

# Children & Families Advisory Panel

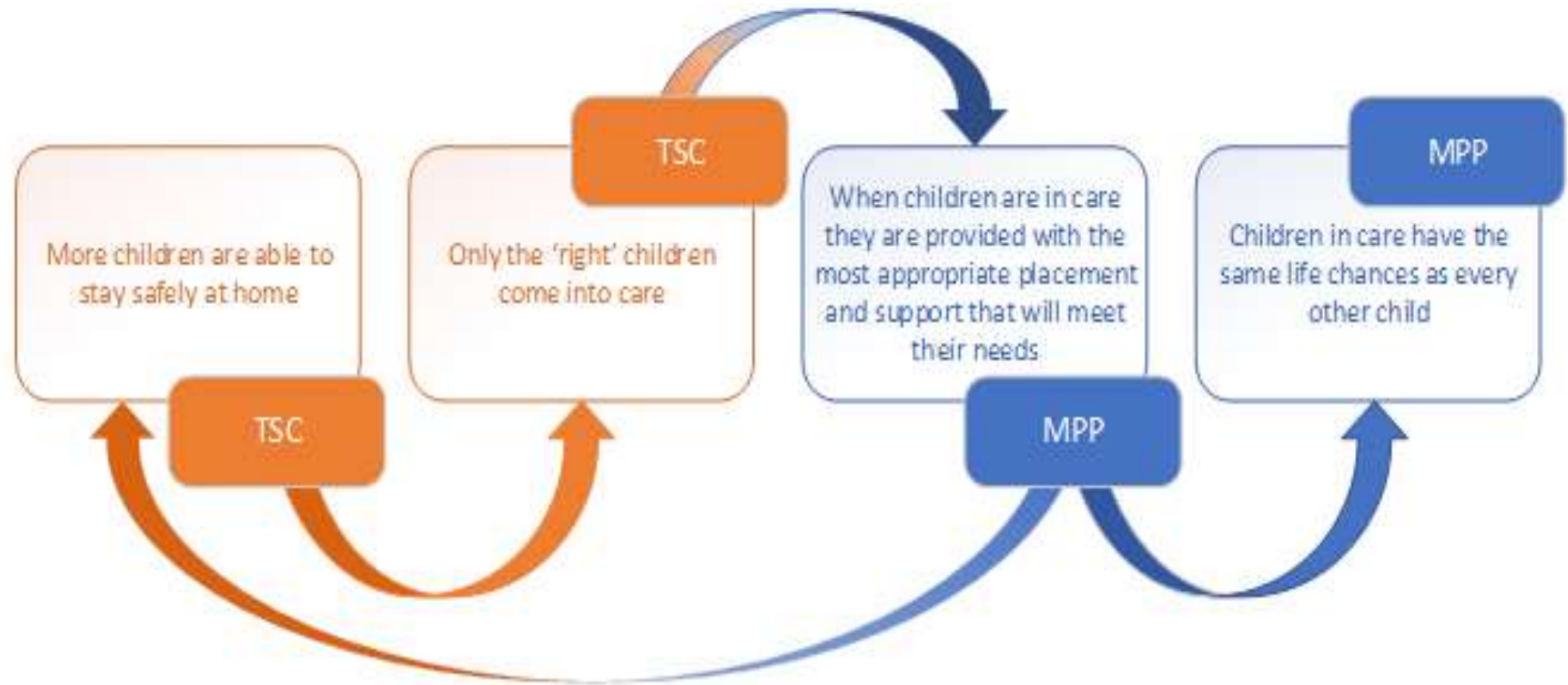
## Modernising Placements Programme

### 12 October 2021



1. Context of the Modernising Placements Programme (MPP)
2. The Hampshire Hives
3. Payments to foster carers
4. Training pathways for foster carers
5. Foster carer recruitment
6. The Psychological Service and Trauma Informed Approach
7. Urgent Care Service
8. Extended Care Service
9. Voice of the Child
10. Voice of the Family
11. Recommendations

# The transformation journey



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 children in care in Hampshire.

