

CHILDREN'S SERVICES COMMITTEE AGENDA



Tuesday 9 July 2019

at 4.00 pm

**in the Council Chamber,
Civic Centre, Hartlepool**

MEMBERS: CHILDREN'S SERVICES COMMITTEE

Councillors Hamilton, Harrison, Lauderdale, Little, Moore, Smith, Ward.

Co-opted Members: Jo Heaton, C of E Diocese and Joanne Wilson, RC Diocese representatives.

School Heads Representatives: Mark Tilling (Secondary), David Turner (Primary), Zoe Westley (Special).

Six Young Peoples Representatives

Observer: Councillor Little, Chair of Adult and Community Based Services Committee

1. APOLOGIES FOR ABSENCE

2. TO RECEIVE ANY DECLARATIONS OF INTEREST BY MEMBERS

3. MINUTES

- 3.1 Minutes of the meeting held on 4 June 2019 (*previously circulated and published*).

4. BUDGET AND POLICY FRAMEWORK ITEMS

No items.

5. KEY DECISIONS

No items.



6. OTHER ITEMS REQUIRING DECISION

- 6.1 Carers Strategy – *Director of Children's and Joint Commissioning Services*
- 6.2 To nominate a Local Authority Representative to serve on the Governing Body of St Hild's Church of England Voluntary Aided (VA) Secondary School - *Director of Children's and Joint Commissioning Services*

7. ITEMS FOR INFORMATION

- 7.1 SEMH (Social, Emotional and Mental Health) Special Free School - *Director of Children's and Joint Commissioning Services*
- 7.2 Annual Performance Report – Children's Social Care – *Director of Children's and Joint Commissioning Services*
- 7.3 Fostering Annual Report 2018-19 and Statement of Purpose March 2019 – *Director of Children's and Joint Commissioning Services*
- 7.4 Statement of Purpose for Exmoor Grove Children's Home - *Director of Children's and Joint Commissioning Services*
- 7.5 Statement of Purpose for Stockton Road Children's Home - *Director of Children's and Joint Commissioning Services*

8. ANY OTHER BUSINESS WHICH THE CHAIR CONSIDERS URGENT

FOR INFORMATION

Date of next meeting – Monday 2 September 2019 at 4.00 pm in the Civic Centre, Hartlepool.



CHILDREN'S SERVICES COMMITTEE

9th July 2019



Report of: Director of Children's and Joint Commissioning Services

Subject: CARERS STRATEGY 2019-2024

1. TYPE OF DECISION/APPLICABLE CATEGORY

- 1.1 For consultation - for members to make recommendations to the Health and Wellbeing Board for final approval.

2. PURPOSE OF REPORT

- 2.1 To share the draft Carers Strategy with members for consultation, discussion and to make recommendations to the Health and Wellbeing Board.

3. INTRODUCTION

- 3.1 Carers in Hartlepool provide a fundamental role within our community. Carers often provide better care than can be provided by a care worker, as they know the cared for person best. They are experts in their field and often are the person whom the person would prefer to be supported by.
- 3.2 It is important that we support carers and ensure that we listen to what is important to them. The attached strategy sets out the local areas intentions to support carers.

4. NATIONAL CONTEXT

- 4.1 National information shows:
- Today around 1 in 10 of the population are carers (Census, 2011)
 - Almost three quarters (72%) of carers in the UK suffer from mental ill health due to their caring role (Carers Trust 2018)
 - Over half (61%) of carers said their physical health had worsened as a result of caring. (Carers Trust 2018)

- There are more than 1.8 million unpaid carers over the age of 60 in England with more than 87,000 over the age of 85.
- There are now nearly 10,000 young carers under the age of eight in England and Wales who carry out unpaid care, with the most recent Census in 2011 finding an 83% increase in the number of young carers aged 5-7 since 2001.
- 46% of young carers are getting up in the night to care for loved ones, missing out on their own sleep (Snap shot national survey (Carers Trust))
- More than 80% of young carers are carrying out caring duties every day or most days of the week (Snap shot national survey (Carers Trust))

4.2 The Care Act 2014 and Children and Families Act 2014 gave local authorities in England a legal responsibility to assess the needs of carers, support their eligible needs and promote their wellbeing. In addition to this, the Care Act and Children and Families Act require councils to provide personalised support and to prevent, reduce and delay.

4.3 The government defines a carer within its recent action plan wider than is defined in legislation:

“A carer is considered to be anyone who spends time looking after or helping a friend, family member or neighbour who, because of their health and care needs, would find it difficult to cope without this help regardless of age or whether they identify as a carer. (Carers Action Plan 2018 -2020, Department of Health and Social Care).

Whereas the Care Act 2014 defines a carer as:

“Carer means an adult who provides or intends to provide care for another adult (an adult needing care)”

4.4 A Young Carer is defined as:

“...a person under 18 who provides or intends to provide care for another person (of any age, except where that care is provided for payment, pursuant to a contract) (Children and Families Act and Care Act 2014)

4.5 A national carers' Call for Evidence was launched by the government in 2016 with the following emerging as themes:

- Services and systems that work for carers;
- Employment and financial wellbeing;
- Supporting young carers;
- Recognising and supporting carers in the wider community and society; and
- Building research and evidence to improve outcomes for carers.

