% of foster carers felt satisfied or very satisfied with the social workers of the children placed with them, a small decrease from 61% in 2021. This will continue to be an area of focus for the branch over the next year.

33. The Complaints and allegations against foster carers policy has been reviewed, in consultation with foster carers and in response to their feedback. The new policy takes a strength-based approach and changes how foster carers contribute to the required strategy meetings ensuring their voice is heard.

**Fostering Support Performance and Statistics**

34. At the end of March 2022 there were 480 registered foster carers in Hampshire. This does not include those carers only offering staying put as they are no longer registered foster carers.

These households can be broken down into their different registrations.

**Table 1: Types of Household Registration**

Registration (by household)	March 2022
County foster carer	341
Connected foster carer	128
Home from Home (previously Specialist Respite Care)	11
Staying Put only (not approved foster carers so not included in the 480 figure of registered foster carer above)	10
<b>Total</b>	<b>490</b>

**Table 2: Foster Carers on Hold**

Q1	Q2	Q3	Q4	Year Average
28	28	14	17	22

35. The average number of foster carer households on hold at any one time was 22, a reduction from 25 in 2020/2021. These have been for a variety of reasons including foster carers; choosing to take a break, other family or work commitments, and a small number due to a complaint or allegation.

**Table 3: Timeliness of Household Reviews**

% Of foster carers with HHR's recorded in time	Q1	Q2	Q3	Q4	Year average
	91%	84%	72%	70%	79%

36. Foster carers should have a household review annually. There will always be unavoidable delays at times, however it is our target to ensure 90% of foster carers have household reviews completed within timescales. The number of foster carer households with a timely household review has decreased since 2020/2021 where it had remained above 90% for the entire year. The past year has been challenging for the teams with a number of staff absent for periods of time. Team performance has also been impacted by social workers needing to prioritise supporting the placement of children following the demands on the Placement Commissioning Team (PCT) with increasingly high numbers of referrals. The performance management framework for the services has been revised to ensure that team managers have more frequent oversight of the data and can identify issues earlier going forward.

**Table 4: Timeliness of Supervision Visits**

% Of foster carers with supervision recorded in time	Q1	Q2	Q3	Q4	Year average
	89%	74%	71%	83%	80%

37. Foster carers should receive supervision from their allocated fostering worker at least every six weeks. It is our target that 90% of fostering households have six weekly supervisions recorded. There was a dip in performance in Q2 and Q3 however this has picked up and improvement was evident in Q4. This is being addresses within our performance management framework.

**Table 5: Timeliness of Unannounced Visits**

% Of foster carers with unannounced visits in time	Q1	Q2	Q3	Q4	Year average
	98%	96%	84%	83%	90%

38. Foster carers are required to have annual unannounced visits from the fostering service. There was a dip in compliance in Q3 and Q4 which is being addressed within the performance management framework. The service recorded an average of 90% compliance in this area which is the service target.

**Table 6: Foster Carer Medicals**

% Of foster carers with medical	Q1	Q2	Q3	Q4	Year average

rechecks in time	76%	73%	75%	79%	76%
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39. Foster carers are required to have a review medical assessment every three years. Overdue medicals are a continuing area of focus. There is a process in place to initiate these checks three months before they are due.

40. Compliance in medical rechecks has improved with most GP surgery's now able to offer this service again. We had hoped to have explored solutions to streamlining our medical recheck process with possible IT support, however progress on this halted during 2020/2021 due to the pandemic. We plan to look at this again in 2023.

**Table 7: DBS Checks**

% Of foster carers and adult household members with DBS checks in timescales	Q1	Q2	Q3	Q4	Year average
	89%	91%	94%	92%	92%

41. There is a tracking spreadsheet for all DBS checks, that evidence DBS checks are being initiated in a timely way. There will always be a number of DBS checks that are outstanding due to young people turning 18 years whilst in the foster placement, we are unable to initiate a DBS check until their 18<sup>th</sup> birthday which causes an outstanding check whilst we await it being returned, however this number is extremely low. The year average is within our target range.

**Table 8: Numbers of Carers Deregistered**

	Q1	Q2	Q3	Q4	Total
County carers	5	9	14	8	36
Connected Carers	10	5	15	7	37
Specialist respite care	0	1	0	0	1
Foster to adopt	2	4	4	1	11
	<b>17</b>	<b>19</b>	<b>33</b>	<b>16</b>	<b>85</b>

42. Over 2021/2022 there have been 85 fostering households that have been de-registered, this compared to 110 in 2020/2021. 37 of these households



were connected carers of which 28 were a result of positive outcomes for the children through Special Guardianship, moving on to independent living and reunification.

43. 11 of the households were Foster to Adopt approvals. This is when assessed adopters are matched to a child in the early stages of planning and are placed prior to a Placement Order under fostering regulations. They are temporarily approved for a specific child only. One home from home carer deregistered in 2020/2021.
44. Of the 36 county carers deregistered, one household deregistered after successfully being approved as an adopter and matched with a child. Four households resigned due to ill health and six due to retirement.
45. Three fostering households resigned stating that they were dissatisfied with the service. Two of these were left dissatisfied with the process and outcome of a complaint/allegation investigation and subsequent fostering panel decision. A further household felt upset following the breakdown of a long-term placed child where they felt they did not get the support they needed. Whilst the number of carers that leave Hampshire due to feeling dissatisfied are low there is learning for the department and to help capture this and make improvement, we have recently embedded a new exit interview process with all foster carers upon leaving to fully understand any concerns they had and respond to these.
46. 20 households cited a change in personal circumstances as the reason for leaving fostering, this was a mixture of employment changes, moving out of area and family changes.

### **Family Connections Service**

47. As described above, the Family Connections Team completes assessments for applicants who have a pre-existing relationship with a specific child, such as aunts, uncles, grandparents, older siblings, or close family friends. The assessments undertaken may be fostering assessments or could be special guardianship assessments. A Special Guardianship Order (SGO) is a court order that confers Parental Responsibility onto the new carer. They do not require Children's Services to remain involved with the child or family.

Number of Referrals = 486

Number of Negative assessments / withdrawn = 228

Number of Positive assessments = 119

Number with final plan for SGO = 43

Number with final plan for foster care = 48

## **Achievements**

- From August 2021, a new county-wide Family Connections Team commenced.
- Strong management team established
- Introduced process changes to improve day to day working.
- Improved quality of assessments.
- Reduced numbers of withdrawn assessments – pilot of pre-screening assessment currently underway.
- Encouraged consideration of Special Guardianship Orders at earlier stage prior to court proceedings.
- Commissioned Kinship Ready to provide SGO support on a pilot basis for one year

## **Delays / Challenges**

48. We have struggled to introduce the SGO support elements within the timescale planned. The assessment function required full attention, hence now commissioned Kinship Ready as an external provider.

## **Next 12 months development**

- Increased staffing structure to be in place Kinship Ready to provide service with SGO training
- Staffing for post SGO support, to roll out this area of the service
- Review the progress of the pre-screening assessment and outcomes.
- Training to be rolled out across children's teams
- A full re-launch of the service with the new name, updated etc
- To establish partnerships with Health and Virtual school, and links with Early Help services in regard to SGO support service.

49. We continue to be on the way to developing a ground-breaking and Outstanding Family Connections service that is 'the front door out of care.'

## **Complaints and allegations against foster carers**

50. Hampshire County Council has a Complaints and Allegations against Foster Carers procedure as required by the Fostering Services Regulations 2011. A concern, complaint or allegation is a formal or informal written or oral expression of dissatisfaction or disquiet in relation to the care provided to a child(ren) whilst the local authority exercises its functions under Part III of the Children Act 1989. This can relate to a current or historical concern, complaint, or allegation. Hampshire's procedure provides definitions to the categories of Concern, Compliant and Allegation.

51. In total there have been 59 concerns/complaints/allegations initiated within the 2021/2022 period.

These were concluded as the following:

**Table 9: Number of Concerns, Complaints & Allegations**

Concern	Complaint	Allegation
18	21	20

52. Of these concerns, complaints and allegations, the outcomes were:

**Table 10: Outcomes of Concerns, Complaints & Allegations**

Continued fostering	58
De-registration	1

53. Whilst the numbers of concerns, complaints and allegations appear high, they are not out of the usual range. We have implemented a reviewed policy with a greater emphasis on information gathering before making decisions to progress under this process where it is safe to do so. This helps to target the use of this procedure better and ensures that we maintain our high response level to issues being raised regarding the foster care provided to children.

54. There were three applications to the Independent Review Mechanism (IRM) in 2021/2022. This is the process foster carers can use if they wish to appeal a de-registration decision by the department. One case was withdrawn. In both of the other cases the IRM agreed with the authority's decision.

### **Fostering Panel overview**

55. Fostering panels are meetings held to consider an applicant's request to become a foster carer or, continued approval after their first year of fostering, or where there are practice issues or, de-registration if there are concerns about their practice. The service has six fostering panels that are held each month. Each panel will hear a maximum of five cases. Each panel is made up of an independent chair and panel members. There is also a representative from Childrens Services linked to each panel.

56. Since March 2020 all fostering panels have been held virtually. Whilst initially challenging, this has worked well, and panel members have adapted well to this change. It is planned that all panels will return to meeting face to face in September 2022.

57. Each year, panel chairs have an appraisal which took place in June 2021 and included an observation of their practice. Panel chairs then complete appraisals for all panel members. The service manager meets with panel chairs on a quarterly basis to discuss any themes in panel, issues and

training and development needs. A full day panel members training was delivered in March 2022. Further training sessions have been planned for 2022.

58. We continue to recruit fostering panel members to support a diverse panel membership. We are also working with children in care, to agree some questions panel members can ask on their behalf to further enhance the quality of the panels.

**Recruiting and retaining a diverse community of foster carers to meet the required need.**

**Hampshire Picture**

59. 91.8% of Hampshire’s resident population are white British according to the results of the 2011 census ([2011 Census | Hampshire County Council \(hants.gov.uk\)](http://2011.Census.HampshireCountyCouncil.hants.gov.uk)). Those in other ethnic minority groups account for 8.2%.

Table 10: Current Numbers of HCC Carers by Ethnicity (31 March 2022)

<b>Ethnicity</b>	<b>Number of carers</b>
Black Caribbean	1
Black Other	3
Chinese	1
Mixed White & Asian	1
Not Obtained/ Unknown	6
White British	851
White Irish	3
White Other	17

60. Hampshire foster carers ethnicity is reported annually through the Ofsted dataset requirements. According to these results 96% of Hampshire’s foster carers have reported to consider themselves as White British.

**Table 11: Current Numbers of HCC children in foster care by Ethnicity (31 March 2022) excluding those placed with connected carers**

Ethnicity	Type of Placement		Grand Total
	HCC In House	IFA	
Arab	8	16	24
Asian British Chinese	0	1	1
Asian British Other	0	2	2
Asian Other	0	13	13
Asian Pakistani	0	2	2
Black African	5	11	16
Black British African	4	2	6
Black British Other	1	0	1
Black Other	0	5	5
Gypsy/Romany	2	1	3
Mixed: Other	5	5	10
Mixed: White & Arab	0	1	1
Mixed: White & Black African	5	4	9
Mixed: White & Black Caribbean	4	5	9
Mixed: White and Asian	12	8	20
Other Ethnic Group	6	17	23
Persian	0	2	2
Refused Information	1	1	2
Traveller of Irish Heritage	3	0	3
Was Not Asked - temporary option	1	2	3
White British	437	373	810
White East European	0	5	5
White Other	12	5	17
<b>Grand Total</b>	<b>506</b>	<b>481</b>	<b>987</b>

**Table 12: Number of New UASC by Type of Placement at LAC Episode Start Between 01-Apr-2021 to 31- Mar-2022**

Placed In/Out HCC	Type of Placement		Grand Total
	HCC In House	IFA	
IN	3	4	7
OUT	0	62	62
<b>Grand Total</b>	<b>3</b>	<b>66</b>	<b>69</b>

61. Ethnicity data for all Hampshire children in foster care (excluding those placed with connected carers) on 31 March 2022. Of the 987 in foster care, 810 children 82% were reported as White British which is lower than our in-house carer population (96%).
62. We do not experience problems in finding appropriate placements for children due to their culture or ethnicity, our challenges predominantly relate to behaviours and or specific risks related to an individual child.
63. Table 11 illustrates that over 50% of Hampshire's children in care in Hampshire are placed with in house foster carers. There are some ethnic groups that have been placed largely with independent fostering agencies, however the numbers are relatively small. This data includes unaccompanied asylum-seeking children which you will see from Table 12 have predominantly been placed with independent fostering agencies outside of Hampshire.

### **Our approach**

64. Our marketing and recruitment activity has not been targeted to specific communities based on a protected characteristic. We ensure we market and recruit from all of Hampshire's residents. We ensure all of our advertising within foster carer recruitment uses a variety of imagery to show a diverse range of ethnicity to support our inclusive approach to fostering recruitment. As a team, we have embraced the councils new Inclusion Strategy and will continue to make fostering accessible to all while ensuring the safeguarding of Hampshire's children.

### **Meeting need**

65. Our recruitment and retention of foster carers with a diverse range of ethnicity is limited, however it is proportionate to the ethnicity range of children requiring foster placements and therefore meets our need. We are working to increase our foster carer recruitment generally and within our recruitment strategies look to engage with people from a range of backgrounds that might not have previously considered themselves as potential foster carers.

### **Modernising Placements Programme (MPP ) overview**

66. The Modernising Placements Programme is a substantial transformation programme that commenced in November 2019 with the aim of ensuring that Hampshire's children in care are provided with the right support at the right time. The complexity of the needs of our children have increased over recent years, and with the success of our Transforming Social Care programme ensuring that children can remain at home wherever it is safe to do so, those children who are in our care have the most complex needs.

67. A significant part of the programme's focus is the recruitment and retention of foster carers to provide increased foster care capacity, leading to better choice and matching, ultimately improving placement stability for children in care.
68. The fostering element of the programme is focussed on all aspects of the journey for a foster carer, from enquiry right through to approval and support, to ensure that our foster carers have the skills, support, and capability to respond to our children's needs.

The key developments within this programme in 2021/2022 are:

### **The Hampshire Hive**

69. MPP has developed a local community for HCC fostering families, that is based around an extended family model for children in care. The aim of the fostering network is to increase the support available to foster carers resulting in increased placement stability, and an increase in foster carers' confidence to support children. This model has been developed with the support of Hampshire foster carers and brings together 10-15 fostering households offering mutual support in a natural extended family environment. Each Hive of fostering families will be supported by a Hive Carer support worker (an experienced foster carer) who in conjunction with support from the fostering service social workers, will provide coaching, training, social events, flexible telephone support and sleepovers.
70. There are now twelve Hives across Hampshire which supports 156 foster carer households and over 200 looked after children. The Hives have just celebrated the first year with the first 'Hive Fest' event which was highly successful with 120 foster carers, children and young people coming together for an afternoon of fun, food, and games.

### **Paying Foster Carers**

71. The processes we use to pay foster carers have been reviewed following foster carer feedback. Foster carers now have access to an online form which they can submit reducing delay that was sometimes experienced through the previous paper-based system.

### **Training Pathway**

72. With the addition of the MPP funded dedicated trainer roles the service has been able to refresh and develop our training and support offer to foster carers.

73. Pre-approval training has been refreshed and is now more robust and in depth, giving our foster carers those fundamental skills ready to be approved & enter the world of fostering. We have included more practical tips and strategies for managing tough situations and holding difficult conversations. The new Pre-approval training pathway also includes GDPR & Prevent training, as well as Paediatric first aid.
74. Our post approval training pathway has been reviewed and offers joint training with residential staff to support peer learning and sharing of experiences. Course slides have been redesigned to support those with visual impairments or additional processing needs such as dyslexia.
75. There are a new set of Equality, Diversity, and Inclusion courses available, aimed at supporting carers on topics such as race, gender identity and belief systems in relation to our children and young people.
76. We have also invested in a Level 3 Diploma in Advanced Skills in Foster Care for foster carers and are looking at further training developments including reporting and recording and parent and child training.

### **Foster Carer Approvals**

77. The marketing strategy has been updated and developed using the learning from the discovery phase of the MPP programme. New recruitment strategies were trialled including using Sky TV Ad smart which targets specific household demographics in our chosen areas and will play our ad in place of a national advert.
78. Significant work has been carried out by the Fostering Recruitment and Assessment Team to streamline their processes and ensure that the customer experience they offer is high quality and engaging. A recent mystery shopper survey which was undertaken as part of the South-East Sector Led Improvement Partnership (SESLIP) with a group of South-East local authority fostering services, judged Hampshire to be the top performing authority in this regard.
79. Investment has also brought additional roles and skills to the team including a dedicated Head of Service for two years to establish new approaches and developments to support the required increased recruitment of new foster carers.

### **Hampshire Fostering Network (HFN)**

80. The service continues to work closely with the Hampshire Fostering Network. The service attends the monthly committee meetings and facilitates monthly operational meetings with the Fostering Service Manager, the CIC lead and HFN chair and vice chair. The service



continues to communicate information to HFN and work closely with members when reviewing practice and policies.

## **Conclusions**

81. The Fostering Service has continued in its efforts to find new foster carers and provide a high level of support and supervision to current Hampshire foster carers.
  
82. 33 new foster carer households were approved in 2021/2022 (a 17% increase), however 36 county foster carer households also deregistered. The focus for 2022/2023 will continue to be on the recruitment and retention of foster carers in order to increase our overall foster carer household numbers and therefore to provide the best outcomes for the children of Hampshire.
  
83. Work within the Modernising Placements Programme has supported the service to introduce a new focus to the Recruitment and Assessment teams with additional roles to oversee and drive this work forward. The foster carer training pathway has been reviewed to support foster carers to meet the changing needs of our looked after children. Further training courses are being explored, with an aim to provide some learning opportunities for carers who are looking after children with higher needs and more complex behaviours.
  
84. There remains a need to improve and sustain the performance in the fostering teams, ensuring that all foster carers have timely reviews supervision visits and unannounced visits. A revised performance management framework is in place to support this objective.
  
85. The foster carers survey returned results that showed a substantial increase in foster carers satisfaction with their supervising social workers, however also showed a small decrease in satisfaction with Childrens social workers. Further analysis of the results will take place to inform service development. The feedback from the foster carers survey represented 23% of all carers but we are expecting further returns now that all carers have received the survey, we will continue to work with foster carers to review how we gather feedback in the future.
  
86. This has been a challenging year to maintain a high level of support and service delivery. The service has adapted very quickly to provide additional support to find appropriate placements to the high number of children needing care or a change of placement. There have been a number of successful developments including a new foster carer training pathway, embedding the new online foster carers claims form and the implementation of our new support system for foster carers, the Hampshire

Hives. There are many new developments planned that seek to ensure our looked after children have the right support at the right time, with foster carers that are equipped to meet their needs and further work is planned to continue to improve foster carers satisfaction, recruitment, and retention through 2022/2023.

### **Recommendations**

87. That the Children and Families Advisory Panel note the Fostering Annual Report

**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

## **EQUALITIES IMPACT ASSESSMENT:**

### **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.

### **Equalities Impact Assessment:**

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

This report is considered low in relation to equalities impact due to not differentiating or segmenting based on protected characteristics.

## Open Your Door – a campaign to find new Foster Carers for children in Hampshire

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Children and Families Advisory Panel

Robert Wayman  
Head of Fostering Recruitment

## Why do we need a campaign?

## Hampshire children need more foster carers:

- The number of children coming into care is increasing nationwide. Whilst HCC has bucked the trend with smaller increases through its sector-leading transformation programmes, since 2018 the number of children in the care of Hampshire County Council has grown by over 200 and is still rising. Meanwhile, the number of fostering households in the county has plateaued.
- The numbers just aren't adding up anymore and the need for more Foster Carers is becoming increasingly urgent.
- We need Foster Carers that reflect our population of children in care.
- We need to bring everyone together around a common goal with an end date to change the current direction.

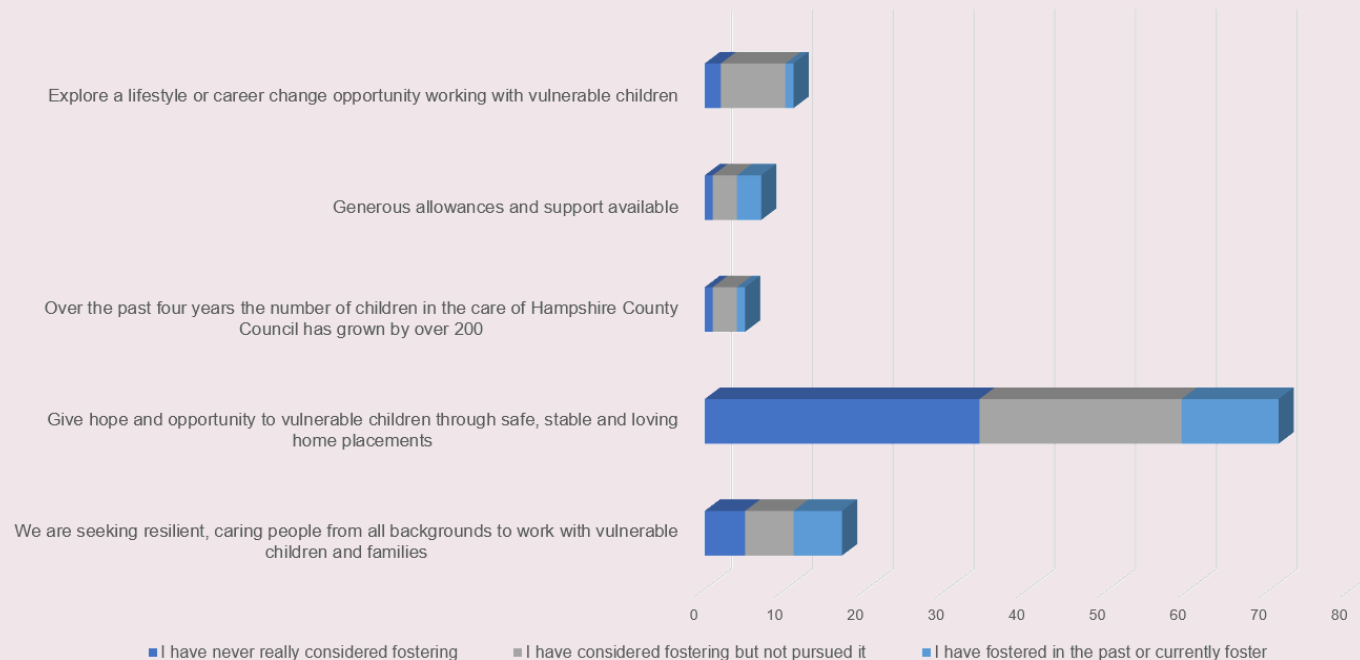
## How did we create the campaign?



## Campaign built on research:

- Two studies were completed by our Insights and Engagement team with members of the public, HCC staff and foster carers.
- The first tested different concepts.
- The second tested four campaigns based on the selected concept.

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## What will success look like for the campaign?

## By the end of 2023, we will have:

- Increased the number of new Foster Carers against our public goal through generating extra enquires.
- Highlighted the need for Foster Carers in the County and the sense of urgency now surrounding that need.
- Galvanised individuals from diverse backgrounds to consider fostering and celebrated their applicability to do so.
- Celebrated the reasons people become Foster Carers – for the benefit of foster children but also themselves and their communities.