Our children in care need:

1. Us all to understand how to support them with the trauma they have experienced to achieve their best life chances
2. More Hampshire foster carers so they can stay local to friends and family and still attend their school
3. Hampshire children's homes to offer the full number of beds that they have so they can stay local to family and friends and still attend school
4. Us all to work together for them, valuing every person who is involved with them equally for the skills and experience they bring
5. Us to invest in our foster carers and all staff to be the best they can in supporting, nurturing and caring about them. They need foster carers and children's homes staff to be supported by everyone around them so they can stay living in their home for as long as they need it
6. Us to do everything we can to support them in overcoming diversity and having the same opportunities for positive health, wellbeing and lifestyle as children who are not in care
7. Us to have settings available where staff and the environment keep them safe when this is at short notice, and they are experiencing immediate distress
8. Us to put their needs first when making decisions about where they live

# The Hampshire Hives

The fundamental elements that the Hampshire Hives will provide are:

- To facilitate regular support groups and social activities for Foster Carers in the Hive.
- To provide flexible day care and sleepovers to children in placement for Foster Carers in the Hive.
- To offer needs led, one to one support and advice in a befriending/mentoring capacity to Foster Carers in the Hive.
- To work alongside a range of professionals in supporting the child/ren in placement with Foster Carers in the Hive.



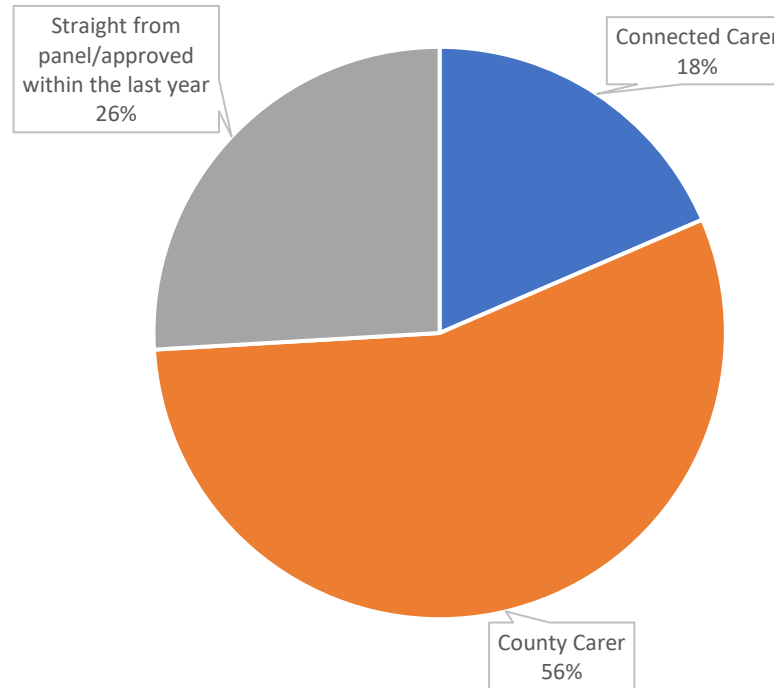


## Locations of the 6 Hives



- 📍 Basingstoke
- 📍 Andover
- 📍 Waterlooville
- 📍 Eastleigh
- 📍 Bitterne/ Hedge End, Southampton
- 📍 Gosport

## Composition of the Hives



The Hampshire Hive is currently supporting...



- 80 Children in Care
- 100 Foster carers / 56 Fostering families
- 23 Birth children (13 under the age of 12)