The government has decided to consider these themes within the social care green paper however they have published an action plan 2018-2020 to ensure that support to carers continues to improve.

- 4.6 The government have set out a number of actions as set out in document <https://www.gov.uk/government/publications/carers-action-plan-2018-to-2020>
The government will be monitoring the actions against the action plan.

5. LOCAL CONTEXT

- 5.1 Recent consultation has taken place with young carers and carers which have informed the basis of the attached strategy (**Appendix A**)
- 5.2 Discussion took place at a Joint Committee of Children and Joint Commissioning Services and Adults and Community Based Services on 5th February 2019 on the needs of carers and the recommendations from this meeting have been taken into account in the development of the strategy.
- 5.3 A discussion also took place at the Health and Wellbeing Board on 4th March 2019 and recommendations made by members of the board have been included within the strategy.
- 5.4 Hartlepool Carers Strategy 2019 -2024 is attached as Appendix A. It identifies the following priorities:
1. Identify carers at an early age, recognising their contribution and involving local care in planning individual care packages.
 2. Carers having a family and community life alongside caring personalised support for carers and providing good quality information, advice and support.
 3. Support carers to stay healthy – mentally and physically.
 4. Carers realising and releasing their potential in education and employment.
 5. Providing opportunities to help ex-carers sustain and fulfil healthy lives.
 6. Widen participation of carers to influence decision making at a local level.
- 5.5 Following the approval of the strategy an implementation plan will be developed by the reinvigorated Carers Strategy Group.
- 5.6 The Strategy will be presented to Health and Wellbeing Board on 23rd September for final approval. An annual progress report will be reported to the Health and Wellbeing Board.

6. RISK IMPLICATIONS

- 6.1 It is important that Hartlepool's Carers Strategy addresses the priorities identified by young carers and carers. There is a risk that if we don't effectively support carers at the earliest possible opportunity they will be unable to support those they care for placing further pressure on the community and services.

7. FINANCIAL CONSIDERATIONS

- 7.1 There are no financial considerations.

8. LEGAL CONSIDERATIONS

- 8.1 The Strategy has been drafted taking in to account the Authority's duties as set out in the relevant legislation, referred to above.

9. CHILD AND FAMILY POVERTY (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 9.1 The strategy to be developed will include financial inclusion to ensure that families are supported as required.

10. EQUALITY AND DIVERSITY CONSIDERATIONS (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 10.1 The strategy covers all carers and it will ensure that all cohorts of carers are supported as required.

11. STAFF CONSIDERATIONS

- 11.1 There are no staff considerations

12. ASSET MANAGEMENT CONSIDERATIONS

- 12.1 There are no asset management considerations.

13. RECOMMENDATIONS

- 13.1 For members of Children's Services Committee to make recommendations to the Health and Wellbeing Board on any changes to the Carers Strategy.

- 13.2 For the Carers Strategy 2019 – 2024 to be presented to the Health and Wellbeing Board on 23rd September 2019 for final approval.

14. REASONS FOR RECOMMENDATIONS

- 14.1 To ensure that carers are supported to prevent an escalation of needs and to ensure that those needing to be cared for are cared for appropriately.

15. BACKGROUND PAPERS

- 15.1 None

16. CONTACT OFFICERS

Danielle Swainston,
Assistant Director, Joint Commissioning, Children and Joint Commissioning
Services,
Civic Centre
01429 523732;
danielle.swainston@hartlepool.gov.uk

Sign Off:-

Director of Finance and Policy ☒

Chief Solicitor ☒



Carers Strategy

2019-2024



CONTENT

Foreword from the Chair of the Board	3
Scope and Purpose of this Strategy	3
Introduction	4
Case Study 1	5
Our Vision	6
National Context	7
National Context: NHS 10 Year Plan	8
National Context: Young Carers	9
Case Study 2	10
Local Context: Hartlepool Carers	11
Local Context: Statistics	12
Local Context: Community Led Support (CLS)	13
Case Study 3	14
Our Priorities	15
How Will We Know If We Have Been Successful? ..	22





CHAIR OF THE BOARD

SCOPE AND PURPOSE

This document sets out Hartlepool's Strategy for promoting carers' Health and Wellbeing 2019 -2022. It has been produced by the Health and Wellbeing Board for Hartlepool. **This strategy covers both young carers and adult carers. When we refer to carers we define this as:**

“Anyone who spends time looking after or helping a friend, family member or neighbour who, because of their health and care needs, would find it difficult to cope without this help regardless of age or whether they identify as a carer.”