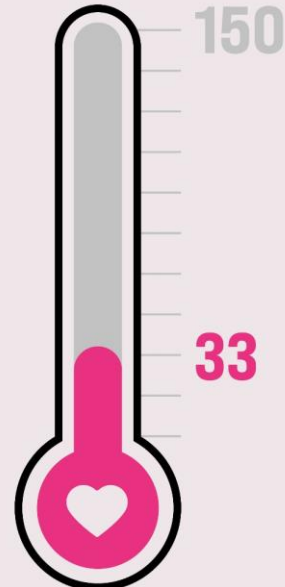
## The campaign

## The campaign launch

Page 37



**33 fostering households  
have joined us so far**







# #OPENYOURDOOR

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Fostering Hampshire Children

#OPEN YOURDOOR




WELCOME



Hampshire County Council




Ofsted Outstanding Provider



Every 12 hours another Hampshire child comes into care in need of a foster carer.

Children in Hampshire need **150 new** fostering households by the end of 2023.



Get involved with our campaign and make a difference today.

Search

**FOSTERING HAMPSHIRE CHILDREN**

[hants.gov.uk/openyourdoor](https://hants.gov.uk/openyourdoor) | 01489 587052







Fostering  
Hampshire  
Children

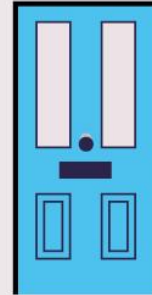
# #OPENYOURDOOR



Fostering  
Hampshire  
Children

When every door is closing on  
a child... Can you open yours?

## #OPENYOURDOOR



WELCOME



## Our #OpenYourDoor Campaign Partners:



Hampshire  
Libraries



CALSHOT  
Activities Centre



RUNWAY'S END  
Outdoor Centre



TILE BARN  
Outdoor Centre



HAMPSHIRE  
COUNTRYSIDE  
SERVICE



Marwell  
Wildlife



## What is happening:

- Launch activity.
- Digital marketing including display, TV, radio and social media posts (paid for/organic).
- Display advertisements (billboards).
- Direct mail to 60,000 households.
- Press and media.
- Internal and external communications.
- Celebration, awareness-raising and recruitment events.
- Partnership activity including events, social media and engagement opportunities.
- National awareness campaigns.

## The communities we are aiming to reach:

	Community	When?
Page 44	Winchester	October/November 2022
	Eastleigh	November / December 2022
	Basingstoke	January/February 2023
	Havant	February/March 2023
	Fareham	TBC ( 2023/24)
	East Hampshire (Petersfield/Alton and Bordon focus)	TBC ( 2023/24)
	Gosport	TBC ( 2023/24)
	New Forest (Totton focus)	TBC ( 2023/24)
	LGBTQ+	Ongoing
	Faith (Christian/Muslim focus)	Ongoing and through partnerships
People from ethnic minority backgrounds	Ongoing and through partnerships	

## How can I get involved and support the campaign?

## We will be working with the Corporate Parenting Board to help us:

- 1) Hold local launch events in each of the communities of focus.
- 2) Engage with district councils.
- 3) Keep all members up to date with the campaign.

## Three ways you can support the campaign:

- 1) Follow us on social media ([Facebook](#)/[Twitter](#)/[Instagram](#)) and like, comment on and share our content.
- 2) Share an idea – personally or professionally are you able to help us reach 100s/1000s of Hampshire residents at one time? Tell us how.
- 3) Talk about fostering with your constituents, friends and family – word of mouth is powerful.

**If you would like to help, please contact  
me:**

[Robert.Wayman@hants.gov.uk](mailto:Robert.Wayman@hants.gov.uk)



**Thank you for your time and interest in  
the campaign – we look forward to  
working with you**

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## HAMPSHIRE COUNTY COUNCIL

### Report

<b>Panel:</b>	Children and Families Advisory Panel
<b>Date:</b>	10 <sup>th</sup> October 2022
<b>Title:</b>	Adopt South – Annual Report 2021-2022 with Hampshire County Council Highlights
<b>Report From:</b>	Steve Crocker – Director of Children’s Services

**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 2021-2022.

### Recommendation

2. That the Annual Report 2020-2021 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 2021-2022 (Year 3), 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. 22% increase in Placement Orders compared to Year 2
  - b. 10% increase in children formally linked compared to Year 2
  - c. 8% increase in the number of children placed internally compared to Year 2
  - d. No Hampshire children without potential links
  - e. Scorecards well below the Government’s guidance
5. Adopt South’s Year 3 KPIs include:

- a. Enquiries 23% above 589 target (727)
- b. Achieved 93% RAA Mystery Shopper Score
- c. Adoption Information Sessions - 35% above 383 target (516)
- d. 94% of Registration of Interest Forms- 174 target achieved (164)
- e. 101 Adopters approved – 92% of target
- f. 34% (34) adopters approved for sibling groups
- g. 35% (35) adopters approved for Fostering for Adoption
- h. Average Assessment to Approval Conversion Rate is above target at 66%, against a target of 64%
- i. 9 adopters sold generating £265,289.49 +97% above target
- j. Overall assessment journey 5.4 months (Government target 6 months)
- k. £783,714.82 approved by the Adoption Support Fund +59% on Year 2
- l. £45,726 of income generated from therapeutic courses
- m. 220 children with families identified + 47% on Y2
- n. 117 of these have been Hard to Place (53% of total) +89% on Y2
- o. 93 children have been formally linked to 77 families
- p. 37 sibling groups have had families identified +61% on Y2
- q. 18 children over the age of 5 years
- r. 25 children placed in Fostering for Adoption placements - £67,000 saving to LAs
- s. Just 6 children with no potential links
- t. Just 4 children placed externally at £120,689 (only 48% of budget)

### **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. 518 children have had families identified
  - b. 223 of these children have been Hard to Place
  - c. 319 children formally linked
  - d. 339 new adoptive families approved
  - e. Stage 1 Timescales 1.7 months (Government target is two months)
  - f. Stage 2 Timescales 3.7 months (Government target is four months)

9. How does Adopt South compare to 32 RAAs (\*ASGLB data April 2021 – March 2022):
- a. Placed more children in-house than any other RAA
  - b. Very low interagency placements
  - c. Only RAA achieving Enquiry to Registration of Interest in five-day timescale
  - d. Fastest enquiry to approval than any other RAA
  - e. 3rd highest number of approved adopters
  - f. Only RAA achieving Stage 1 in timescales
  - g. 1 of only four RAA's achieving Stage 2 in timescales
  - h. Lowest timescales from Placement to Adoption Order
  - i. 1 of only two RAA's in Scorecard 1 timescale
  - j. In top five for Scorecard 2
  - k. In top six for Fostering for Adoption placements

## **Appendix**

10. Adopt South's 2021-2022 Annual Report
11. Link here to [Adopt South - End of Year Film - 2021-22](#)

**REQUIRED CORPORATE AND LEGAL INFORMATION:**

**Links to the Strategic Plan**

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	no
<b>People in Hampshire live safe, healthy and independent lives:</b>	yes
<b>People in Hampshire enjoy a rich and diverse environment:</b>	no
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	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;
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Due regard in this context involves having due regard in particular to:

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- 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.

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# **Adopt South Summary Report**

*With Hampshire County Council Highlights*

## **Data and Comparisons to projected targets Year 3 2021-2022**

Presented by

Rachel Reynolds  
Head of Adopt South  
September 2022



## Since we started in April 2019:

- 518 children have had families identified
- 223 of these children have been Hard to Place
- 319 children formally linked\*
- 339 families approved
- 7,296 enquiries to the Adoption Support Team
- Stage 1 timescales 1.7 months
- Stage 2 timescales 3.7 months

\* Impacted by Covid and Somerset Judgement

## How does Adopt South compare to 31 RAAs?

- Lowest number of children waiting
- Approved the 2nd highest number of adopters
- Our adopters spent less time than any other RAA from enquiry to Stage 1
- Only RAA who achieved both Stage 1 and Stage 2 in timescales
- We placed more children with in-house adopters than any other RAA
- We spent less on interagency placements



ASGLB data April 2020 - March 2021



## Executive Summary - Year 3 2021-2022 – Annual Results

Adopt South's Year 3 has achieved excellent outcomes for both the adopter's and children's journeys:

### Adopter's Journey & Adoption Support

- ↑ Enquiries **23% above** 589 target (727)
  - Face to Face – walk in events resumed
  - Achieved **93%** RAA Mystery Shopper Score
  - High advocacy levels from the public and business supporters
  - #IssyandEvie and ongoing sibling campaigns
- ↑ Adoption Information Sessions - **35% above** 383 target (516)
- **94%** of Registration of Interest Forms- 174 target achieved (164)
- **101** Adopters approved – 92% of target
  - **34%** (34) adopters approved for sibling groups
  - **35%** (35) adopters approved for Fostering for Adoption
- Average Assessment to Approval Conversion Rate is **above target at 66%**, against a target of 64%.
- **9** adopters sold generating **£265,289.49** +97% above target
- *Overall assessment timescales Stage 1 – 1.7 months*
- *Overall assessment timescales Stage 2 – 3.7 months*
- *Overall assessment journey 5.4 months*
- **3,378** enquiries to Adoption Support
- **£783,714.82** approved by the Adoption Support Fund +59% on Year 2
- **£45,726** of income generated from therapeutic courses

### Children's Journey

- **220** children with families identified + 47% on Y2
- **117** of these have been Hard to Place (53% of total) +89% on Y2
- **93** children have been formally linked to **77** families
- **37** siblings groups have had families identified +61% on Y2
- **18** children over the age of 5 years
- **25** children placed in Fostering for Adoption placements - **£67,000** saving to LAs
- Just **6** children with no potential links
- Just **4** children placed externally at **£120,689** (*only 48% of budget*)
- **354 days** for Scorecard 10, well below the government's guidance
- **123 days** for Scorecard 2, just 2 days outside of the government's guidance
- **135** Children's Plans sent to ADM
- **123** Placement Orders Made (31% increase on Y2)
- **38** adopter mentors

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# Adopt South's Third Year

## Introduction

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

***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 and had the lowest number of children waiting.***

## Children's Journey

Families have been identified for **220** children and the excellent news is that this has included matches being identified for **117** hard to place children, including **37** sibling groups and **18** children over the age of **5** years.

- **114** Hampshire children
- **11** Isle of Wight children
- **36** Portsmouth children
- **59** Southampton children

There were **93** children formally linked with **77** families. There are just **6** children with Placement Orders who currently have no potential links, and who Adopt South are actively family finding for.

Our third year has seen a significant increase in Placement Orders being granted. The delays with the courts due to COVID-19 last year, saw Children's Plans delayed in court. There have been **123** Placement Orders during Year 3, compared to **94** during Adopt South's second year and **97** in Adopt South's first year. Hampshire and Southampton saw the steepest increase with **60** Placement Orders being granted in Hampshire (compared to **49** last year) and **38** in Southampton (compared to **18** last year).

***Year 3 saw an average across the 4 Local Authorities of 354 days for Scorecard 10, which is well below the government's guidance of 426 days.***

***Year 3 saw an average across the 4 Local Authorities of 123 days for Scorecard 2, just 2 days outside of the government's guidance of 121 days.***

Adopt South's third year has also seen an increase in Children's Plans being referred to the LA Agency Decision Maker with **135** being referred. This compares to **130** during our second year and **122** during our first year. Southampton has seen the steepest rise with **38** referred, compared to **28** during last year and **27** the previous year. These high numbers will no doubt lead to a continuing high number of Placement Orders in Year 4.

Since the launch of Adopt South, **319** children have been formally linked with adoptive families. Of these, **167** have been HCC children; **24** IOW children; **50** PCC children; **78** SCC children.

## Adopter Journey

Year 3 saw **101** new adoptive households approved. Since the launch of Adopt South, **339** adoptive households have, therefore, been approved.

## Recruitment

Our third year has continued to see a very encouraging level of enquiries at the recruitment stage;

- **727** enquiries were received, **23%** above our annual target of 589.
- **516** households attended an Adoption Information Session, **35%** above our annual target of 383 households.
- **257** Pre-Stage Visits were undertaken, **3.2%** above our annual target of 249.
- **164** Registration of Interest Forms were returned.

The success of Year 3 has resulted in **153** new households being forwarded to assessment which is an excellent number and has resulted in a conversion rate from enquiry (727) to assessment (153) of **21%**.

**In the third year**, we made significant changes to our messages at the front door with greater emphasis on sibling groups, toddlers, children in primary school and children with additional needs, progressing with prospective adopters who were able to consider the children waiting for forever homes.

**Since the launch of Adopt South, 587 households have progressed to assessment.**

New initiatives which included our ***Speak to An Adopter*** sessions and the sticky chat button on our website, giving users three options to either call, *Arrange a Chat* or *Speak to An Adopter*, have been successful in driving recruitment, especially when there was no face-to-face route.

Our first live ***Adoption Webinar*** was also launched at the start of Year 3 which was hugely successful and monthly webinars are now taking place.

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 third 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.

## Stage 1

The Stage 1 team have progressed the **153** households during Year 3 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 **1.7 months** in Year 3, remaining well within the government expectation of 2 months.*

***The ASGLB data (April 2020- March 2021) shows that last year, Adopt South was 1 out of just 2 Regional Adoption Agencies who averaged Stage 1 in timescales. It also shows that Adopt South adopters spend 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.

## Stage 2

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

***The ASGLB data (April 2020- March 2021) shows that last year, Adopt South was 1 out of just 5 RAA's who averaged Stage 2 in timescales. We were the only RAA, however, who achieved both Stage 1 and Stage 2 in timescales.***

Regarding the overall adoption journey, the average timescale was **5.4** months and remains well within the government expectation of 6 months.

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.

Year 2 saw a pilot being rolled out, 'Stepping-Stones', 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 very low disruption rate since the commencement of Adopt South.



**Adopt South's Mentoring Scheme** has remained a strength with **181** families receiving support by **38** Adopter Mentors at the end of March 2022. Continuous development of the service now includes bespoke and targeted one-off consultations with Mentors who are experienced in specific areas of adoption. A total of 44 consultations covered challenging behaviour, Foetal Alcohol Syndrome, unknown future needs, supporting heritage and culture, parental mental health and meeting birth parents as well as live Q&A sessions; **149** Prospective Adopters joined the sessions.

**The Fostering Buddy Scheme** was created to bridge the gap for Prospective Adopters who were struggling to gain childcare experience due to COVID-19. In Year 3, **10** Foster Carer Buddies carried out **95** chats.

## Adoption Support

During Year 3, the high demand for adoption support continued, with **3,378** enquiries to the Advice and Support Line. This is an increase of just 3% on the same period last year and supports the position that the enquiries to the Advice and Support Line are stabilising.

***In Adopt South's second year, the total number of enquiries to the Advice and Support Line was 3,268. When compared to the total of 650 enquiries in Adopt South's first year, this was a 402% increase.***

Since the launch of Adopt South, a total of **7,296** enquiries have, therefore, been made to the Advice and Support Line.

A total of **267** Adoption Support Needs Assessments (ASNA's) have been completed, a reduction of 8% on the same period in Year 2. The reduction in ASNA's suggests that the cases requiring an assessment are reducing, due to the wide offer that is available to families without the need to be open to a social worker.

During Year 3;

- **115** adoptive parents attended a workshop
- **44** adoptive parents attended a Coffee and Chat
- **26** of the **37** available consultation slots were used
- **21** adoptive parents attended a Face-to-Face support group
- **296** places were used by children and young people attending one of the Groundwork Fusion activities for young people
- **49** Educational Psychologist consultations were provided
- **18** Video Interaction Guidance packages were allocated.

At the end of Year 3, there were **367** adoption support cases open, an increase of 3% on the 357 adoption support cases open at the end of Year 2.

*During Year 3, **528** children and young people were open to a social worker and accessed an adoption support plan, a decrease of 5% compared to Year 2.*

## Adoption Support Fund

During our third year, **313** applications were approved by the Adoption Support Fund, with a total amount of **£783,714.82** being approved. (A **59%** increase compared to regular applications approved last year).

*This compares to £493,424.16 being approved in relation to regular applications for therapeutic interventions in our second year 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.*

## Adoption Support for Adults

Adoption Support for Adults came into scope of Adopt South in April 2021. Initially it came in 'as is' but processes were quickly reviewed, and the new Adopt South Service for Adults went live on the 1<sup>st</sup> June 2021.

The work in this area supports adopted adults and birth relatives and those with a prescribed relationship to a deceased adopted adult, around accessing birth certificate information, access to adoption records and intermediary services.

Neither Southampton or the IOW provided intermediary services previously, and therefore the offer across the region has now improved.

During Year 3, **575** enquiries were made in relation to adult work, which led to **142** new referrals. **174** cases were allocated.

At the end of Year 3, there were **110** open cases.

## Adoption Information Exchange

Adoption Information Exchange and direct/indirect contact also came into scope of Adopt South in April 2021.

At the end of Year 3, there were **6,138** active exchanges across the region.

## Advantages of More Local Placements

With only **4** children (out of 93) being placed externally during Year 3 and just **3** (out of 118) and **4** (out of 108) in Year's 1 and 2, noticeable advantages have continued to be seen. These include the

impact on staff time and significantly reduced travel, along with adoptive families being more able to access local adoption support.

## Low Interagency Spend/High Number of Adopters Sold

With just 4 external placements being purchased during Adopt South’s third year, at a cost of **£120,689**, interagency spend has remained low and well within budget.

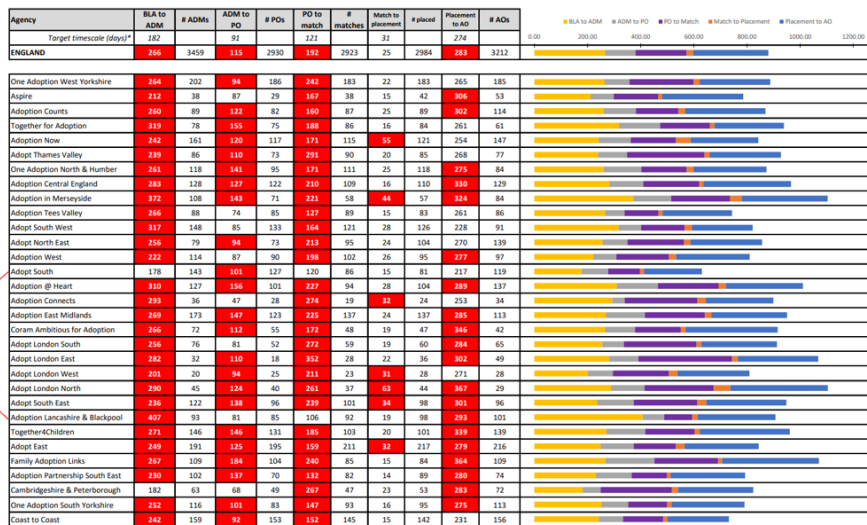
Although the current income target for sold adopters is £135,000, based on 5 placements of children from other RAA’s with Adopt South adopters, at the end of Year 3, 9 adopters have been sold for a total of 12 children, generating an income of **£265,289.49**.

## Timely Matching/Scorecards

During Year 3, we have 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

## Strength of Comparisons with other Regional Adoption Agencies

The Adoption and Special Guardianship Leadership Board (ASGLB) data which has been published for last year (April 2020 - March 2021) shows that out of the 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.

## Hampshire County Council – Local Authority Information 2020-2021

### Recruitment

#### Marketing and Communications Activity

- Events – Winchester, Romsey, Cosham
- 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
- Global – Capital Radio/Heart FM
- Bauer – Greatest Hits Radio (South Coast)
- Outreach Radio – local community station
- Social Media sponsored ads in north of the County
- 3D Reach – mobile advertising
- All major media owners – #IssyandEvie Campaign
- Social Media – Hashtags with HCC to reach users of Facebook/Instagram
- Messaging - greater emphasis on sibling groups + Radio and Digital Advertorials

### Children's Journey

Children's Plans ADM	Pre- Adopt South	Yr 1	Diff	Year 2	% Diff	Year 3	% Diff
	70	56	-20%	74	32%	68	-8%

Placement Orders	Pre- Adopt South	Yr 1	Diff	Year 2	% Diff	Year 3	% Diff
	64	47	-27%	49	4%	60	22%

Children Formally Linked	Pre- Adopt South	Yr 1	Diff	Year 2	% Diff	Year 3	% Diff
	64	64	0%	49	-23%	54	10%

Children Placed	Pre- Adopt South	Yr 1	Diff	Year 2	% Diff	Year 3	% Diff
Internal	63	62	-2%	48	-23%	52	8%
External	1	2	100%	1	-50%	2	100%

Children with no potential links	Pre- Adopt South	Yr 1	Diff	Year 2	% Diff	Year 3	% Diff
	7	4	-42%	0	-100%	0	0%

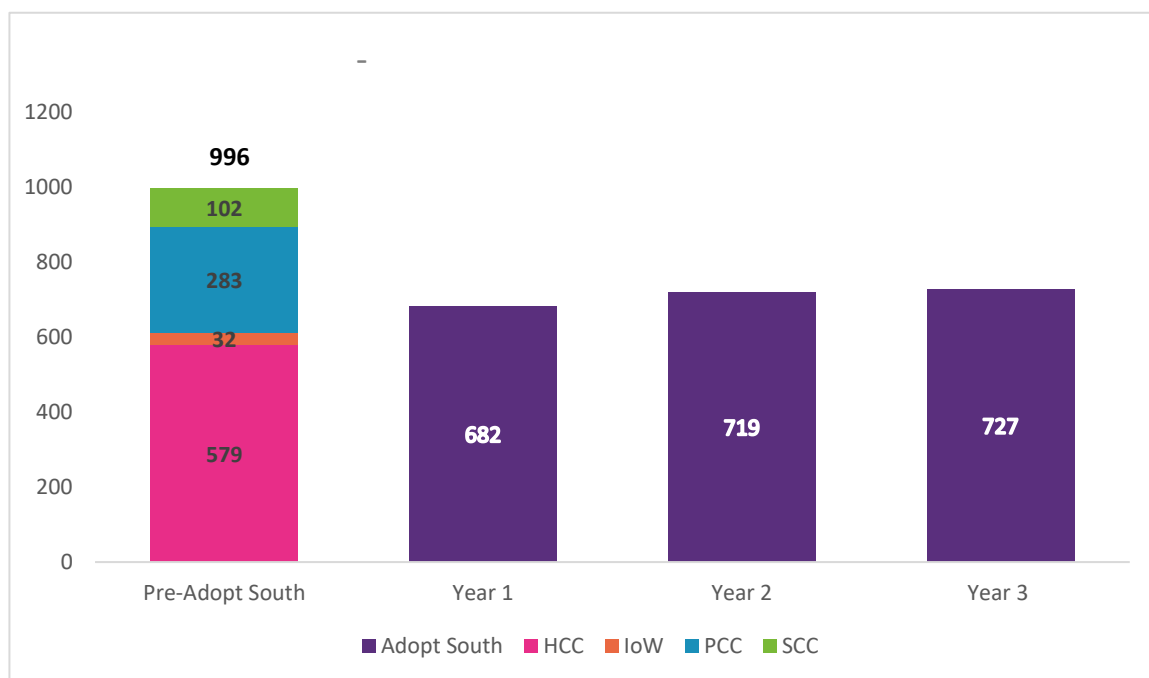
Children with Adoption Order	Pre- Adopt South	Yr 1	Diff	Year 2	% Diff	Year 3	% Diff
	69	70	1%	53	-24%	43	-19%