# Achievements of the Hive

Success	Evidence
<b>The Hives are in high demand</b>	The Hampshire Hive has been positively received by key stakeholders. We only have <b>4 spaces remaining</b> across the Hives. We currently have <b>26 fostering families on our waiting list</b> who wish to join a Hive, but are unable to due to lack of availability in their area. <b>9 of these carers are IFA transfers.</b>
<b>Success in providing foster carers with needs led support</b>	The HCSWs have been providing a <b>high level of 1:1 support</b> to their Hive families as a listening ear but also for general advice. Foster families report a high level of satisfaction with this unique support. <b>HCSWs and HLCs are working well together</b> , proactively identifying and organising <b>sleepovers and day care</b> when the members of their Hive need it.
<b>Success of HCSW role within Fostering</b>	There was <b>unprecedented interest in the role</b> ; a sign that we are valuing foster carer's skills. The HCSWs are <b>highly motivated to support the wider fostering service</b> and have been able to support in recruitment, other aspects of MPP and BAU fostering service development.
<b>Foster Carer Retention</b>	The Hive has seen only 1 foster carer of the 56 families in the Hives de-register in the first 3 months (April- June).
<b>Placement stability</b>	The Hive has seen 2 children's placements end due to the foster carer giving notice, amongst a total of 78 Children in Care in the 6 Hives.
<b>Improved Foster Carer and Children's well-being</b>	Foster Families and children they care for are reporting that they are making lots of friends which they had not been able to do previously.
<b>Successful Marketing Campaigns</b>	These have raised awareness of the Hive and attracted interest in Fostering Hampshire Children. Hive Carer Support Workers have been <b>writing a <a href="#">monthly blog</a></b> for the Fostering Facebook site. Hampshire Hive <b>promotional video</b> has been recorded and will be a part of the next marketing campaign. A <b>leaflet</b> has been produced which can be used for prospective carers.
<b>Attracting IFA foster carers to Hampshire</b>	Since March 2021 we have had 9 transfer requests from IFA Foster Carers. Of these foster carers the support offered by the Hampshire Hive contributed to 3 carers decision to choosing Hampshire Fostering Children. These foster carers have moved to us from Blue Sky and are in the Waterlooville/Eastleigh/Southampton area, there may be further referrals from the same agency in the future.
<b>Fostering Hampshire Children Media coverage</b>	A <a href="#">press release</a> was sent out as part of fostering fortnight and was picked up by three local newspapers and two local radio stations.



# Hampshire Hives and Foster Carers







“I was incredibly excited to join a Hive because for many years I have had an interest in The Mockingbird Project , particularly the extended family aspect. I followed children’s stories of how they had a sense of belonging, feeling special and surrounding them with safe adults and children with shared experience of not living with birth parents, thereby reducing their sense of bewilderment of being in the care system. I joined because I wanted any children who came to live with us to have this opportunity.” – Foster Carer

“My expectations have been surpassed because not only do my children feel all of the above but I have experienced a sense of contentment and reduced anxiety knowing that any issue or frustration that I would benefit from unloading will be met by friendly understanding ears.” – Foster Carer

“The Hive members have a wealth of fostering experience to draw from and it is great to know that they are out there. The peer to peer support is invaluable to me allowing me to step back from the issue and hear honest balanced information - and not letting things fester.” – Foster Carer

“I don’t think they have dwelled on the fact they are in care, just loving that sense of belonging and extended family which is precisely all I hoped for for these special young people.” – Foster Carer

“My hopes and expectations have been surpassed by this initiative.” – Foster Carer



“In one particular case, the input from the Hampshire Hive has prevented us from potentially losing a fostering family. Its input has given a young person the opportunity to stay at school until a suitable placement has been found.” –  
Supervising Social Worker

“Our foster carer has felt supported and valued and I have built a good Hive relationship with her.”- Hive Carer Support Worker

"Since joining the Hive my optimism has raised. It has help me manage my fears and feelings around reunification. Since speaking to others, I have much more knowledge around the process of reunification which helps me to explain it to family members, so they also understand what is involved in the process.“  
– Foster Carer



# Hampshire Hives and Children





“I have seen growing friendship groups formed amongst the younger children and a strong friendship between children in the Hive, with older kids have spent a lot of time in each other’s company over the summer holidays. Both children had no significant long-term friend in their life prior to the Hive and being looked after.”

“I have seen the sleep over facility stabilise a placement that was strained over the summer holidays.”

“Child D was all alone and had no access to children with similar stories due to living in a rural location. She has come along to multiple events and realised that she is not alone in being looked after or somehow different.”

# Payments to foster carers

In the 2020 foster carer survey, 55% of respondents said they had experienced payment issues.