## Adopt South's Year 3 - Q4 Data

### Adopter's Journey: Enquiry to Approval

#### Enquiries

Table 1.1

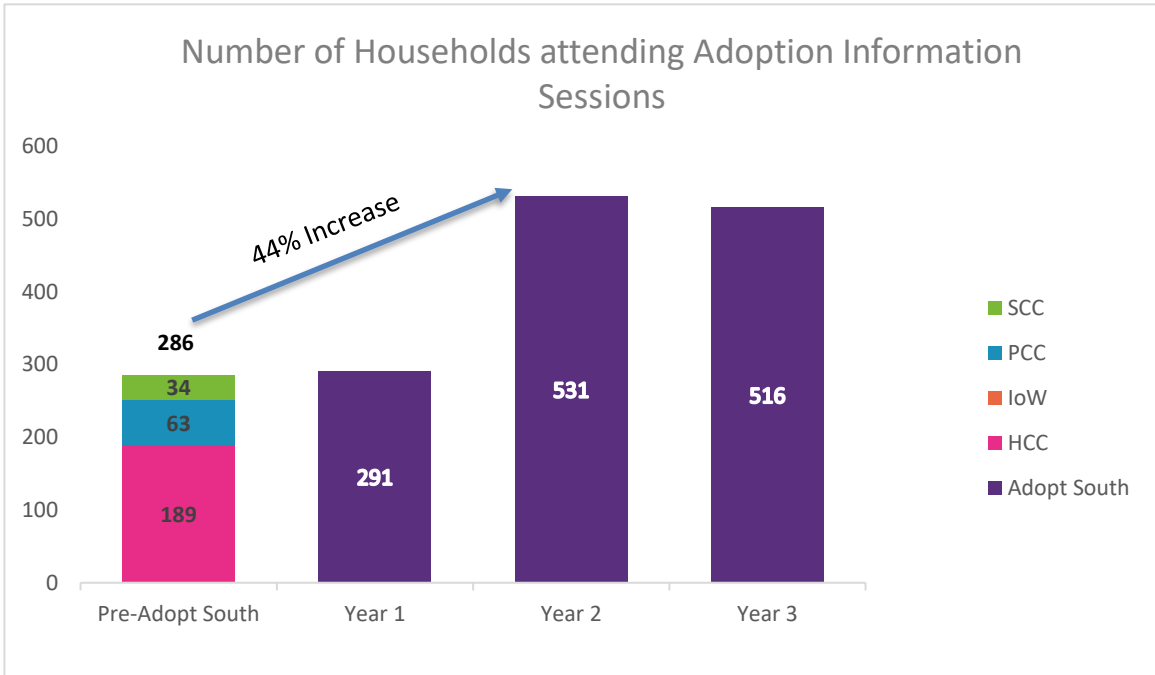


#### Commentary:

- A total of 727 enquiries have been received during Adopt South's third year, 23% above our annual target of 589 enquiries per year.
- 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 14% in Year 3 with a revised target for 2021/22.
- Although Year 3's conversion rate is 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

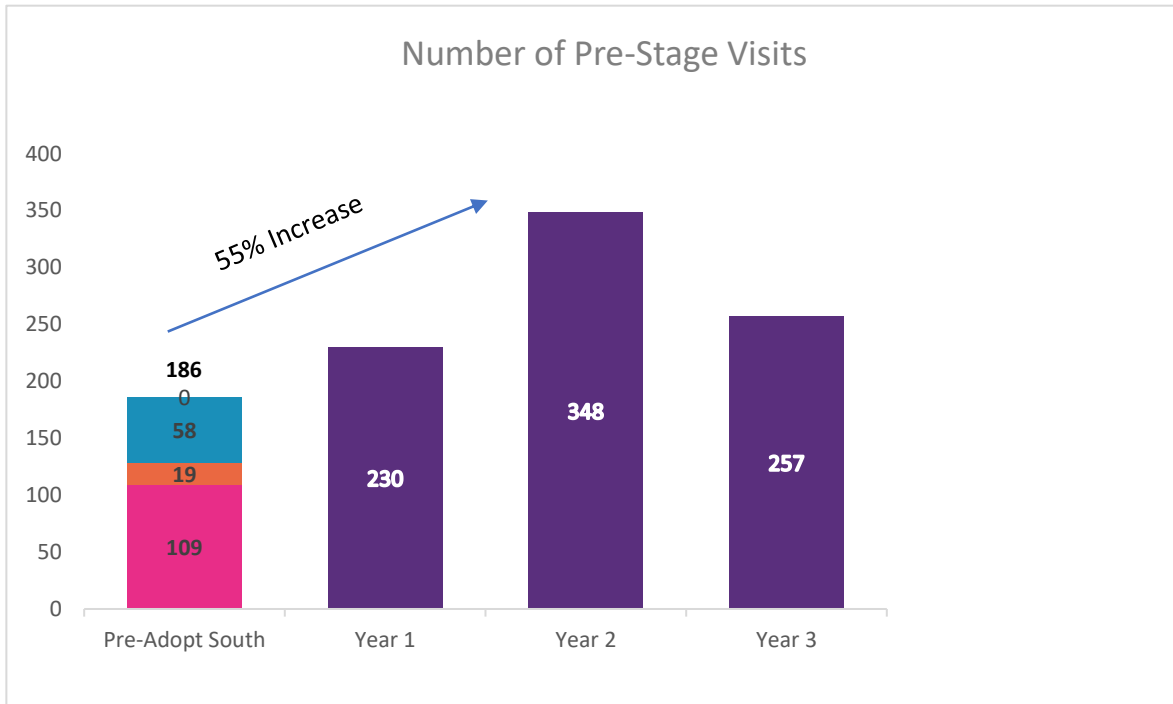


**Commentary:**

- 516 households attended an Adoption Information Session during Adopt South’s third year, 35% above our annual target of 383 households per year.
- 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.  $(291+531/2 = 411 \text{ AIS})$

## Pre-Stage Visits (PSV)

Table 1.3



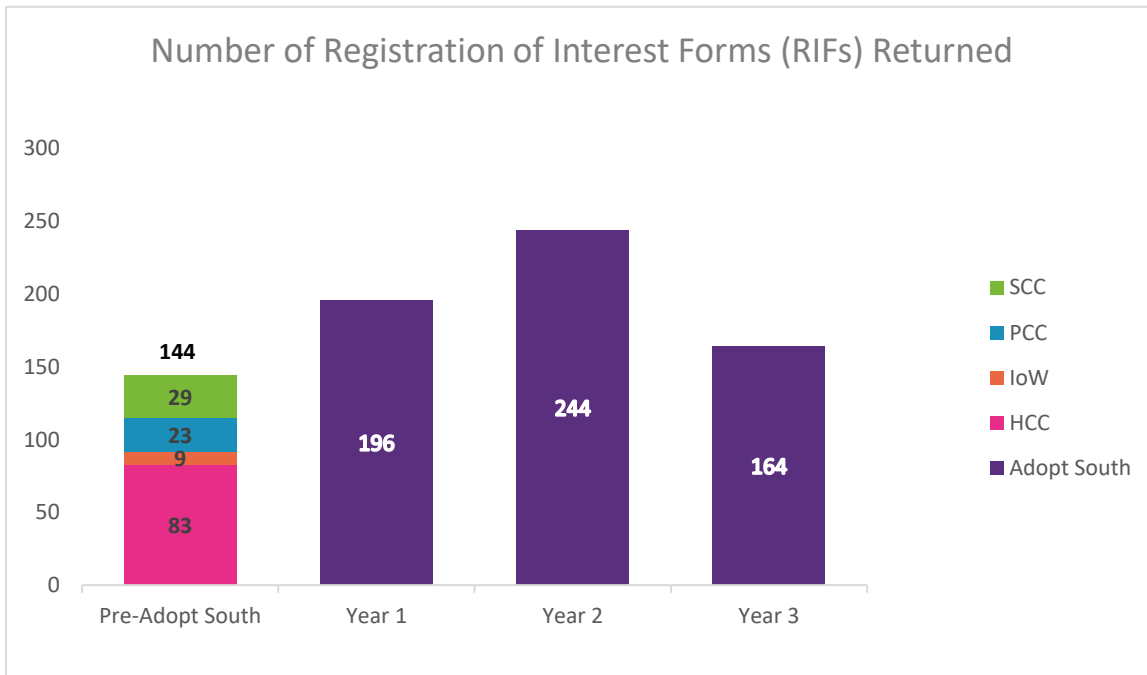
### Commentary:

- 257 Pre-Stage Visits were undertaken during Adopt South’s third year, 3.2% above our annual target of 249 per year.
- 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

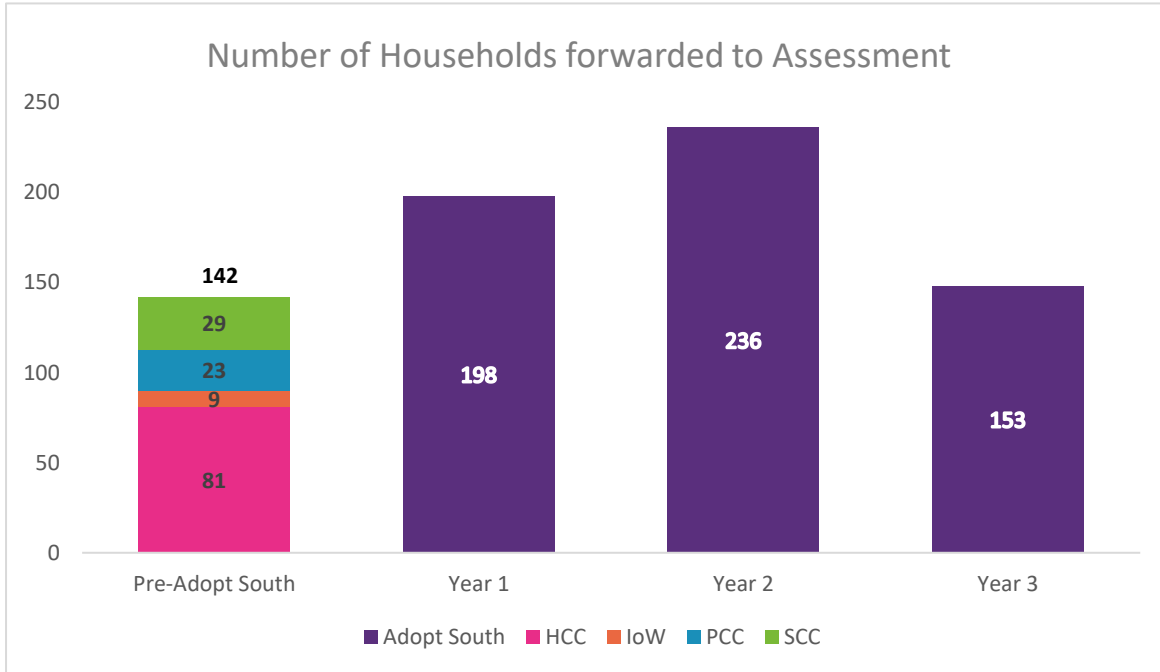


### Commentary:

- 164 Registration of Interest Forms were returned during Adopt South’s third year, just ten households (6%) less than our annual target of 174 per year.
- 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

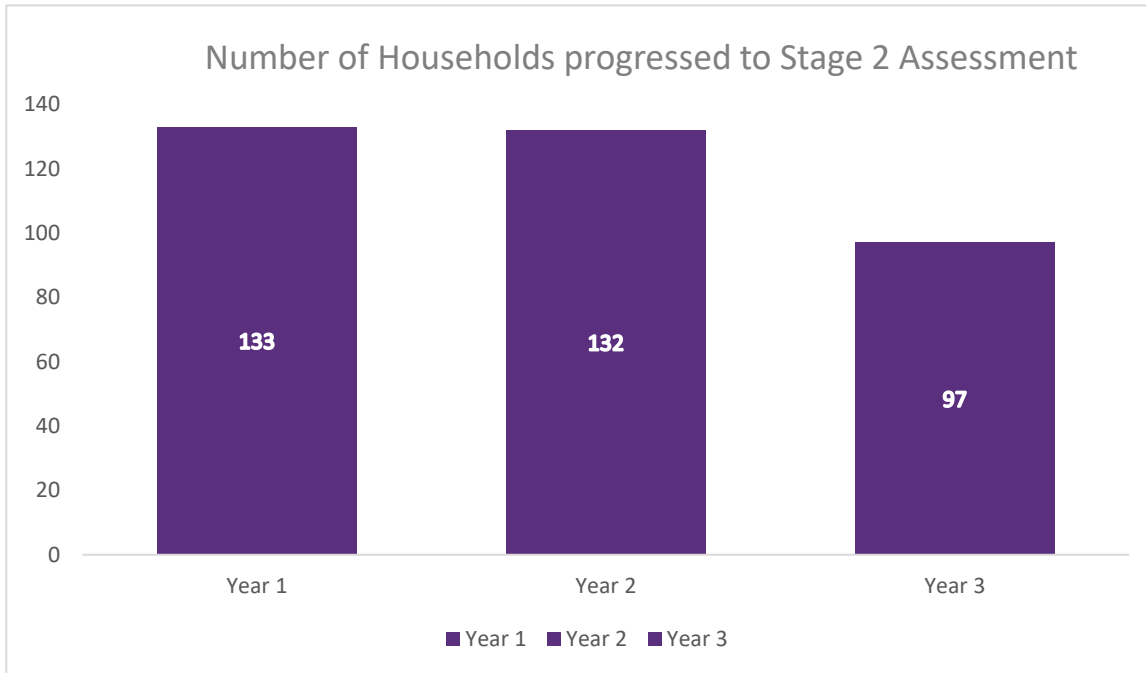


### Commentary:

- 153 households were forwarded to assessment during Adopt South’s third year, just 11% less than our annual target of 171.
- 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 is 21% based on a new target adjustment.
- Although the number of households forwarded to assessment during Year 3 is 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 has had great success, with families being identified for 37 sibling groups since April 2021.***

## Number of Households progressed to Stage 2 Assessment

Table 1.6

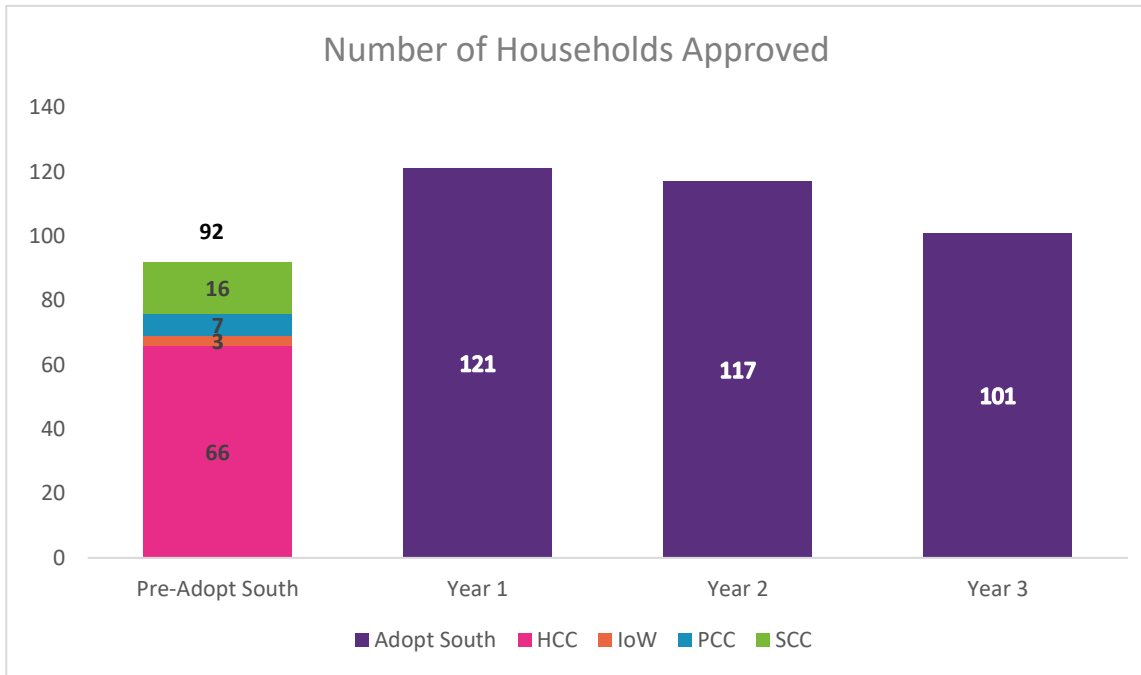


### Commentary:

- 97 households were forwarded to Stage 2 assessment during Adopt South’s third year, slightly below our annual target of 119.
- The service target was to approve 110 new adoptive households this year. To allow for a potential 8% closure rate this equated to 119 assessments transferring to Stage 2 over the year. On average, this meant that 10 assessments per month needed to transfer from Stage 1 to Stage 2 for full assessment and equated to 30 assessments per quarter.
- 132 households progressed to Stage 2 in Adopt South’s second year and 133 in Adopt South’s first year.
- Although the number of households forwarded to Stage 2 assessment during Year 3 is 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 is presently a sufficient number of available prospective adopters to match with younger children. Having 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

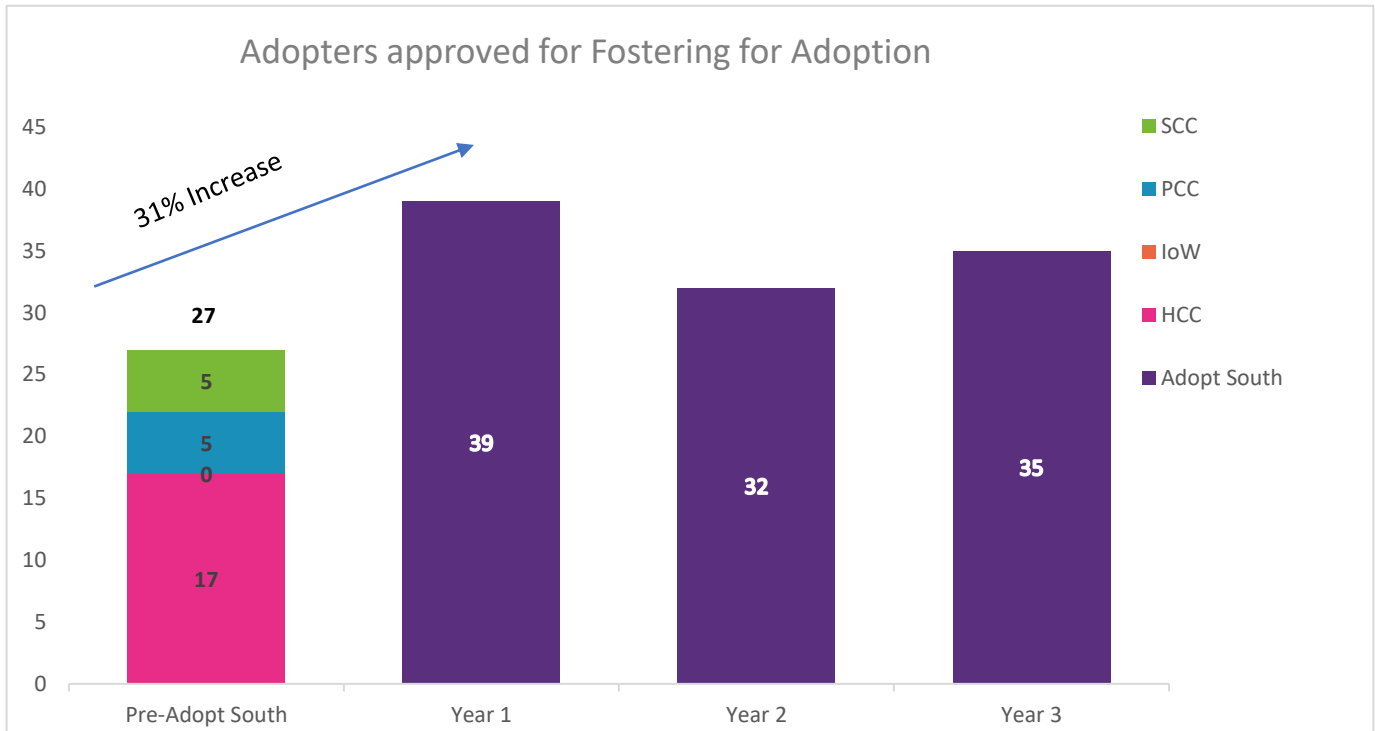


### Commentary:

- 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).
- 339 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 last year.***

## Adopters approved for Fostering for Adoption (FfA)

Table 1.8

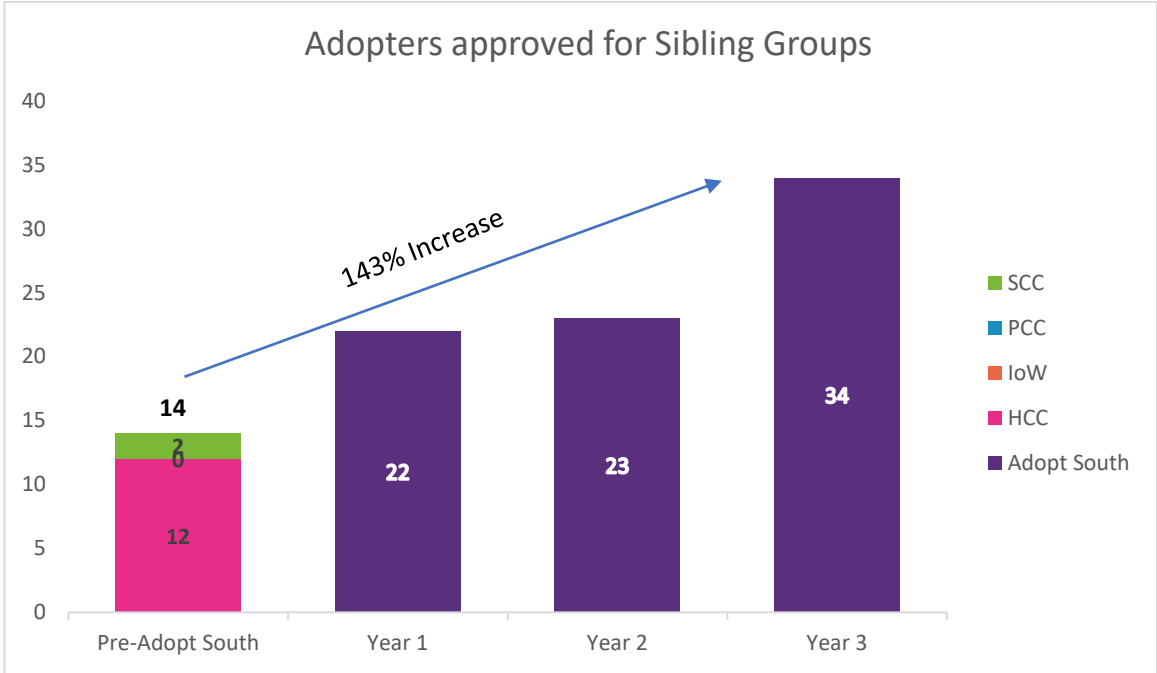


### Commentary:

- Out of the 101 new adoptive households approved during Adopt South’s third year, 35 (35%) were approved for FfA.
- 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



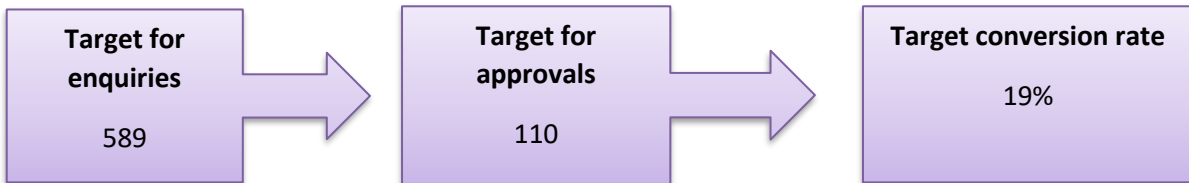
**Commentary:**

- Out of the 101 new adoptive households approved during Adopt South’s third year, 34 (34%) were approved for Sibling Groups.
- 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 in 2018/19.