We have launched a new online claim form for claiming expenses. This has improved the timeliness of payments being received, and has removed a number of steps from the process by creating an electronic solution, removing the need for paper forms to be handed supervising social workers.

We are starting a piece of work to look at our skills level criteria and appraisal processes to ensure that foster carers are rewarded and valued for the skills, knowledge and experience they have in caring for Hampshire's children in care. Foster carers will be invited to get involved and give their views on this piece of work. We hope that this will be completed by the end of the calendar year.



We have reviewed our training pathway to be clearer about the training courses on offer and when they should be completed. We have broadened the training topics available to increase foster carers' confidence in managing complex issues, linking with some training that was already available to residential staff.



We have also created an electronic training brochure so that foster carers can view the training courses on offer, know how to book and where to access resources.



We have also rolled out Hampshire Approach training to further support how foster carers care for children in a strengths based way.



Last September, we introduced FosterTalk which provides 24 hour helplines, tax and accountancy advice, workshops, support groups and more.



We will be introducing a new secure area for foster carers to access key policies, procedures and information

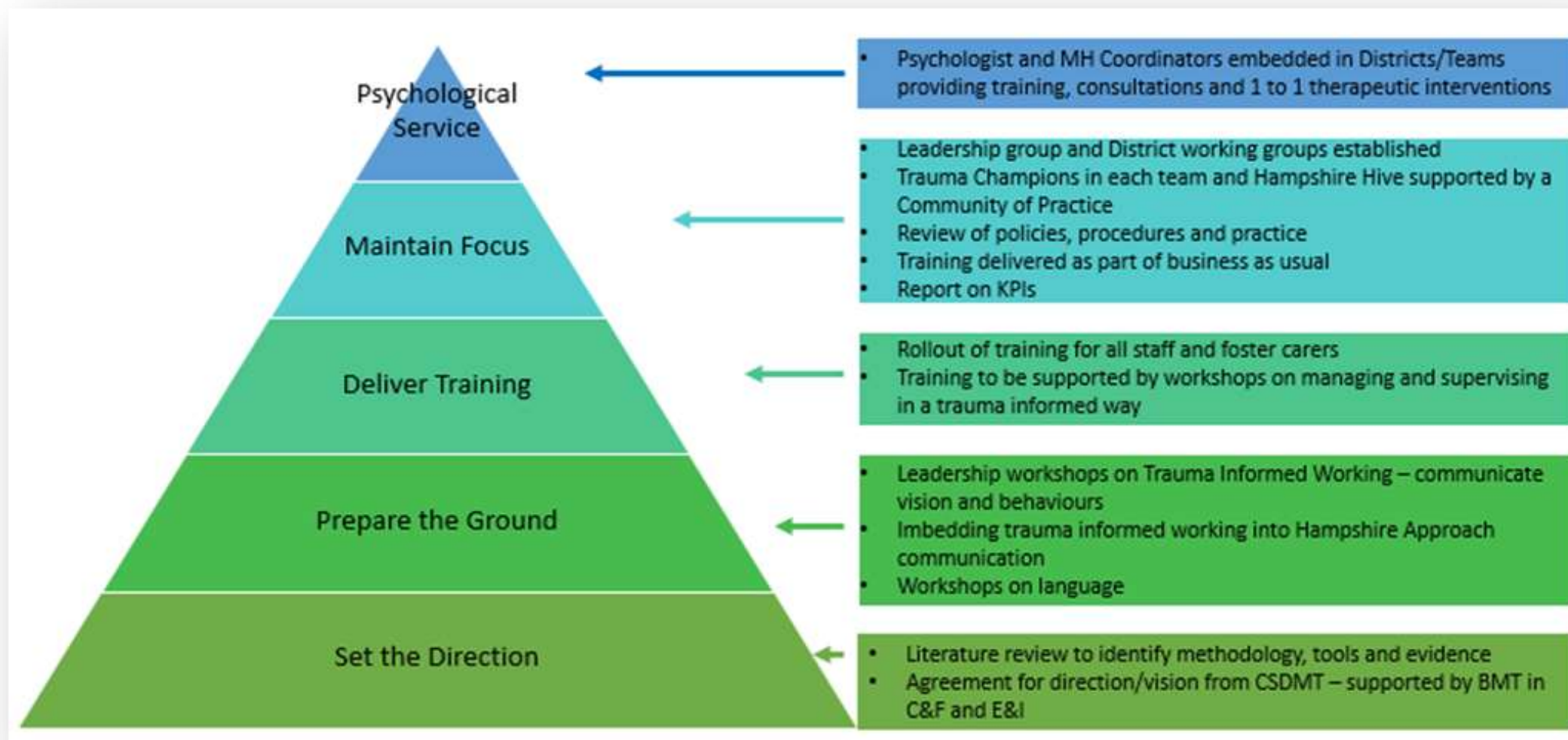
## We need to grow the number of foster carers in Hampshire

We are doing this by:

- Investing in and growing the team
- Increasing and targeting marketing
- Improving the journey for our prospective foster carers
- Creating partnerships within the Council, external companies and businesses, and communities
- Strengthening our training and support

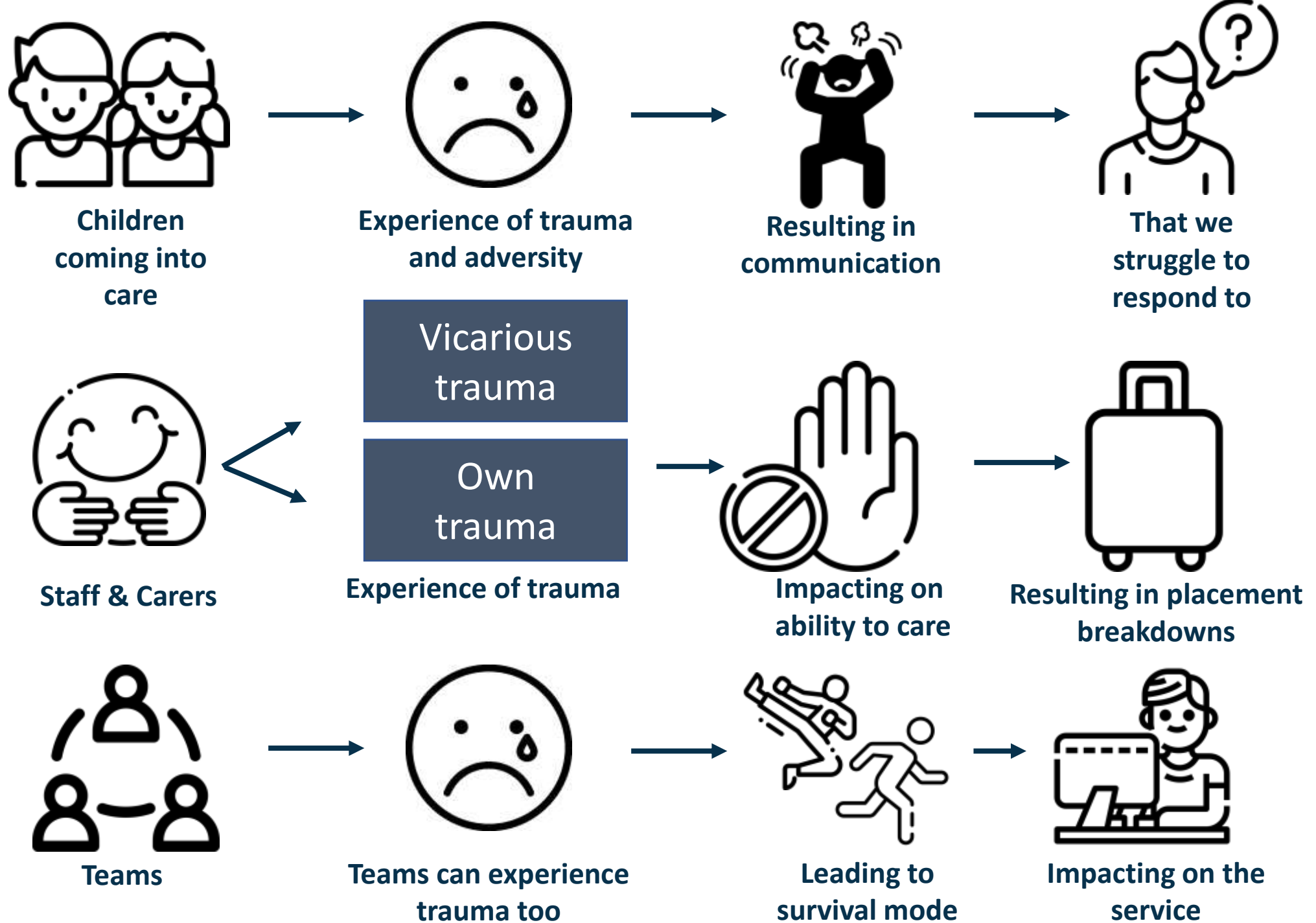


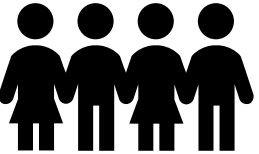
**What contribution and impact can the Corporate Parenting Board make to this area of work?**





# Why Trauma Informed Working is Important





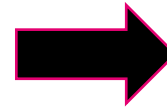
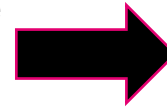
Children in short-term (or emergency) care settings where:

- i) We are unsure which care setting would best suit the child, and/or
- ii) The child requires urgent support to settle into a longer term care setting

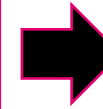
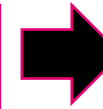
Children needing support to transition from secure settings

Children based in Hampshire residential care who:

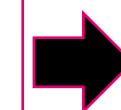
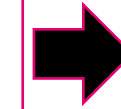
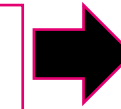
- i) Require additional support to remain in current setting
- ii) Are moving care setting
- iii) Are leaving care
- iv) Are leaving a secure unit
- v) Young people (up to 19 years) who have left Hampshire residential care in the last year and require intensive support in their post-16 accommodation



**Urgent  
care  
service**



**Extended  
care  
service**  
(providing  
multi-agency  
outreach to  
children and  
their carer(s))



Child is  
extensively  
supported to  
settle into  
long-term  
care setting

Child is  
supported to  
remain in  
residential  
care setting,  
transition to  
new setting,  
or leave care



Understanding the 'voice of care experienced young people' is integral to the work of the Modernising Placements Programme



We created a survey for young people who have experienced being in care to gain an insight into what is important about the care and support that they receive



The survey was co-designed and supported by Experts by Experience (EbEs) – young people aged 14 to 20 years old, from Hampshire who have experienced being in care