## Enquiry to Approval Conversion Rates

Table 1.10

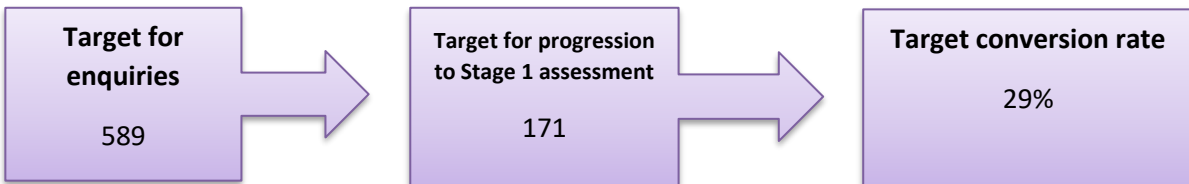
### Target enquiry to approval - per year



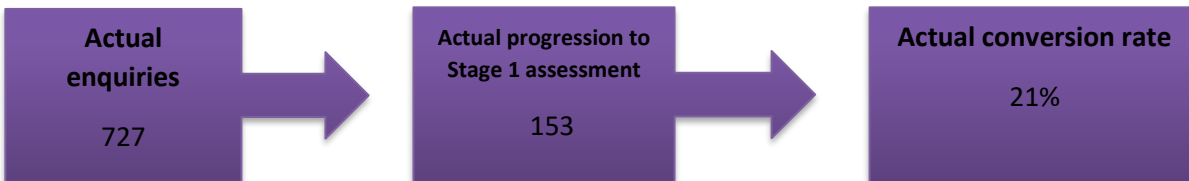
### Actual enquiry to approval – per year



### Target enquiry to assessment – per year



### Actual enquiry to assessment – per year



### Target assessment to approval – per year



### Actual assessment to approval – per year



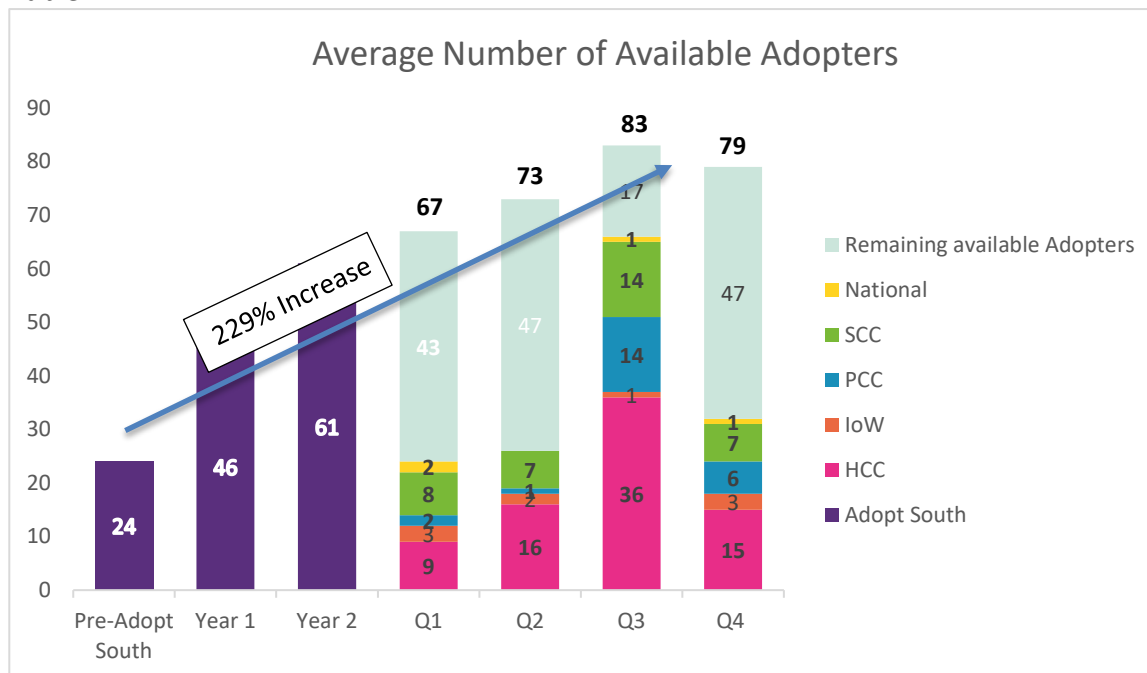
### Commentary:

- The target conversion rates allow for a 17.5% closure rate in Stage 1 and an 8% 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 is 14% against a target of 19%.
- The lower conversion rate in Year 3 reflects the high number of enquiries during the year and the lower number progressing due to the change in messages at the front door.
- **Average Assessment to Approval Conversion Rate for Adopt South's third year is above target at 66%, against a target of 64%.**



## Available Adopters

Table 1.11

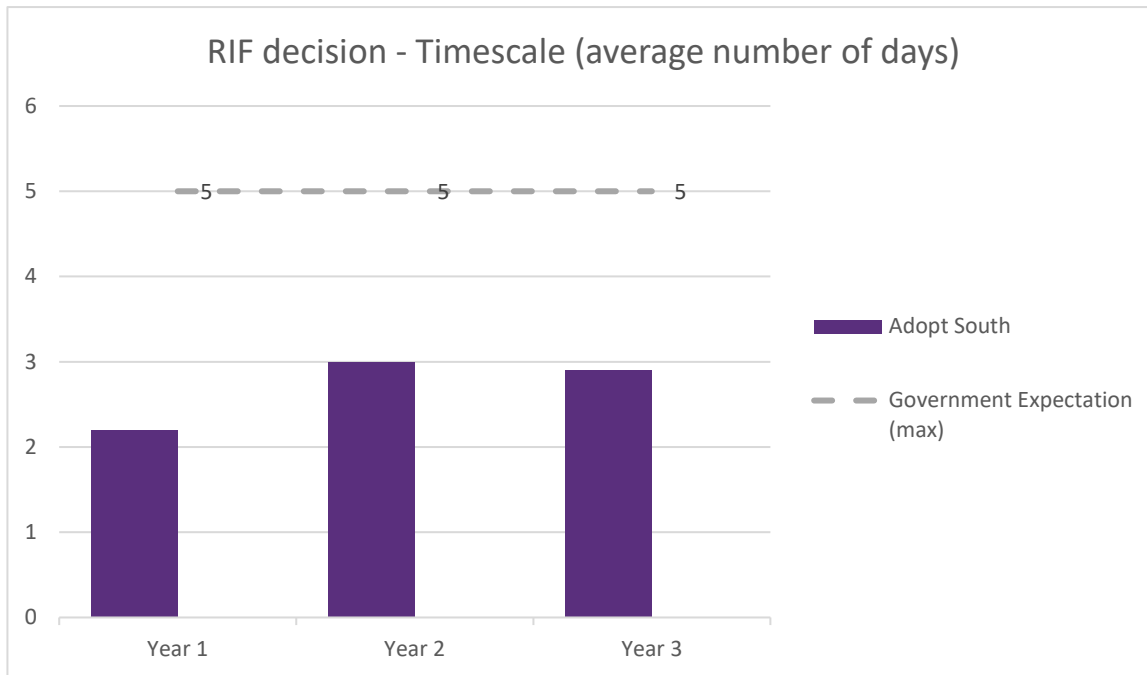


### Commentary:

- 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 has increased to 79 at the end of Year 3. However, 32 of these have been pre-linked with children either with Placement Orders or awaiting Placement Orders.
- 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

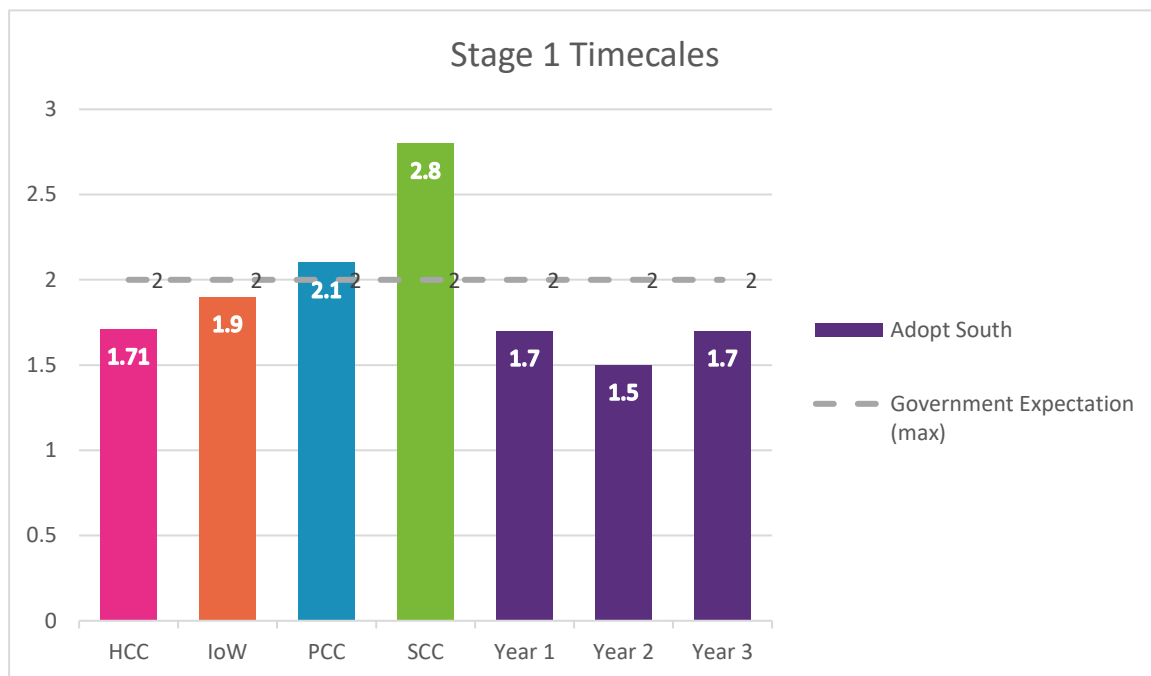


### Commentary:

- Registration of Interest Form timescales have continued to average well within government timescales during Adopt South's third year.
- Similarly, Adopt South's first and second year 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 last year and had the lowest number of days from enquiry to RIF.***

## Timescales - Stage 1

Table 1.13

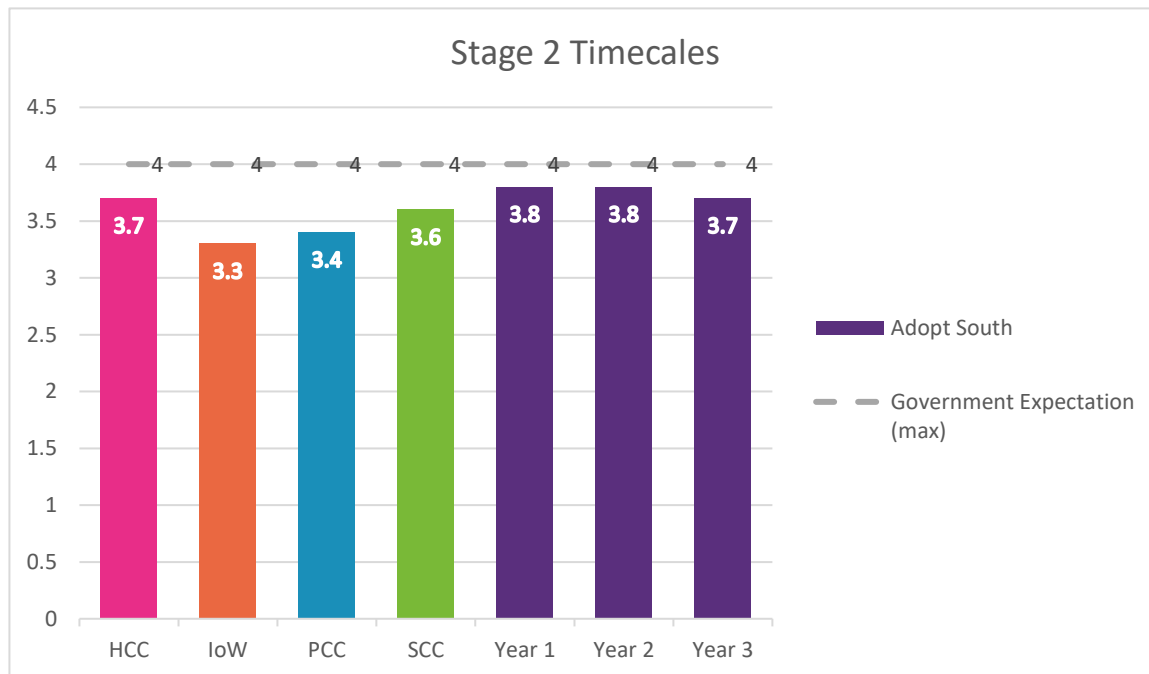


### Commentary:

- Stage 1 timescales have continued to average well within government timescales during Adopt South’s third year.
- Similarly, Stage 1 timescales averaged well within government timescales during Adopt South’s first and second year.
- PCC and SCC averaged outside of timescales Pre-Adopt South.
- ***The ASGLB data (April 2020- March 2021) shows that last year, Adopt South was 1 out of just 2 RAA’s who averaged Stage 1 in timescales. However, it is interesting to note, that Adopt South processed 236 Stage 1 cases and progressed these in timescales, compared to the other RAA’s (Adopt London South’s) 34!***

## Timescales - Stage 2

Table 1.14

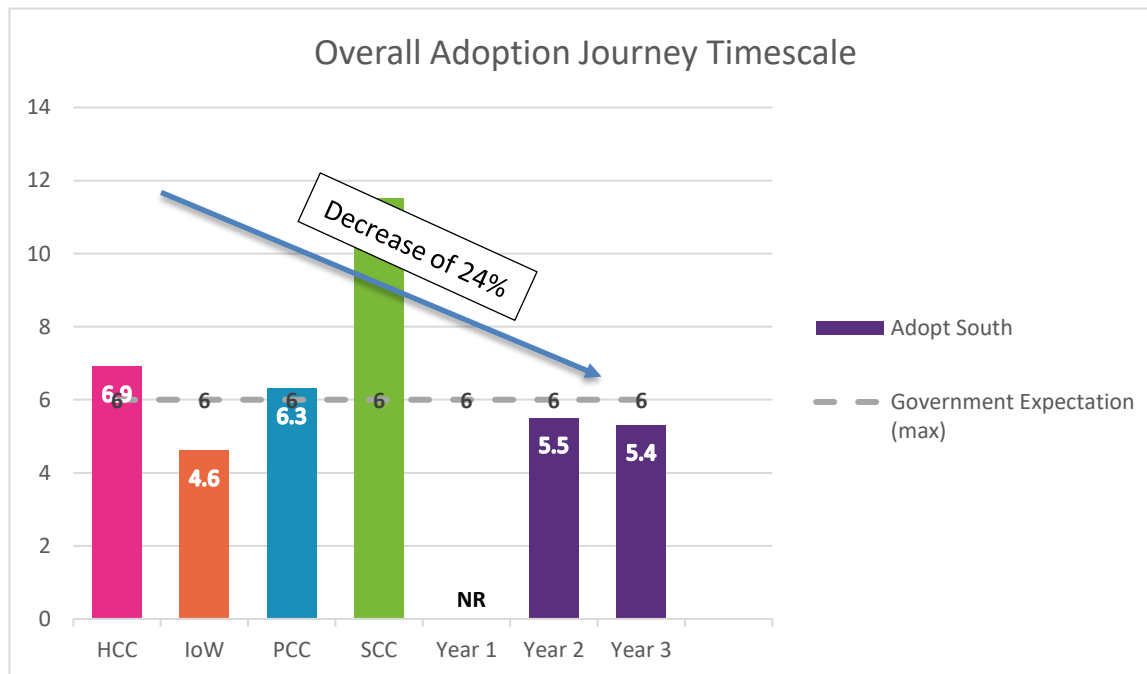


### Commentary:

- Stage 2 timescales have continued to average well within government timescales during Adopt South’s third year.
- Similarly, Stage 2 timescales averaged well within government timescales during Adopt South’s first and second year.
- SCC averaged outside of timescales Pre-Adopt South.
- ***The ASGLB data (April 2020- March 2021) shows that last year, Adopt South was 1 out of just 5 RAA’s who averaged Stage 2 in timescales. We were the only RAA, however, who achieved both Stage 1 and Stage 2 in timescales.***

## Timescales- Overall Adoption Journey

Table 1.15



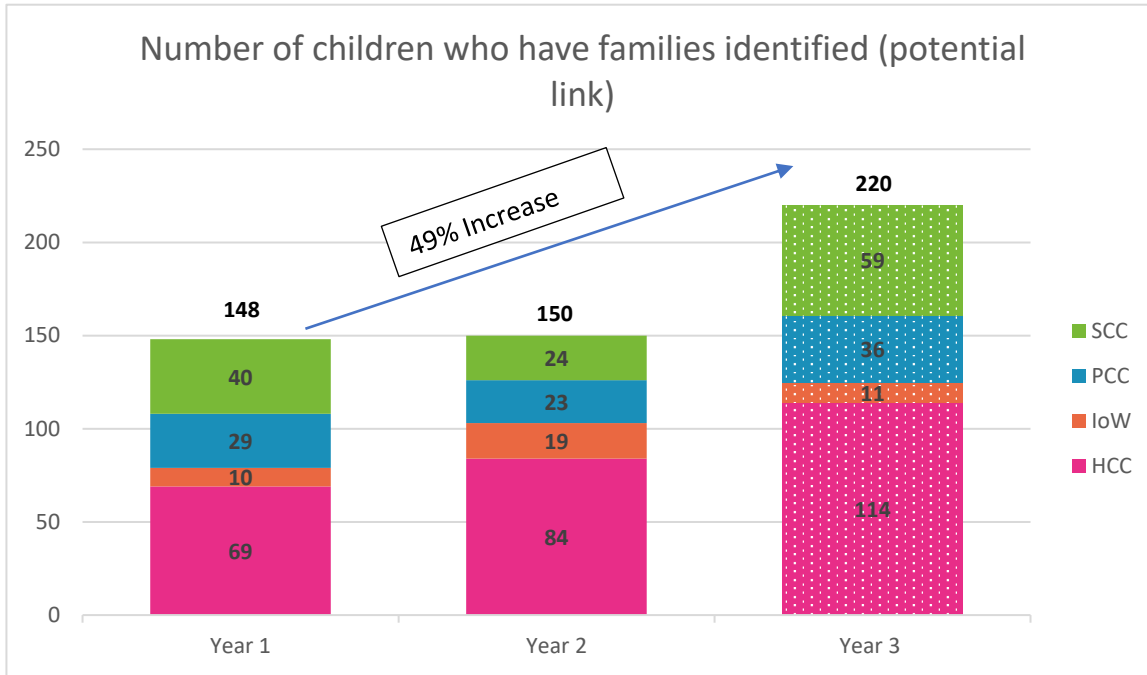
### Commentary:

- The overall adoption journey continued to average well within government timescales during Adopt South’s third year.
- Similarly, the overall adoption journey averaged well within government timescales during Adopt South’s second year.
- The IOW was the only Local Authority where the average overall adoption journey was within government timescales Pre-Adopt South.
- SCC had an overall timescale of almost double at 11.5 months Pre-Adopt South and timescales by the end of Year 2, were, therefore, reduced by 52%, and are now reduced further.

## Family Finding

### Children who have had families identified

Table 2.1

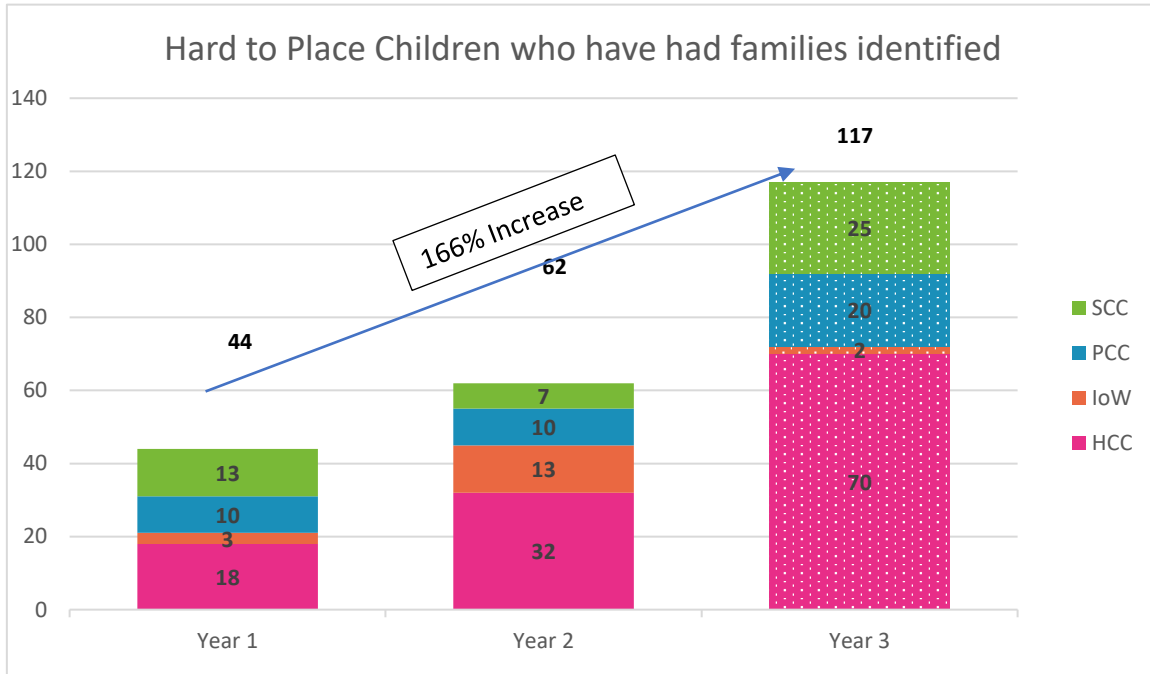


#### Commentary:

- **220** children had families identified during Adopt South's third year.
- This compares to **150** children having families identified in Year 2, an almost identical number to Year 1.

## Hard to Place Children who have had families identified

Table 2.2



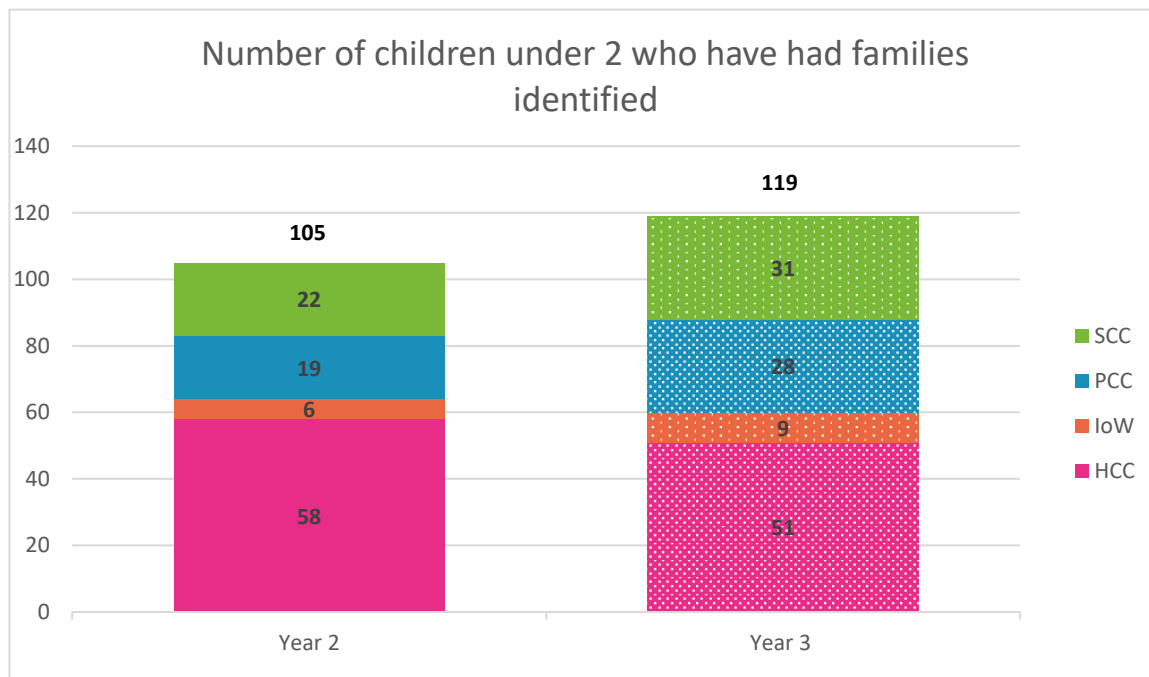
### Commentary:

- Of the 220 children who had families identified during Adopt South’s third year, **117** were Hard to Place, including 37 sibling groups.
- This compares to finding 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



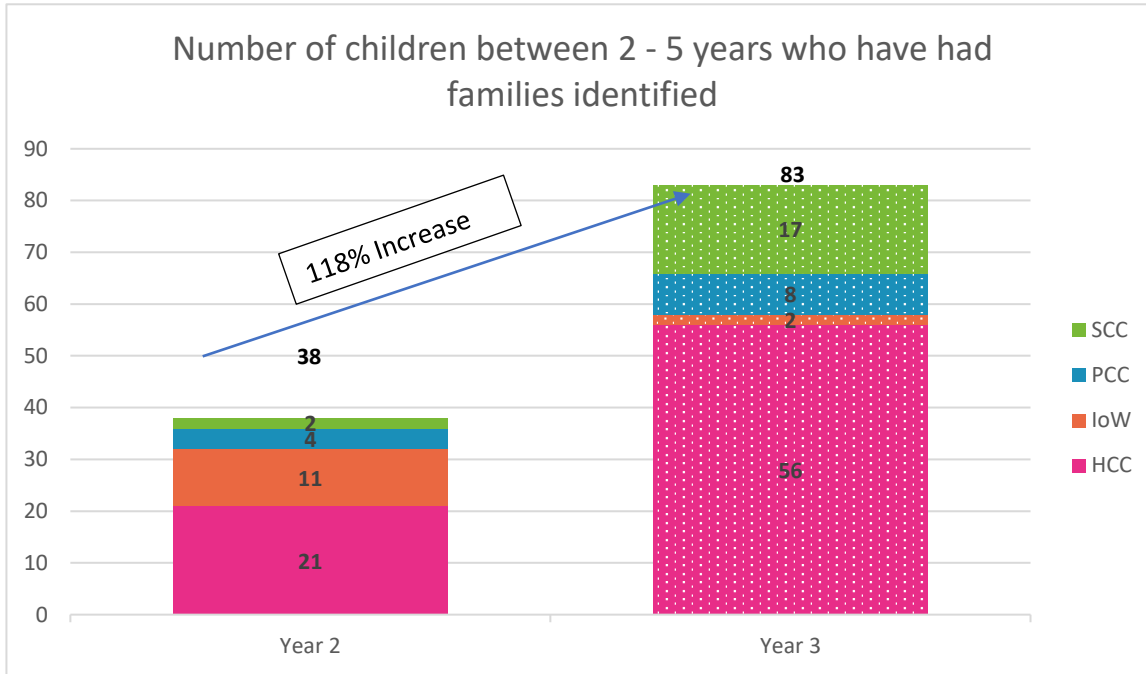
#### Commentary:

- **119** children under the age of 2 had families identified during Year 3.
- This compares to **105** children under the age of 2 having families identified during Adopt South's second year.



## Number of Children between 2 – 5 years

Table 2.4

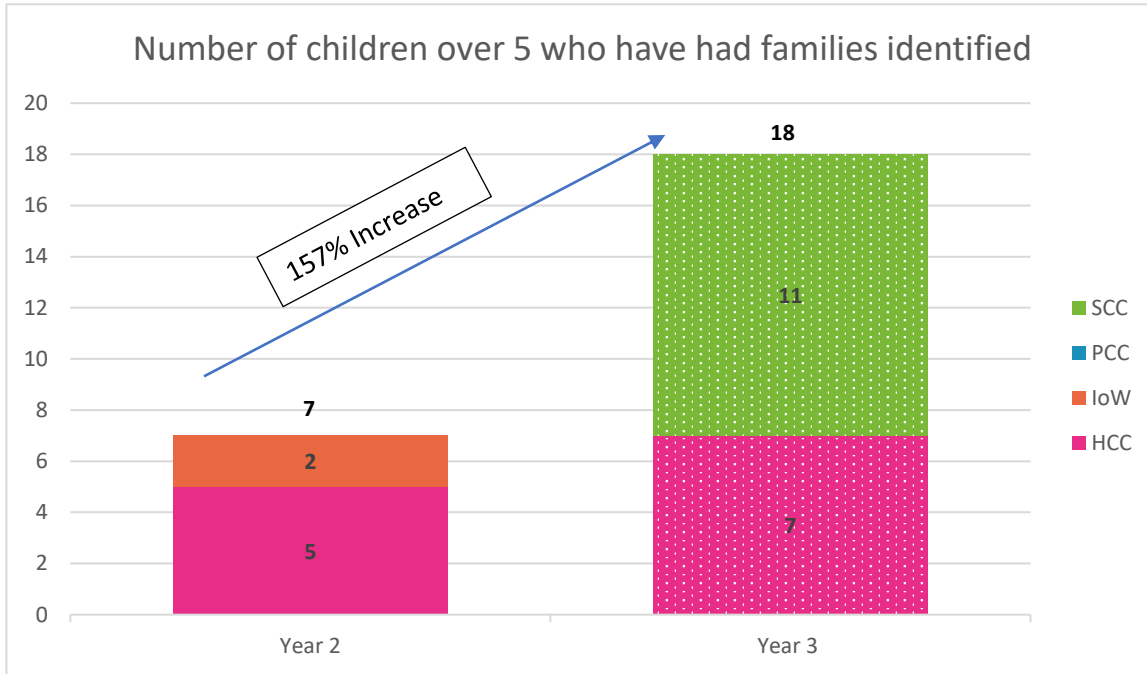


### Commentary:

- **83** children between 2- 5 years had families identified during Year 3.
- This compares to **38** children between 2- 5 years having families identified during Adopt South's second year.

## Number of Children over 5 years

Table 2.5

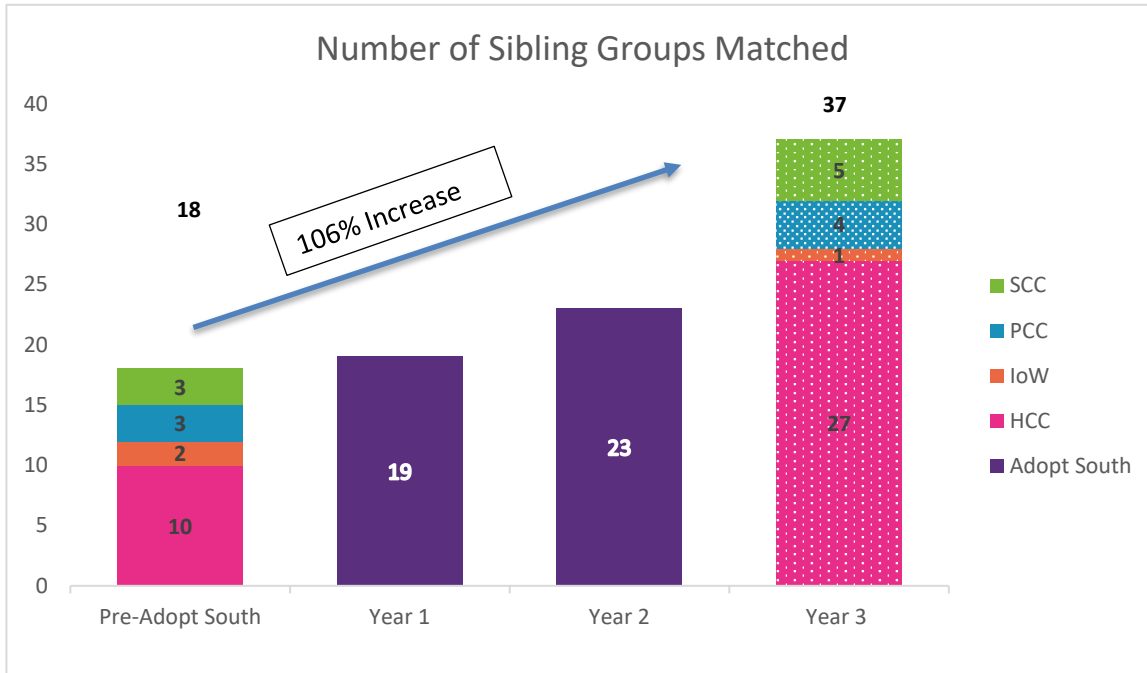


### Commentary:

- **18** children over the age of 5 years had families identified during Year 3.
- This compares to **7** children over the age of 5 years having families identified during Adopt South's second year.

## Number of Sibling Groups Matched

Table 2.6

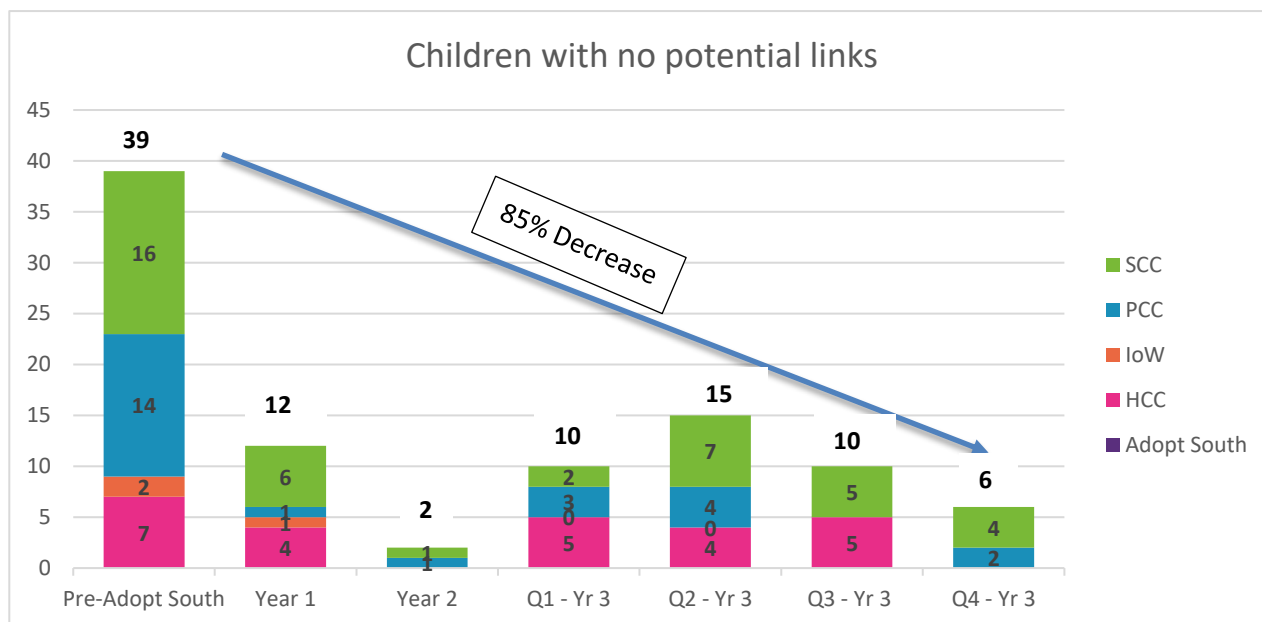


### Commentary:

- There has continued to be a steady trend of increasing sibling groups, which has continued during Adopt South's third year, with **37** sibling groups being matched.
- **23** sibling groups were matched 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.

## Children with no potential links

Table 2.7

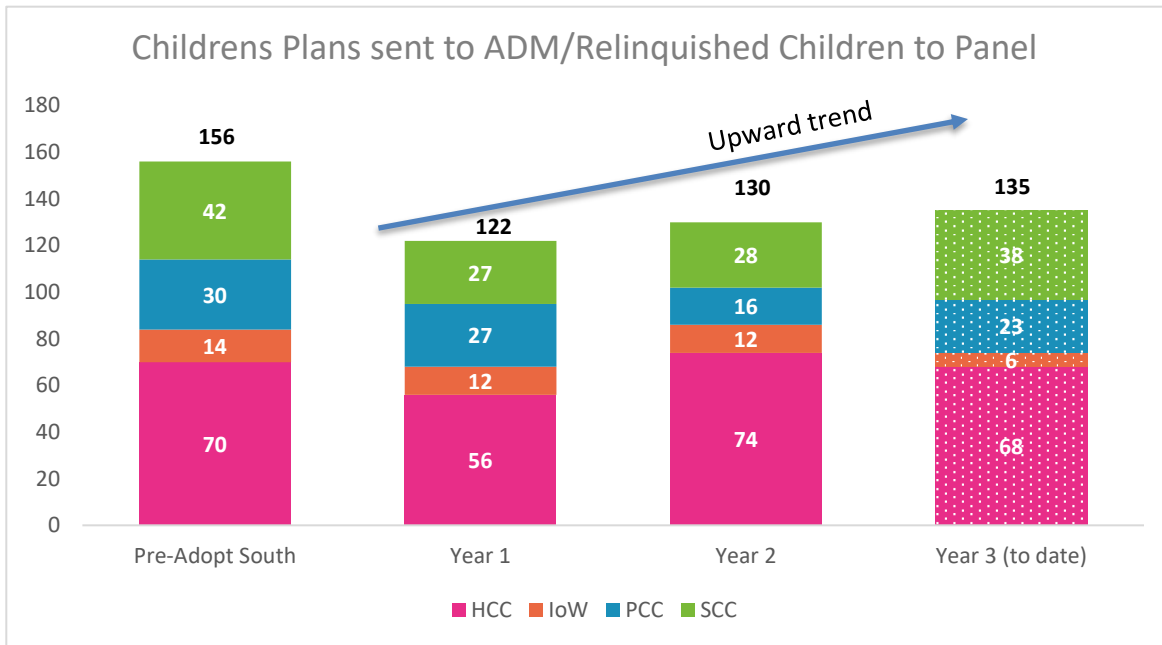


### Commentary:

- 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 Q2 - Year 3, this increased to 15, primarily due to the high number of sibling groups who had been referred to Adopt South during this quarter. However, the strategies implemented within recruitment, family finding, Stage 1 and Stage 2 have had a positive impact and the number of children without potential links reduced to 10 at the end of Q3, seeing 11 sets of siblings proceeding to confirmed matches, and 6 at the end of Q4.
- Of those waiting with no potential link, there is a sibling group of two children, where one child has a life limiting condition, and a 5-year-old girl, who has developmental delay.
- ***The recently published ASBLB 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

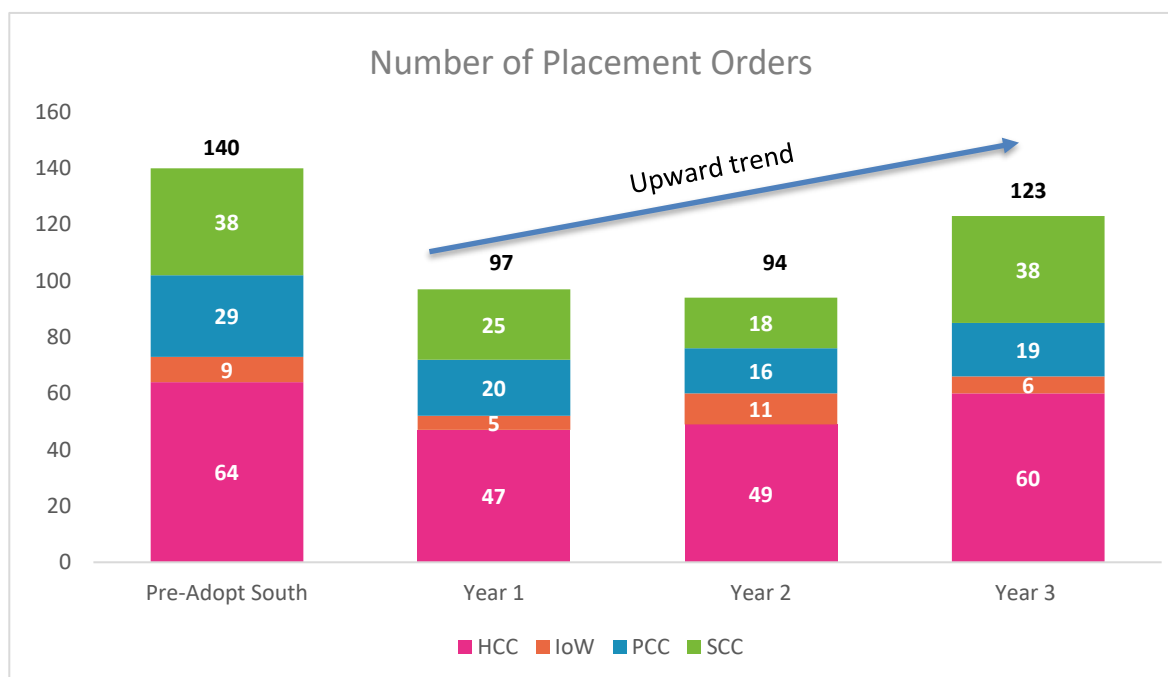


### Commentary:

- 135 Children’s Plans were referred to ADM/Relinquished Children to Panel, during Adopt South’s third year.
- 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 has continued to see a rise, with SCC’s numbers seeing a particularly steep increase.
- Year 2 saw a rise especially for HCC 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.

## Summary of Placement Orders

Table 3.2

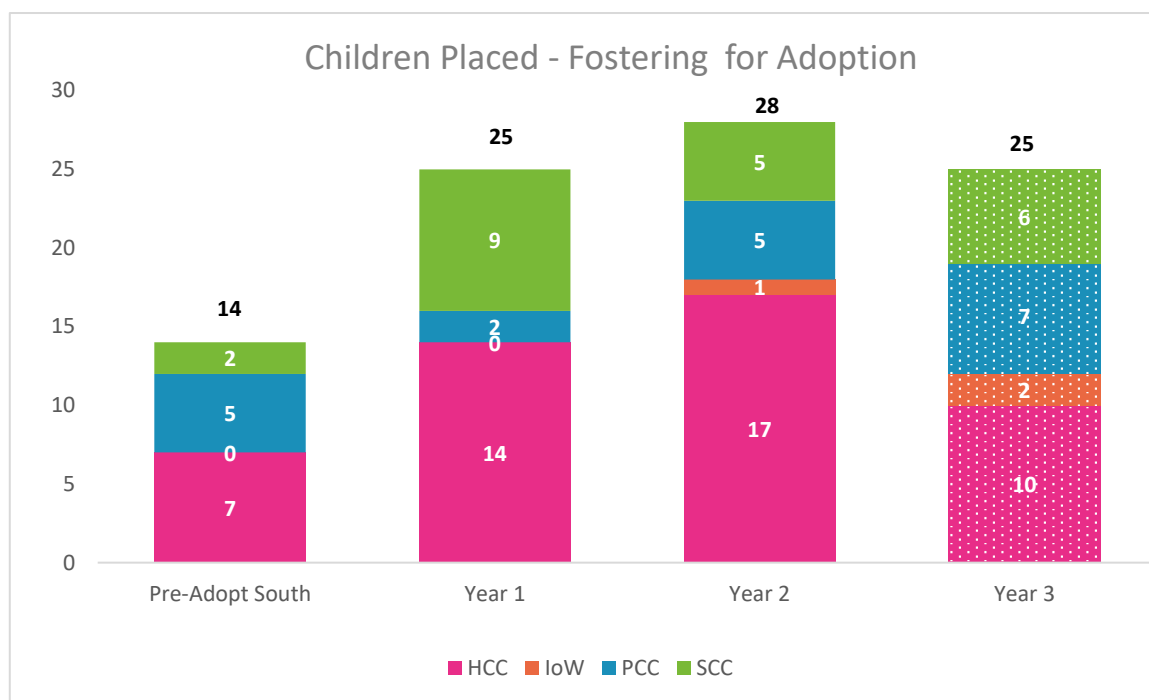


### Commentary:

- As expected, there has been a significant increase in Placement Orders being granted during Adopt South’s third year.
- HCC and SCC have seen especially high numbers with 60 Placement Orders being granted in HCC and 38 in SCC.
- 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 had expected this sharp rise.
- 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