The survey ran for a five-week period between April and May 2021

68 responses were received:

- 18 from children aged 4 to 7
- 50 from children aged 8 to 18.

# Key Findings



Most care experienced children see their social worker often enough.

There is a preference for face-to-face in-person meetings with social workers.



Children and young people experience a range of both negative and positive emotions when coming in to care.

Just over half of respondents received an explanation of why they were going in to care and most of them could understand this information.

Over half of care experienced children and young people understand the information that is shared with them.

Care experienced children and young people want to understand why they are in care and be told the truth, using simple language.

Most respondents want the place where they live to stay the same, with school, friends and people they live with also featuring.

When things change in their lives (such as moving home or changing school), they would like to have the opportunity to familiarise themselves with the new place before the move actually happens.

Respondents aged 16+ have mixed feelings about moving out of care and living independently, with some feeling that they have received sufficient support and some that they haven't.

Prior warning of the move into care, as well as consideration about the timing of the move and a full explanation of the reason would facilitate the move.



In addition to the views of children, the programme has commissioned The Rees Centre, University of Oxford, to undertake a literature review and interview families of children in Hampshire's care.

Interviews were undertaken in July and August 2021. 17 parents in 16 families were interviewed.

The results of these interviews are being analysed. The report should be available in October 2021 and will be used to inform future developments.

1. Children & Families Advisory Panel notes the progress of the programme.
2. The Panel notes the work proposed to expand the wider understanding of shared partnerships, companies, businesses and communities of children in care and the foster carer role, and considers the contribution councillors can make.