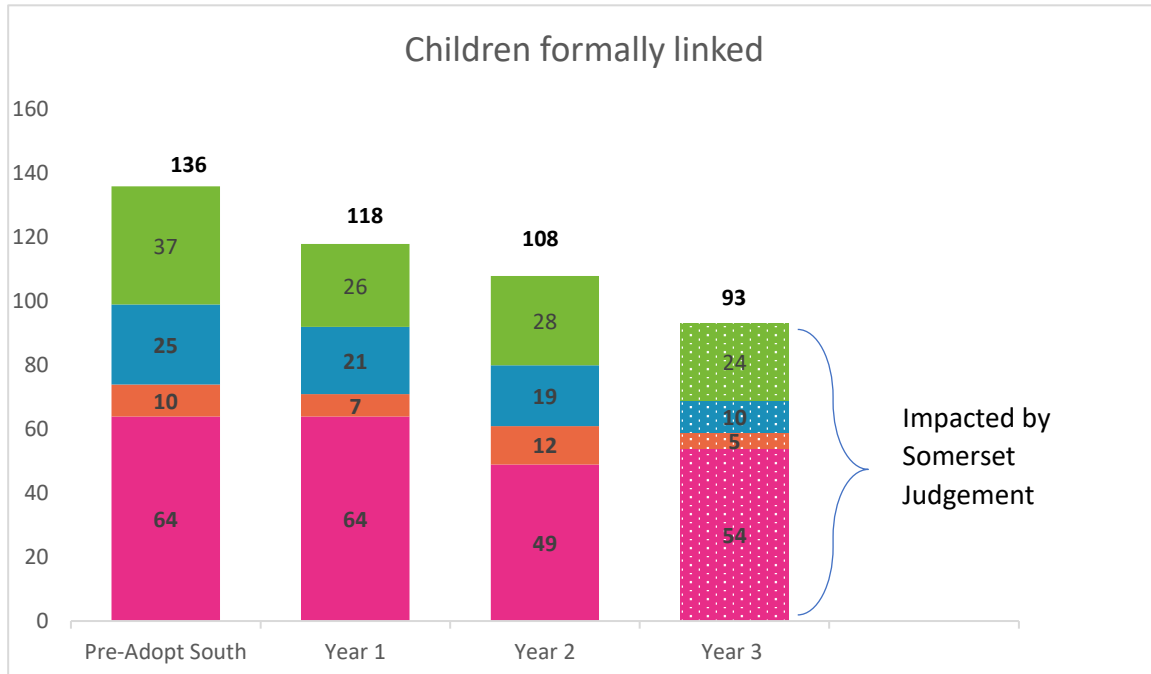


### Commentary:

- 25 children were placed in a FfA placement during Adopt South’s third year.
- Although numbers have been a little lower during Year 3, there has been overall a continued rise in children being placed in Fostering for Adoption placements since the start of Adopt South.
- The impact for the LA is a freeing up of fostering placements and a reduced cost. (IFA- £44,194; In-house - £23,161).
- ***The ASGLB data (April 2020- March 2021) shows that last year only two other RAA’s placed more children in FfA placements than Adopt South.***

## Children formally linked

Table 3.4



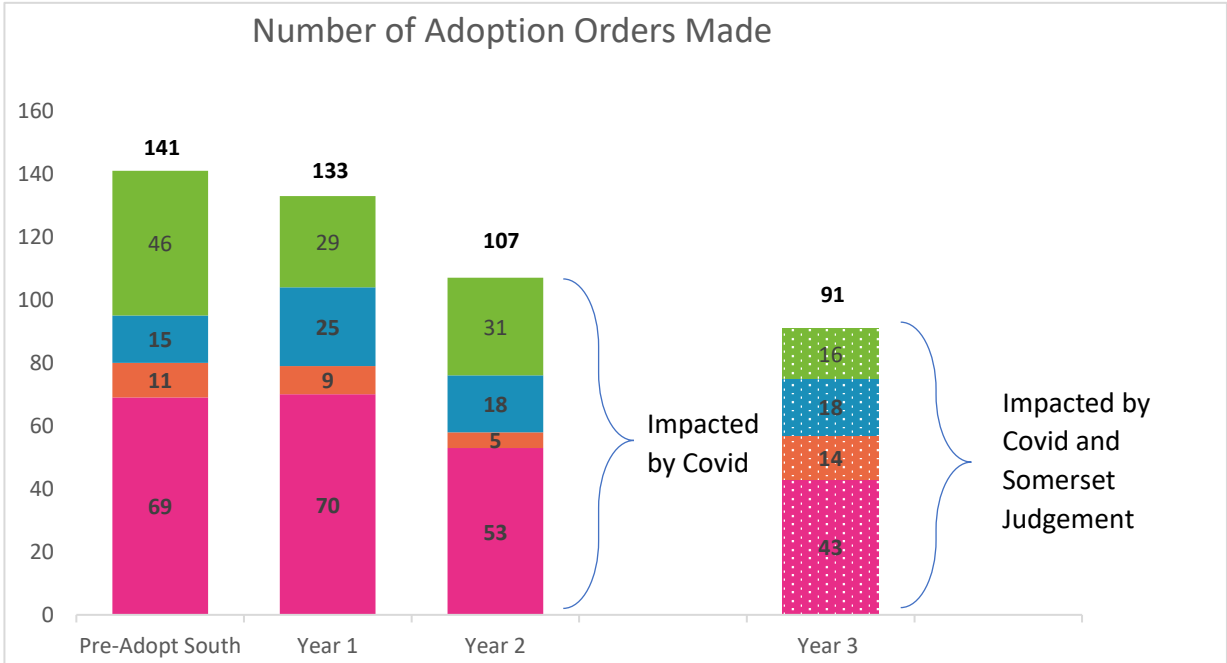
### Commentary:

- 93 children were linked with 77 adoptive families during Adopt South' third year.
- The number of children linked has been impacted by the Somerset Judgement. In total, there were 18 cases paused for 19 children. These will be presented to Panel in Q1 of Year 4.
- This compares to 118 children 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, therefore, 167 HCC children have been linked; 24 IOW children; 50 PCC children; 78 SCC children. A total of 319.***



# Adoption Orders

Table 3.5

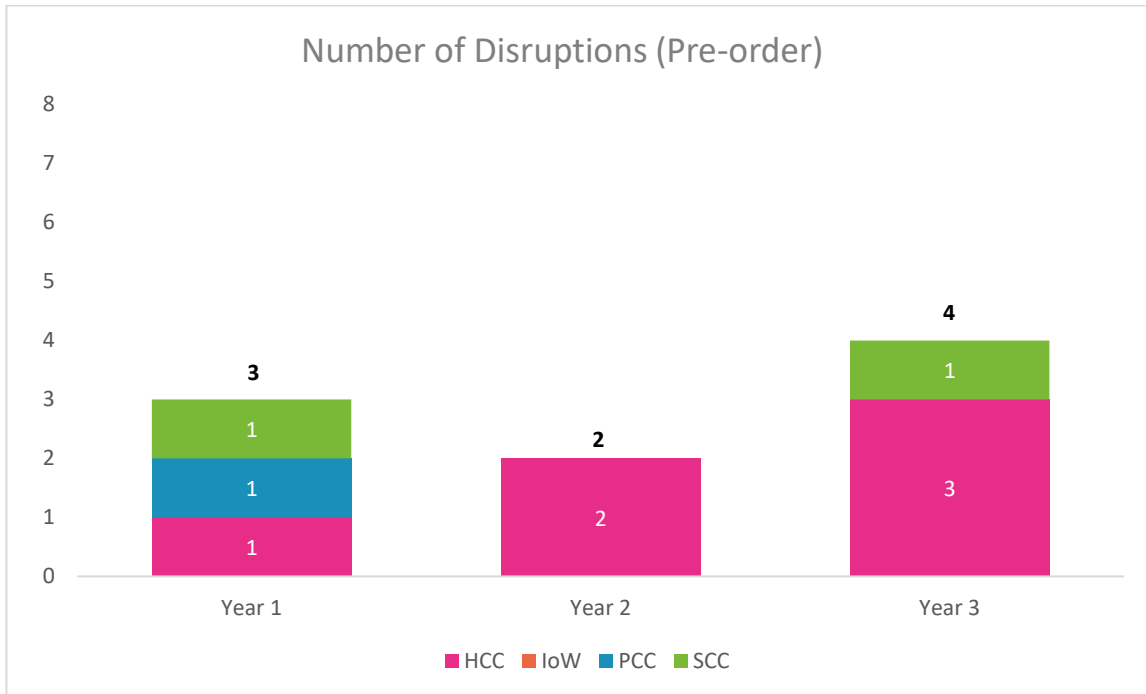


**Commentary:**

- Adoption Orders have continued to be impacted by COVID and the courts only holding bi-monthly hearings.
- The number of Adoption Orders has also been impacted by the Somerset Judgement and cases being paused.

## Disruptions - Pre-Adoption Order

Table 3.6



### Commentary:

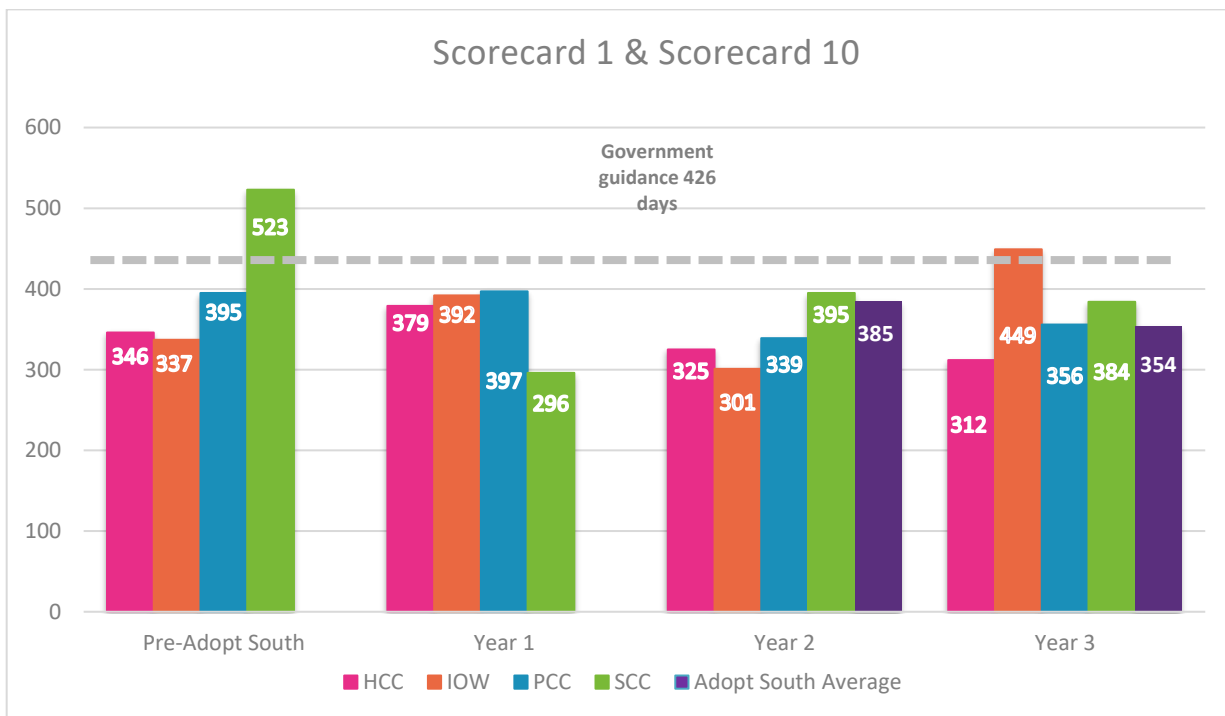
- There have been 4 disruptions (1 sibling group of 2 and 2 single children) during Adopt South's third year.
- A further sibling group of two remained with their adopters and although the placement didn't disrupt, they had their care plan changed as the Prospective Adopters no longer felt able to adopt them.
- There were 2 disruptions during Adopt South's second year and 3 disruptions during Adopt South's first year.
- There have, therefore, been 9 disruptions since the launch of Adopt South, a disruption rate of 2.82% (9/319 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



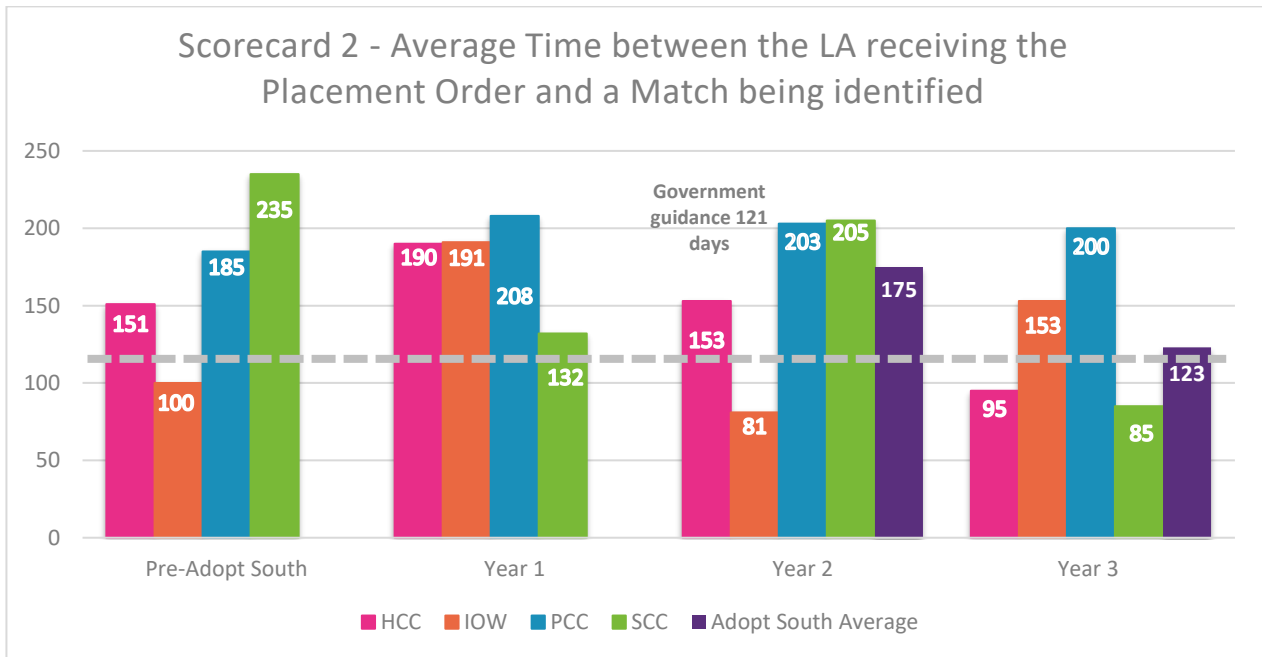
### Commentary:

- 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 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 last year.
- The higher timescale for the IOW 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 has been 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 LA's during Adopt South's first and second year. The 4 LA's 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 2020- March 2021) shows that out of the 31 RAA's, Adopt South was one of just 8 who averaged Scorecard 1 under the government guidance last year.***

## Comparison of Scorecard 2

Table 3.8



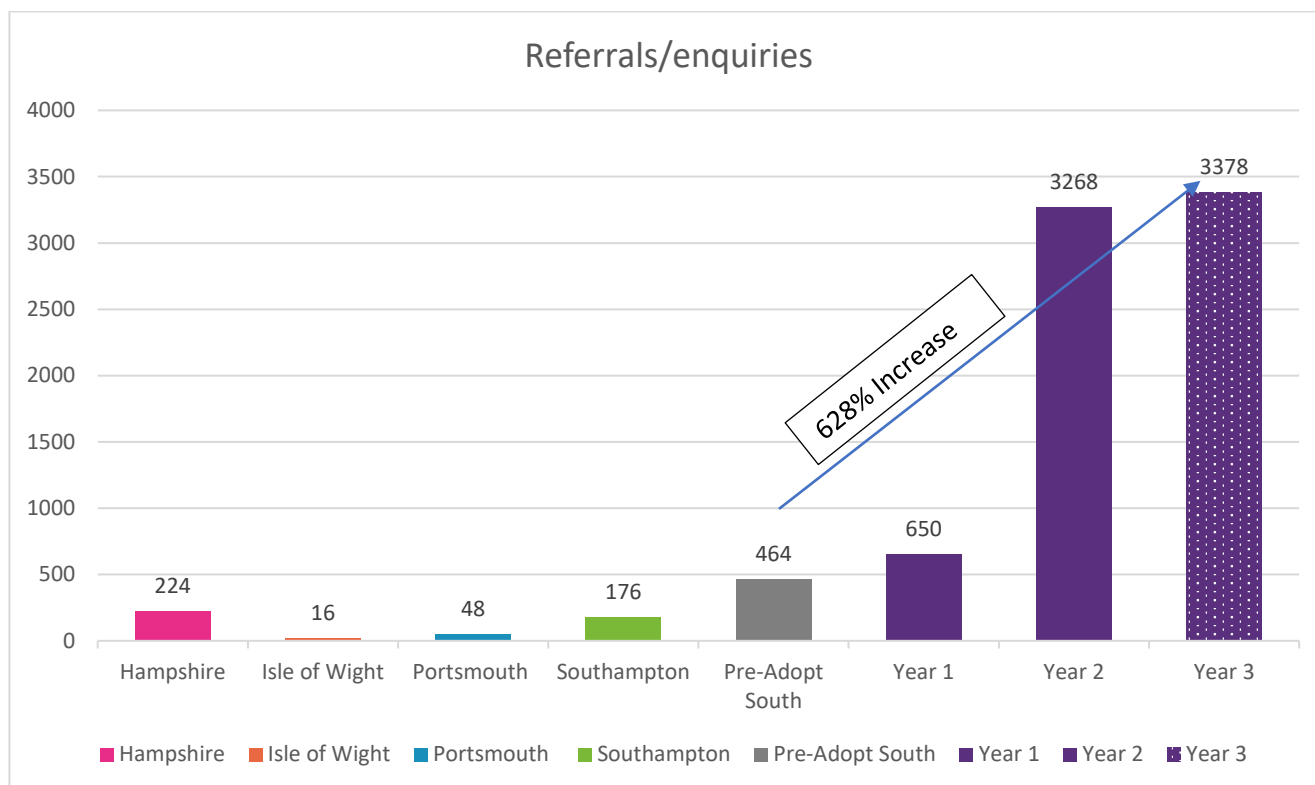
### Commentary:

- 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 reflect 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 last year.
- Year 3 saw an average across the 4 Local Authorities of 123 days, just 2 days outside of the government’s guidance. This compares to 175 days in Year 2.
- ***The ASGLB data (April 2020- March 2021) shows that none of the 31 RAA’s averaged timescales within the 121 days and there were only 5 RAA’s who averaged timescales lower than Adopt South.***

## Adoption Support- Activity

### Referrals/Enquiries to Adopt South’s Advice and Support Line

Table 4.1

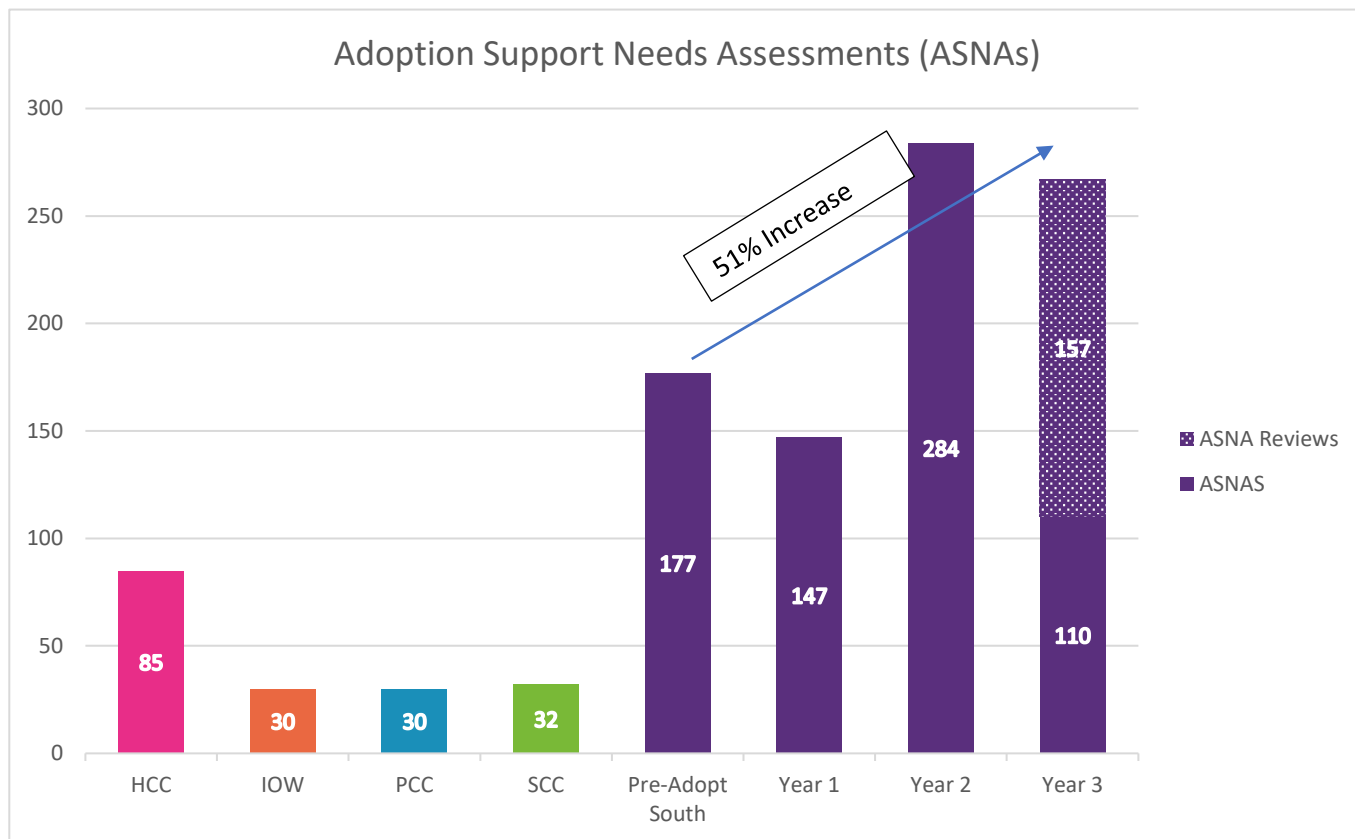


#### Commentary:

- During Adopt South’s third year, there were **3,378** enquiries to the Advice and Support Line. This is a slight increase of 3% on last year, which does suggest that the enquiries are stabilising.
- Referrals and enquiries increased by **40%** in Year 1 of Adopt South when compared to the previous year’s activity, and subsequently increased by **402%** in Year 2. (There were **3,268** enquiries in Year 2, compared to just **650** in Year 1)
- The implementation of a new DUTY system for Year 4 will provide the opportunity for further analysis of the enquiries coming into each part of the service.
- Increased demand on services due to COVID-19 and lockdowns.
- Increased awareness of Adopt South as a Regional Adoption Support Provider to both families and professionals.
- Increased preventative offer (universal services) has resulted in additional enquiries.

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

Table 4.2

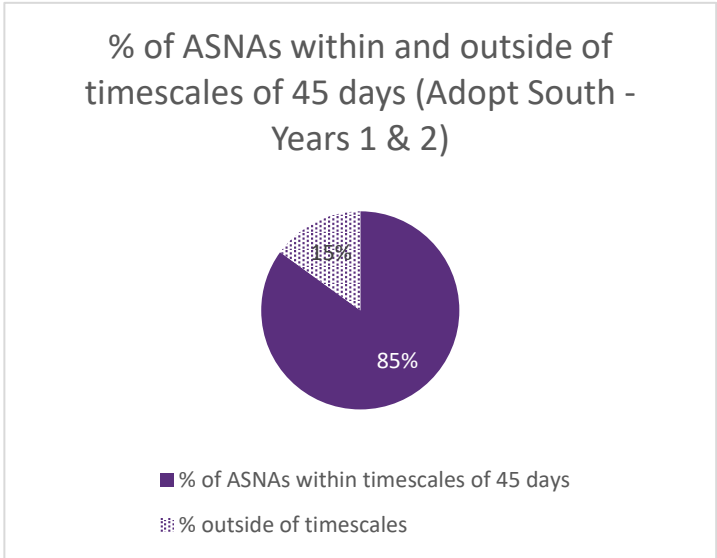
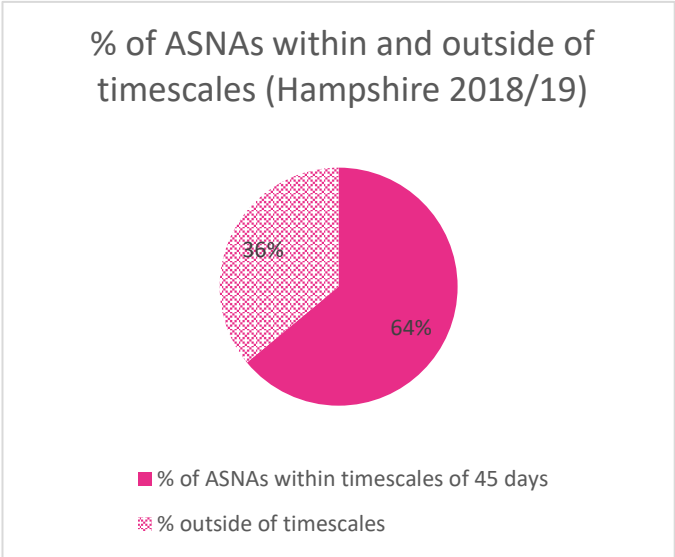


### Commentary:

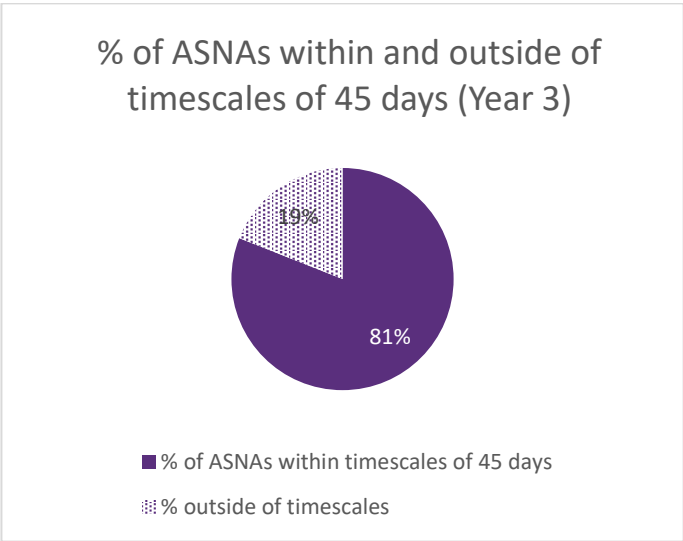
- During Adopt South's third year, 267 ASNA's and ASNA reviews were completed.
- The average of new allocations was 41.3 per quarter, 165 in total. 141 new Adoption Support Needs Assessments, an average of 35.3 per quarter, were allocated during Adopt South's second year and 147, an average of 36.8 per quarter, during Year 1.
- There has been an increase of 17% in new allocations between Year 2 and Year 3. This is due to the end of the pandemic, and the announcement of the ASF being extended for another 3 years.
- There has been a reduction of 8% in the overall number of ASNA's completed, when compared to Year 3. Further work is planned in Year 4 to take a deeper dive into open cases to understand the factors impacting on this reduction.

# Adoption Support Needs Assessments – Timescales

Table 4.3



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



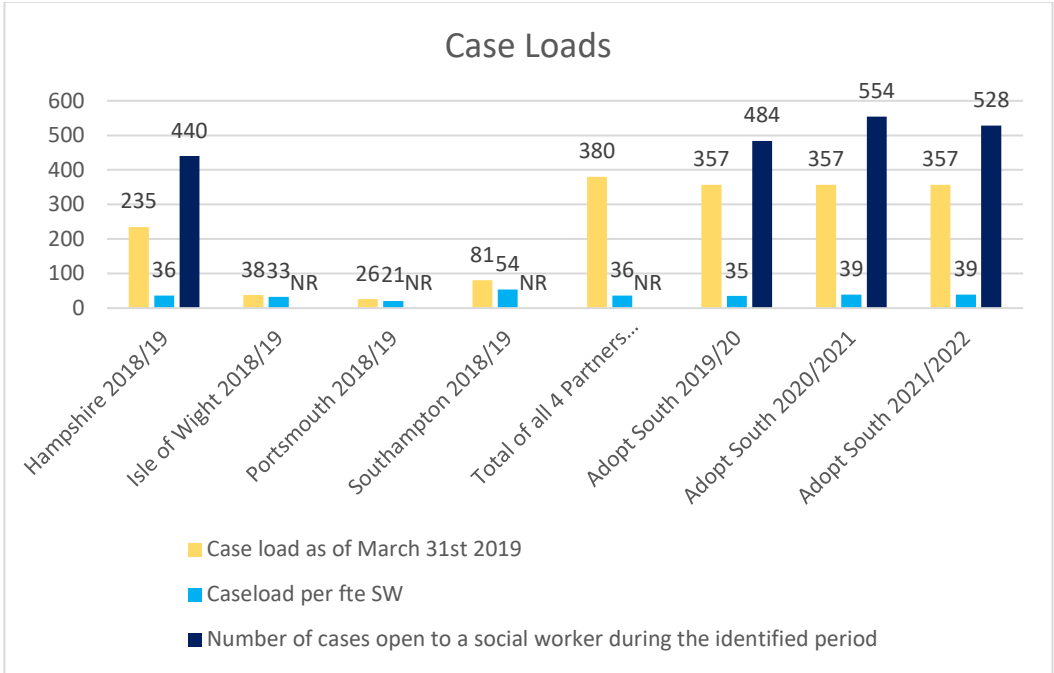


Commentary:

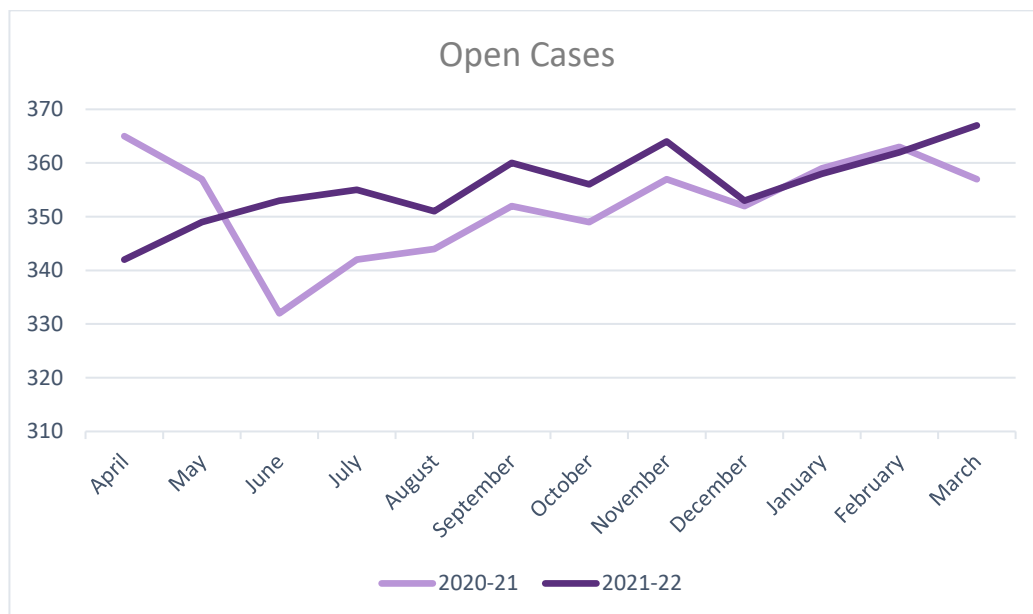
- During Year 3, **81%** of ASNA's were completed within the 45-day timescale, meeting the target of **80%** being completed within 45 days.
- This timely response to assessment and support reduces the number of cases that escalate to statutory teams across our partnership.
- The provision of the comprehensive adoption support offer reduces the risk of post adoption breakdowns and children returning to care.
- 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 Support – Caseloads

Table 4.4



## Adoption Support – Caseloads (Cont'd)



### Commentary:

- In Year 1, the demand for Adoption Support Needs Assessments (ASNA's) was lower than predicted, due to the increase in universal adoption support services.
- The increase in demand for ASNA's in Year 2, is attributed to COVID-19; Q1 had 17 requests during the first national lockdown, and Q4 had 40.
- Caseloads per FTE social workers reduced for SCC, HCC and IOW in Year 1.
- A reduction in posts in Year 2 resulted in increased caseloads.
- Whilst the number of open cases within each quarter has remained relatively stable, the overall number of cases within one year increased 15% between Year 1 and 2.
- In Year 2, **554** children and young people were open to a social worker in the Adoption Support Team and accessed an adoption support plan.
- In Year 3, **528** children and young people were open to a social worker and accessed an adoption support plan, a 5% decrease on the number of cases open in Year 2.

## Adoption Support Offer - Comparison Table

Table 4.5

	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>	✓				✓

### Commentary:

- Economies of scale have resulted in a significantly increased offer across the region.
- The universal and targeted offers have been increased to improve preventative services which has resulted in a number of families accessing support without the need for an ASNA.
- The offer has been developed with the consideration as to sustainability beyond the Adoption Support Fund. This has included creating revenue from therapeutic parenting programmes to invest in the training of additional facilitators.

- The provision of more local placements for LA's does mean there will be more families to support. There will be a reduction in the number of children placed in other areas meaning our responsibility to support these families will continue beyond three years.

## Universal Services delivered in 2021/22

Table 4.6

Service	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Advice and Support Line (emails and calls)	998	982	906	492
Resources sent to the database	2	3	3	2
Virtual Q&A / Chat Sessions	3	2	2	3
Parent Support Groups	4	3	5	6
Virtual Consultation Sessions	8	12	8	8
Families receiving mentor support	23	21	30	27
<b>Workshops</b>				
Setting Screen Time and Surviving Social Media Workshop	0	1	1	1
Attachment: Strengthening Relationships Workshop	0	2	0	1
Theraplay Workshop	1	0	1	1
Understanding Sensory Regulation Workshop	0	1	1	1
Terrific Teens Workshop	1	0	1	1
Our Lives Our Stories Workshop	1	0	1	1
<b>Parenting Programmes</b>				
Caring for Children who have Experienced Trauma				
Knowing Me Knowing You Programme				
Nurturing Attachments Programme			1	1
Adopting Changes Programme	2	1	1	0
<b>Education Psychologist Support</b>				
Educational Psychologist Consultations	15	11	8	15
Video Interaction Guidance	11	4	3	0
<b>Family Activities</b>				
Under 5's Stay and Play Sessions	2	3	3	4
Soft Play Exclusive Use Sessions for under 12's	0	1	1	2
Groundworks Fusion Activities for young people	9	9	7	9
Social Events for Adoptive Families	0	0	0	0

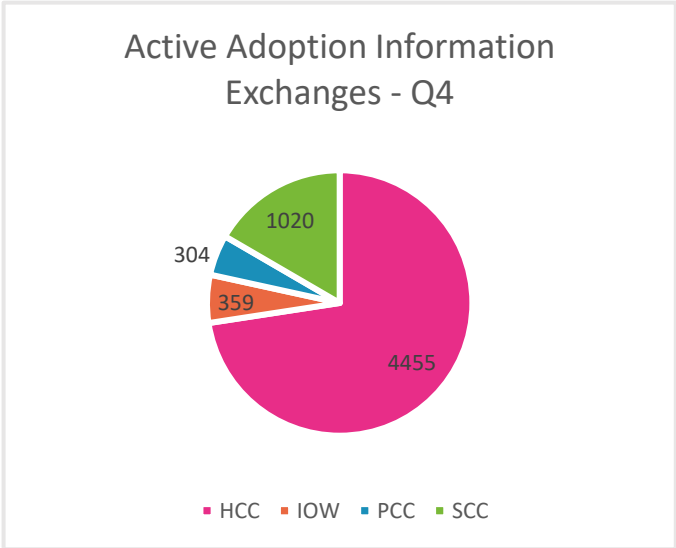
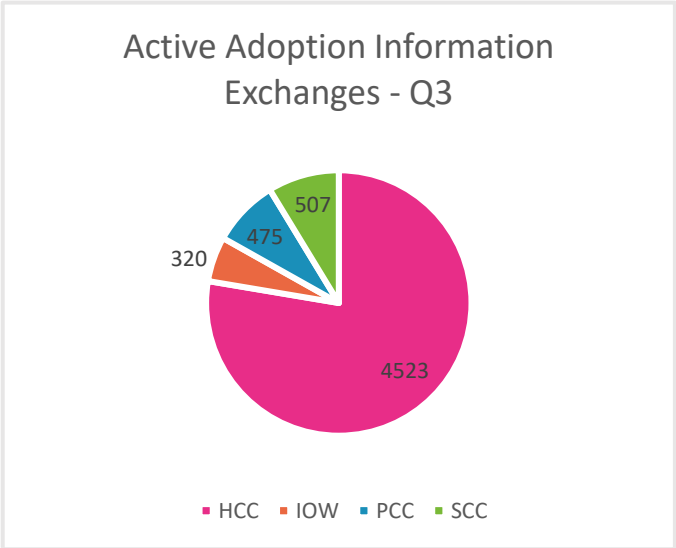
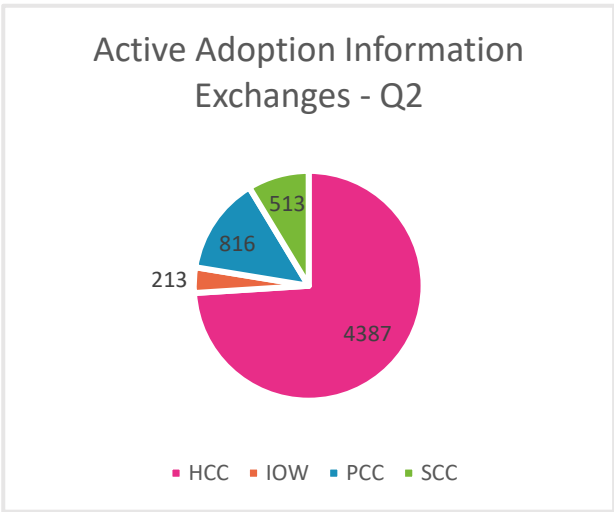
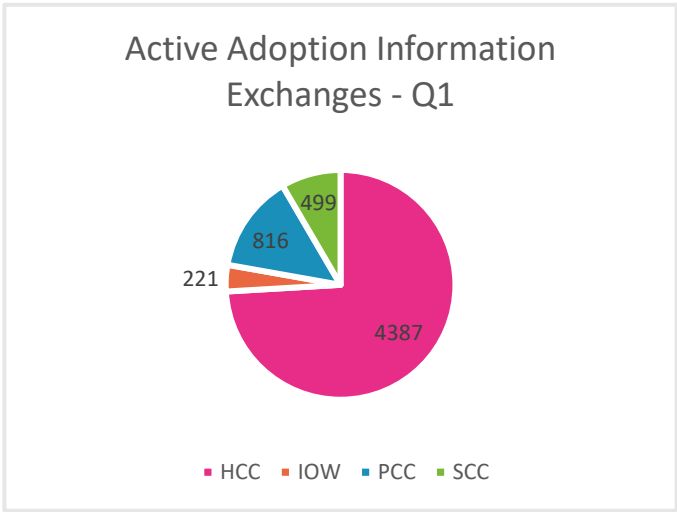
Commentary:

During Year 3;

- **115** adoptive parents attended a workshop
- **44** adoptive parents attended a Coffee and Chat
- **26** of the **37** available consultation slots were used
- **21** adoptive parents attended a Face-to-Face support group
- **296** places have been used by children and young people attending one of the Groundwork Fusion activities for young people
- **49** Educational Psychologist consultations have been provided
- **18** Video Interaction Guidance packages have been allocated.

# Adoption Information Exchange

Table 4.7



**Commentary:**

- Adoption Information Exchange came into scope of Adopt South in Year 3.
- At the end of Year 3 there were 6,138 active exchanges



## Adoption Support for Adults

Table 4.8

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Number of enquires	68	175	157	175
Number of referrals	17	54	36	35
Number of cases allocated	42	49	48	35
Percentage of allocations in timescales	100%	100%	100%	100%
Number of cases closed	46	58	35	42
Number of open cases	115	105	118	110

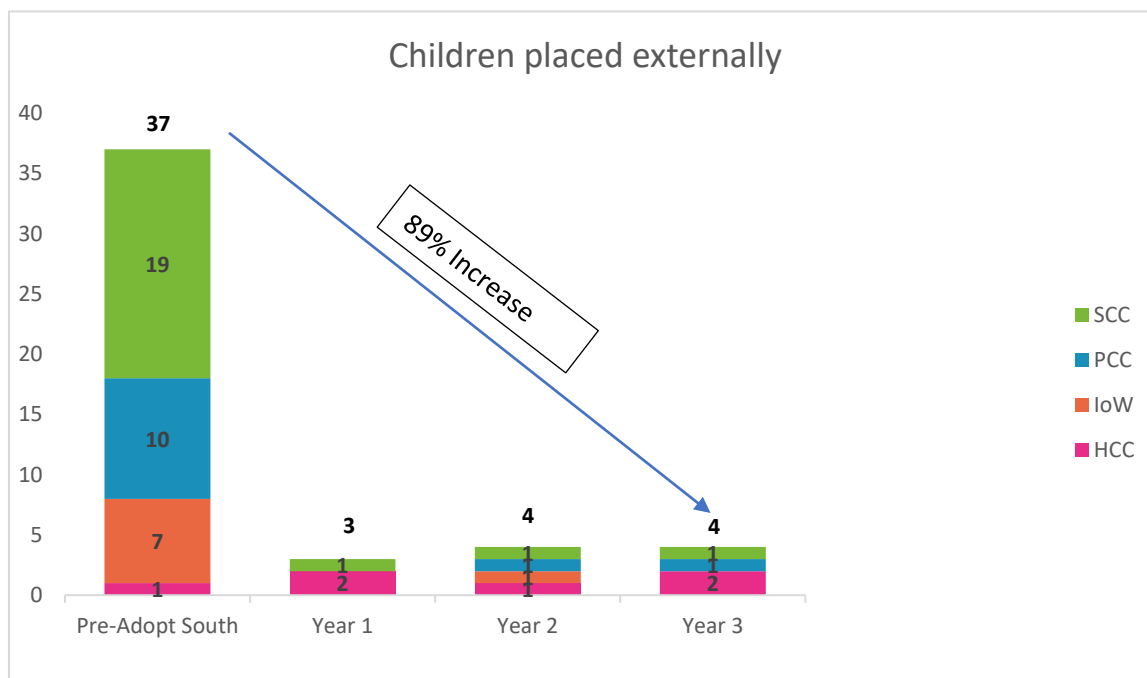
### Commentary:

- Adoption Support for Adults came into scope of Adopt South in Year 3, and the chart above outlines the current activity.
- The work in this area supports adopted adults and birth relatives and those with a prescribed relationship to a deceased adopted adult, around accessing birth certificate information, access to adoption records and intermediary services.
- In Year 3, **575** enquiries were made in relation to adult work, which led to **142** new referrals. **174** cases were allocated. At the end of Year 3, there were **110** open cases.
- The work came into Adopt South “as is” and the single point of referral launched in June 2021. This accounts for the significant increase in enquiries between Q1 and Q2.
- Caseloads per FTE social worker averaged **73** in Q3 due to a vacancy.

## Spending and Potential Saving Comparisons

### Children Placed Externally

Table 5.1

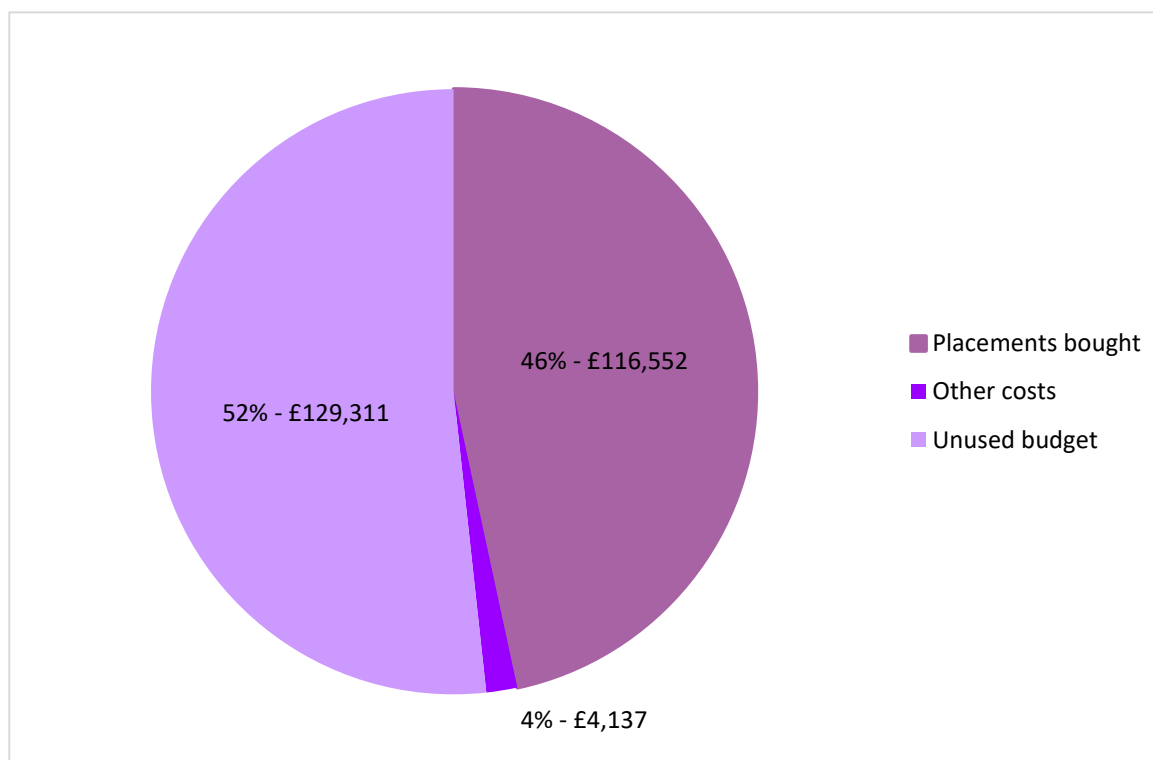


#### Commentary:

- 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 and 4 (out of a total of 108) in Year 2.
- During Year 3, 4 children have been placed externally (out of a total of 93).
- **Comparisons with the other 30 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.**

## Interagency

Table 5.2

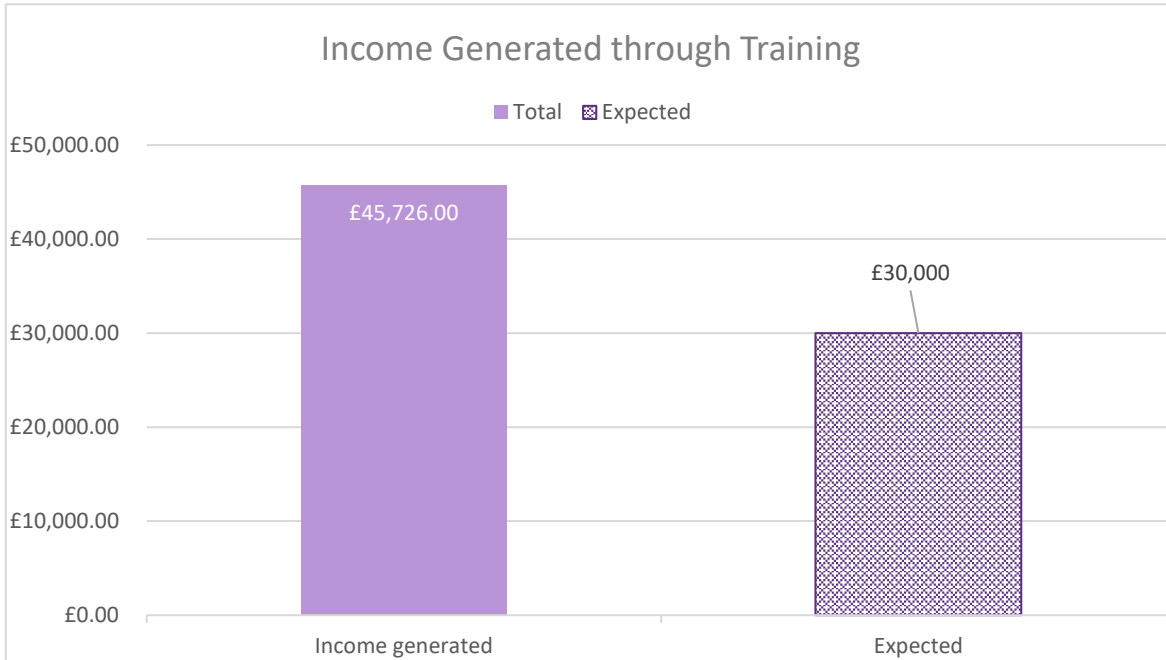


### Commentary:

- The current interagency purchasing budget (£250,000) is based on approximately 8 child placements (assuming a mix of RAA's & VAA placements).
- During Quarter 1, 1 interagency placement was purchased. This was for 1 child who was placed with adopters approved by Aspire, at a cost of **£27,000**.
- During Quarter 2, a further placement was purchased from PACT at a cost of **£35,552**. There have also been additional costs of £1,800 from a placement last year, together with supervision costs of £2,337 due to court delays in the granting of an Adoption Order, which exceeded 12 months, totally **£4,137**.
- During Quarter 3, a further two interagency placements were purchased, both for 1 child with Adopt Thames Valley, at a total cost of **£54,000**.
- There were no interagency placements purchased in Quarter 4.
- The total spend in Adopt South's third year on interagency placements was **£120,689**, an underspend on the budget of **£129,311**.
- This compares with **£96,620** in Adopt South's first year (3 interagency placements), and **£121,332** in our second year (4 interagency placements).
- ***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 in Year 3 was £265,289.49, which reflected the sale of 9 Adopt South adopters for a total of 12 children from other RAA's.***

## Income Generated through Training

Table 5.3



### Commentary:

- There is an income target of £30,000 for the selling of training and workshops run by Adopt South staff.
- At the end of Year 3, **£45,726** of income had been generated through the selling of Adopt South's therapeutic courses - Adopting Changes and Nurturing Attachments.
- The income target at the end of Year 3 was, therefore, exceeded, by **£15,726**.

## HAMPSHIRE COUNTY COUNCIL

### Report

<b>Committee</b>	Children and Families Advisory Panel
<b>Date:</b>	10 October 2022
<b>Title:</b>	Hampshire Youth Offending Team (HYOT) Report on Restorative Justice
<b>Report From:</b>	Director of Children's Services

**Contact name:** Nikki Shave, Head of Youth Offending Service

**Tel:** 0370 779 6756

**Email:** [Nikki.shave@hants.gov.uk](mailto:Nikki.shave@hants.gov.uk)

#### **Purpose of this Report**

1. The purpose of this report is to provide the Children and Families Advisory Panel (CFAP) with information on the Restorative Justice (RJ) provision within Hampshire Youth Offending Team (HYOT).

#### **Recommendation(s)**

2. For the committee to note the value of Restorative Justice within the work of Hampshire Youth Offending Team.

#### **Executive Summary**

3. This report seeks to provide background information to the concept of Restorative Justice and show how it works within HYOT. It provides details of the cost to the service and its current measured performance. It provides details of some of the wider national work in relation to Restorative Justice. Finally, it details the range of reparation placements we currently provide. In providing this information it seeks to assure the value added to the provision of Youth Justice within Hampshire.

#### **Contextual information**

4. Restorative Justice is an approach used for both the benefit of children and those who are harmed by their behaviour. It provides the opportunity for the harmed person and the child to communicate either directly or indirectly and to repair the harm done. This is done through shuttle mediation, a direct meeting, or a letter of apology.
5. The objective is for the child to understand the impact of their behaviour on the harmed person and where appropriate repair the harm. This will reduce the risk of the behaviour being repeated. It is a collaborative approach, which

avoids apportioning of blame. Accordingly, it is voluntary process, which both parties must consent to participate in.

6. Restorative Justice is delivered within HYOT by a team of 6 Restorative Justice Officers (RJO's) led by a Team Leader located within the wider Specialist Services Team within HYOT. The officers are based in the 4 geographical teams providing coverage across the county. They work with children and harmed people subject to the potential statutory outcomes (see appendix 1 for details of the outcomes HYOT covers).
7. There are three key processes where the Restorative Justice Officers apply their interventions, these are the joint Decision-Making Panel (JDMP), the Referral Order Panel process and the Pre-Sentence Report process.
8. The Joint decision-making panel is where HYOT and its partners come together to decide on the outcome for children referred to them by the police. This is a Pre-Court system and is designed to divert children away from court. The options available to the panel include:
  - A Youth Conditional Caution (YCC)
  - A Youth Caution (YC)
  - A Community Resolution (CR/C32)
  - A Youth Diversion Programme (YDP/Outcome22)
9. Both a YC and a YCC make the child a first-time entrant into the criminal justice system. Whereas a YDP diverts children away from the criminal justice system, whilst providing them the required interventions to change behaviour. The outcome is decided following an assessment which includes a contribution from the Restorative Justice Officer (RJO) who speaks with the child to ascertain their attitude to the offence and their views and what restorative work they are prepared to do. Taking this and the harmed persons views ascertained by the Police into account, a plan is developed to be delivered post decision. Following the outcome decisions, the RJO contacts the harmed person and works with them to identify a planned way forward.
10. A Referral Order is a disposal imposed by the court and starts following a panel meeting. This panel includes a group of volunteers who decide, in collaboration with the child, on the work the child can do on the disposal. To support this both the child and the harmed person are contacted prior to the meeting to ascertain their views and support the delivery restorative work.
11. The provision of Pre-Sentence Reports is an occasional piece of work where again both parties are approached in advance of sentence.
12. Linked to Restorative Justice is the concept of reparation. This is run separately to the Restorative Justice Team and is open to all children under our supervision. Reparation is where children "make up" for their behaviour through the completion of specific tasks. One of the obvious tasks usually associated with reparation is litter picking. This is especially useful for children where the harm is not caused to a specific individual but a business or public

space. As with Restorative Justice, HYOT is unable to compel a child to engage.

13. During the last 12 months HYOT has been seeking to expand the use of reparation and has identified a range of placements. In addition, we are building a suite of reparation placements which include Petersfield Community Garden, Furniture projects, Bike Start, Woodland Trust, Scratch, Friends of the Homeless, Lakeside County Park, Basic's Bank, Eastleigh Football Community Trust, Southwest Rail and Community Shops.
14. The work of Restorative Justice nationally is overseen by the Restorative Justice Council (RJC). Currently, HYOT is assessed by the RJC as having the Restorative Service Quality Mark. However, the RJC is changing its registration process to one where organisations are registered as a Service Provider. This new process goes live in March 2023 and HYOT are required to meet the Restorative Justice practice standards and pay a registration fee. HYOT is pursuing registration as it is seen as best practice by those who oversee our work; specifically, the Youth Justice Board (YJB) and Her Majesties Inspectorate of Probation (HMIP) Further it does support the future ability to apply for funding stream and attract income.

### **Finance**

15. The RJ team is funded from HYOTs budget. This budget consists of a variety of cash contributions, grants, and payment in kind in the from our partners. The main contributors are the Local Authority Childrens Service Department and Youth Justice Board.
16. The cost of becoming registered as a Service Provider is £1560 for the initial assessment and first year. Then an annual renewal fee of £306 after the first year of registration. There is an additional cost to register our staff as practitioners at approximately £300 per person. HYOT is in the process of seeking permission to spend this from the Management Board.

### **Performance**

17. There are no formal national key performance indicators related to the restorative Justice function or activity, however, performance is monitored locally by our management board. During 2021/22, 588 harmed persons were contacted by the RJOs, of those 97 chose to be involved in a restorative process. In addition, they worked with 361 children.

### **Other Key Issues**

18. There is a current All Party Parliamentary Group for Restorative Justice which is currently enquiring into the current state of Restorative Practices in England and Wales. The second phase of the inquiry, taking place in 2022, has four work streams:
  - Raising practitioner standards within the criminal justice sector

- Opening universal access to restorative justice in the criminal justice sector
- Implementing restorative practices in education, health, and social care
- Developing the evidence base for recording and evaluating projects

HYOTs view is that by registering as a provider under the RJC we will be in a position of advantage when the group makes its recommendations regarding raising practice standards.

19. Locally HYOT is connected to work in the adult's part of the criminal justice system and criminal justice partners through the Restorative Justice Joint Working Group. This group is chaired by the Office of Police Crime Commissioner who commissions services for adults.
20. Restorative Justice is also available as a support and intervention to other areas of Children's Services, for example, residential services, where we are obviously very keen to improve behaviour and keep our Looked After Children out of the criminal justice system.

## **Conclusions**

21. This completes the summary of Hampshire Youth Offending Team's work in relation to Restorative Justice. It shows the significant positive contribution it makes to the children we work with, the people harmed and the local communities within which they live. It gives children the opportunity to understand the impact of their actions on others, increase their self-esteem and to develop a sense of belonging to their communities. Further, harmed people feel listened to understand and are empowered to have a role in the process.

Therefore, we request the committee to note the value of Restorative Justice within the work of Hampshire Youth Offending Team.



## **Appendix 1**

List of disposals managed by Hampshire Youth Offending Team

### **1) Orders Imposed by the Court**

#### **Referral Orders (ROs)**

A Referral Order requires the child to attend a panel (made up of two members of the local community and a YOT member of staff). The panel meets and agree a contract, for a period of between three months and a year.

The aim is for the child or young person to make up for the harm they have caused. An order *must* be imposed for a first offence where the child has pleaded guilty (unless the court decides that another sentence is justified) and may be imposed in other circumstances.

#### **Youth Rehabilitation Orders (YROs)**

A Youth Rehabilitation Order is a community sentence. It can include one or more requirements that the child must comply with and can last for up to three years. Some examples of the requirements that can be imposed are a curfew, supervision, unpaid work, electronic monitoring, drug treatment, mental health treatment and education requirements.

#### **Custodial Sentences (DTO/Sec90/91)**

Children can receive custodial sentences. It is a sentence to be avoided as far as possible. When they are given, they aim to provide training and education and rehabilitate the offender, so they do not reoffend. Sentences can be spent in secure children's homes, secure training centres and young offender institutions.

### **2) Orders imposed by the Joint Decision-Making Panel**

#### **Youth Caution (YC)**

Where the child admits the offence, but an intervention is not assessed as required. They can however engage voluntarily should they so wish for a period of 12 weeks.

#### **Youth Conditional Caution (YCC)**

A YCC is given where a child admits the offence and it is assessed they need an intervention. This intervention is 16 or 20 weeks in length and is delivered by the YOT. If they do not comply, they can be sent back to court and resented for the original offence.

#### **Youth Diversion Programme (YDP)**

This is offered to the child by a Joint Decision-Making Panel (JDMP). Unlike all the above, the child is not considered as a First Time Entrant (FTE). The length of intervention is 16 weeks and if they do not comply, they are referred to JDMP for reconsideration.

### **3) Youth Crime Prevention**

This is a voluntary intervention offered by the Youth Offending Team. In other Local Authorities this can be delivered by other parts of the Local Authority. There are two routes for a child to gain access: The first is direct referral from other agencies and the second when it is attached to a **Community Resolution**. A Community Resolution is issued by the Police at the point of arrest.

**REQUIRED CORPORATE AND LEGAL INFORMATION:**

**Links to the Strategic Plan**

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	yes/no
<b>People in Hampshire live safe, healthy, and independent lives:</b>	yes/no
<b>People in Hampshire enjoy a rich and diverse environment:</b>	yes/no
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	yes/no
<b>OR</b>	
<b>This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because:</b> <i>NB: Only complete this section if you have not completed any of the Strategic Plan tick boxes above. Whichever section is not applicable, please delete.</i>	

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

**Other Significant Links**

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

<b>Section 100 D - Local Government Act 1972 - background documents</b>	
<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:

### 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 about 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 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



# Hampshire County Council

# Homes for Ukraine

# Homes for Ukraine

- Members of the public can apply for a Ukrainian family to live in their home for at least 6 months
- If accepted by the Home Office, the Ukrainian family are issued a visa with their host as their sponsor
- Local Authorities are responsible for implementing the scheme locally, but these are private arrangements
- Ukrainians receive £200 welcome payment on arrival
- Hosts receive £350 per month thank you payment (per accommodation)
- Accommodation and DBS checks required
- Local Authority receives funding equating to £10,500 per refugee, to fund all support services. This is shared with district & borough councils.
- Additional education funding available for school-aged children

# Responsibilities (HfU)

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- All existing checks under HfU scheme (accommodation checks, DBS checks on all household members aged 16+)
  - Safe and well checks on arrival
  - Report information for uploading to portal
- Arranging host payments



# Homes for Ukraine – unaccompanied minors

- The HfU scheme has been opened up so that hosts can apply to sponsor children who are travelling to the UK without a parent or guardian
- Hosts must have a relationship with the family that predates the conflict
- Local Authorities can agree host arrangement with sponsors previously unknown to the family in exceptional circumstances e.g. if the child is travelling with a relative who will be the child's primary carer
- Current HfU – Local Authority checks completed after applications are accepted. Unaccompanied minors – visas will not be issued until LAs confirm that the arrangement has been assessed as suitable.
- Anticipated numbers are unknown at this stage.

# Homes for Ukraine – unaccompanied minors

- Children will receive leave to remain for 3 years
- Children will be able to access all public funds/services, including benefits, education, healthcare, employment (as appropriate under UK law)
- Hosts need to commit to sponsoring for 3 years, or until the child turns 18, whichever is sooner. If the child turns 18 during the 3 years, sponsors are responsible for supporting the child to become independent
- Host thank you payments are available for the full 3 years (or until the child turns 18, if this happens between 12 and 36 months)
- Assessment of hosts BEFORE visa is issued

# Homes for Ukraine – unaccompanied minors

- Establish the nature of the relationship with the child and the sponsor
- Ensure that sponsors understand their responsibilities under the scheme
- Ensure that sponsors and parents have discussed and agreed arrangements and expectations
- Visit the child within 24 hours of arrival (OOH to support if the child arrives at the weekend)
- Private fostering regs where the criteria is met
- Comparable assessments and checks for children where private fostering criteria is not met
- The Home Office will seek parental consent

# Rematching

- “Rematching should only be used where it is unviable or unsafe for the sponsorship relationship to continue”
- Housing needs assessment completed by district & borough councils
- If criteria is met and rematching is appropriate, districts & boroughs co-ordinate a rematch
- List of Expressions of Interest available to districts & boroughs
- Refer back to HCC to complete all checks and arrange thank you payments

# Rematching - unaccompanied minors

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If the sponsorship arrangement breaks down, any rematching needs to be led by the parent/guardian, and the same criteria will apply (must be a pre-existing relationship, assessments must be completed before the arrangement is agreed). If a new sponsor cannot be identified, the child will need to be accommodated under Section 20.

This will be overseen by Children's Services (level 4 social care)

# Journey so far

- 14 March 2022 Government announced the Homes for Ukraine scheme
- 25 March 2022 First list of names arrived on the portal
- 15 July 2022 Government announced that existing applications for unaccompanied minors would be progressed
- 10 August 2022 HfU unaccompanied minors scheme opened to new applications

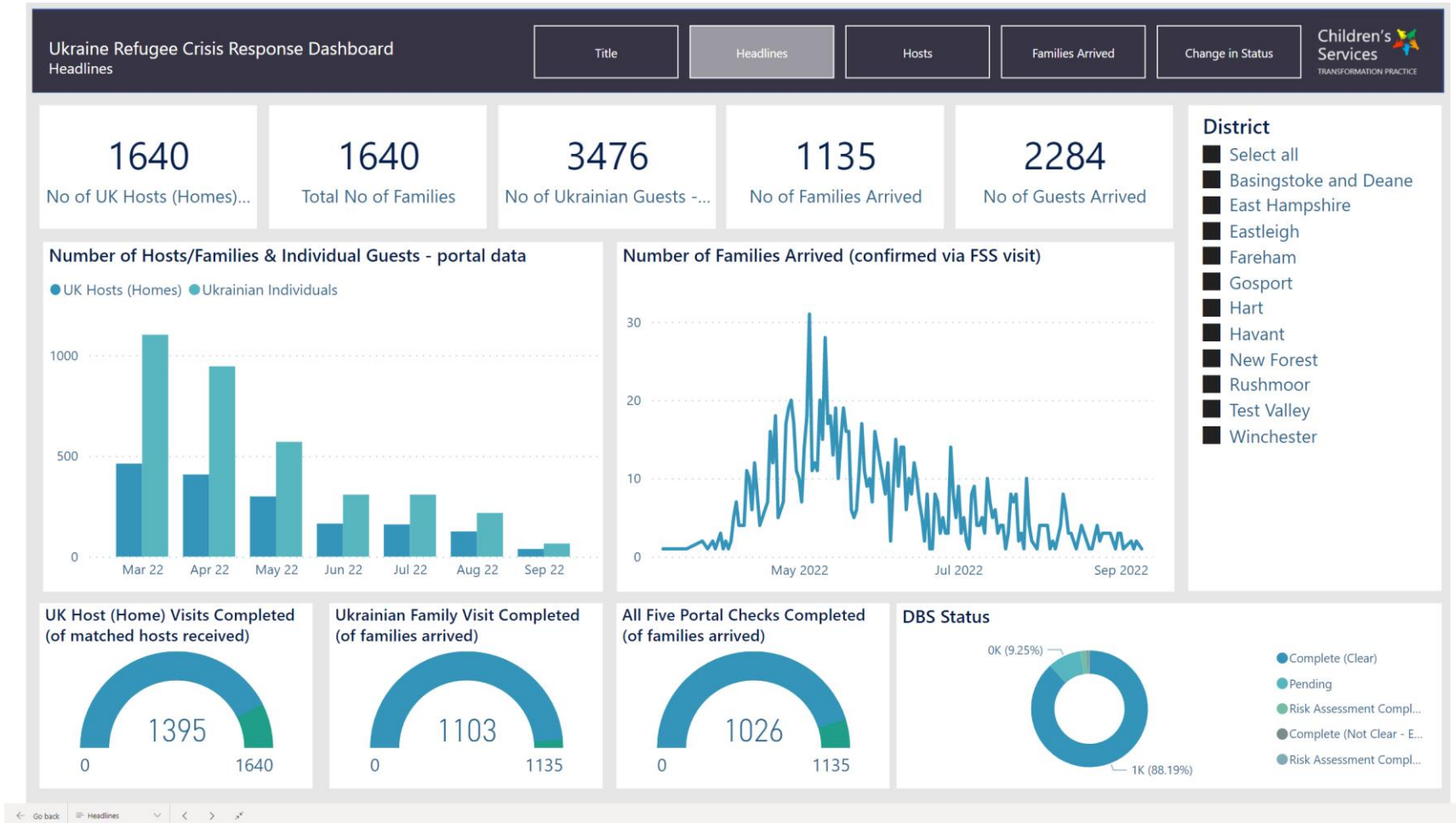
As of 6 September 2022, Hampshire had been asked to assess 26 proposed sponsors for unaccompanied minors.

# Journey so far continued....

- Processes have been created and rolled out – accommodation checks, providing welcome payments, providing host payments, initiating DBS checks, collating information to report back to central government to release funding
- Some lessons learnt from Afghan response which informed planning
- 3-month bus pass offered to all guests (almost 2000 issued as of 14<sup>th</sup> September 2022)
- Community support group hubs run by district & borough councils, supported by library services, and by FSS on request
- Unaccompanied Minors processes have been created and are being tested with the first cohort of children

# Headline numbers (14 September 2022)

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# Partnership working

Project management support provided by HCC

- Project workstream – oversight of all project areas
- Finance workstream - £200 welcome payments, guest thank you payments
- Community & support workstream – co-ordinating offers of support from all agencies including voluntary and private agencies.

Workstream members include Childrens Services, district & borough councils (housing), CAB, school admissions, voluntary organisations, finance, comms, library services, Fire & Rescue service.

Ukraine grant is being used to support partner agency activity where this falls within the scope of the purpose of the grant.

# Challenges

- Limited time to create and implement complex processes
- Frequent changes and updates to the scheme, and to the guidance
- “Laying tracks as we go”, while using lessons learnt from Afghan response
- Significant pressure on existing services, especially FSS, education, and housing
- High levels of public and political interest
- Co-ordinating and working with multi agency partners
- Public expectations have been high and sometimes unmet
- Use of social media to create matches and form support groups has led to some misinformation being shared widely
- Housing options when guests leave their hosting arrangements

# Case studies

A guest was distressed that she could not access a language course as it was too far away and would take them around 2 hours to get to this course. She said that without learning English and accessing this course that she would struggle to find work. The FSS worker discussed with the guest that she would email adult learning and see if we could get a more local course. Adult learning were very helpful and organised with the guest and FSS to gain access to a more local lesson. The guest has since enrolled and is going to start her lessons once lessons re-start.

# Case studies

Working with employers who can offer accommodation and paid work

- A farmer who had accommodation available that he usually offered to seasonal workers. Multi agency response including FSS, police and housing, to ensure that expectations remain clear to all parties, and compliant with the requirements of the scheme. A number of Ukrainians are staying on the farm and are engaged in paid employment there.
- A hotel wished to offer accommodation under the scheme, but only to Ukrainians who wished to be employed at the hotel. This was explored and the arrangement not approved.

# Case studies

Adults and children with high levels of need

- Older child with significant physical disabilities, requiring support with personal care and mobility. Multi agency response to provide equipment, education, and social care support. Initially this was provided within the sponsor's home, with early support and planning from housing to move on to more appropriate accommodation at the earliest opportunity. Some of the Ukraine grant is being used to meet the costs that would otherwise come from children's social care budget.
- Adult with full time care needs linked to learning disability. The hosting arrangement quickly broke down. Adult social care worked with housing and voluntary agencies to identify appropriate housing, and provide a package of care in the community.

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