Signature & Name

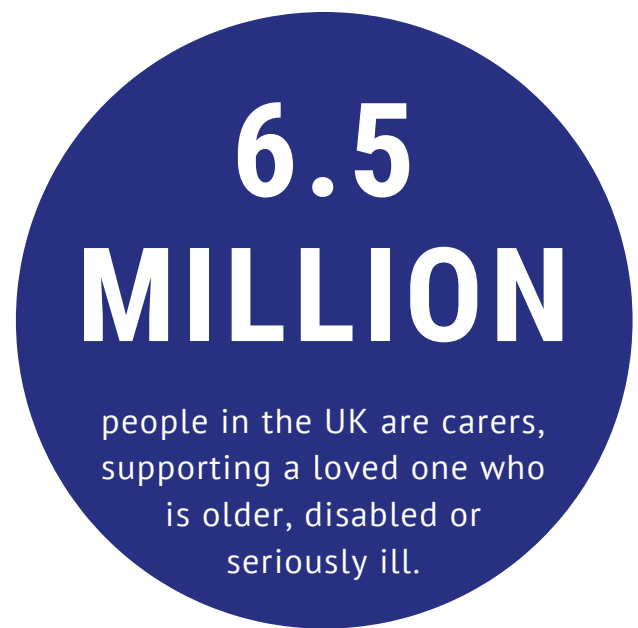
INTRODUCTION

Across the UK today 6.5 million people are carers, supporting a loved one who is older, disabled or seriously ill. **That's 1 in 8 adults who care, unpaid, for family and friends.**

According to the Children's Society, there are an estimated **700,00 young carers** in the UK – kids or teens who are the primary carer for a sick, incapacitated or addicted parent.

That means two young carers in every classroom, each typically spending 20-50 hours a week on their caring duties. And the number is rising.

We know there are a large proportion of “carers” who do not define themselves as a carer as they are first and foremost a husband, wife, mum, dad, daughter, son, friend and neighbour.



- Almost three quarters (72%) of carers in the UK suffer from mental ill health due to their caring role (Carers Trust 2018)

- Over half (61%) of carers said their physical health had worsened as a result of caring. (Carers Trust 2018)

- There are now nearly 10,000 young carers under the age of eight in England and Wales who carry out unpaid care, with the most recent Census in 2011 finding an 83% increase in the number of young carers aged 5-7 since 2001.

- 46% of young carers are getting up in the night to care for loved ones, missing out on their own sleep (Snap shot national survey (Carers Trust)

- More than 80% of young carers are carrying out caring duties every day or most days of the week (Snap shot national survey (Carers Trust)

- More than 1.8 million unpaid carers over the age of 60 in England with more than 87,000 over the age of 85.



CASE STUDY 1

Leon is a Young Adult Carer for several members of his family who all live in Hartlepool. Leon's sister has had epilepsy for many years and he is always on hand to ensure her safety and create a calm environment within which her episode could pass with as little distress as possible.

Leon as a young carer supported family members to take their medication, attending appointments and supporting with rehabilitation. Leon registered with Hartlepool Young Carers project many years ago and has maintained his contact with the charity and has now transitioned into the Adult Carers Project.

Leon studied for his GCSEs alongside his caring role, being predicted all A-C grades. Leon was unable to complete the exams due to a severe injury, but this did not stop this determined young man.

Since September 2018 Leon has been at Sunderland University, having gained an unconditional offer after being identified as an outstanding candidate.

Previously, with an ambition to become a paramedic, Leon worked for four years as an Ambulance Care Assistant to gain the relevant experience alongside his caring role.

However, Leon discovered that many of the patients he was taking to hospital to be 'fixed' were returning home to environments which were the underlying cause for many of their medical problems, inherently poverty and social deprivation being the catalyst to problems with drugs and alcohol misuse and mental health issues.

With this in mind Leon took the decision to study towards a BSc in Sociology degree and is loving every minute of it, with a view to forging a career in research into how backgrounds affect opportunities and lives, and working in the field of bridging the gaps in social inequality.

Leon has volunteered in Hartlepool for many community organisations, he has his own family, continues to care for his family members and plans on volunteering with Young Carers Project to ensure other young carers reach their goals and aspirations.



OUR VISION

Our vision is that Hartlepool will develop a culture and environment that promotes and supports health and well-being for all.

Our ambition is to improve the health and well being of all the residents of Hartlepool and reduce health inequalities. (Hartlepool's Health and Well being Strategy).

For carers this means we will work together to support them to live long and healthy lives and be able to care for as long as they would want to and to support carers when they are no longer fulfilling their carer role.

OUR PRIORITIES

In order to achieve the vision our plan will focus on six priorities:

1. Identify carers at an early age, recognising their contribution and involving local care in planning individual care packages.
2. Carers having a family and community life alongside caring personalised support for carers and providing good quality information, advice and support
3. Support carers to stay healthy – mentally and physically
4. Carers realising and releasing their potential in education and employment
5. Providing opportunities to help ex-carers sustain and fulfill healthy lives
6. Widen participation of carers to influence decision making at a local level

On a national level there has been significant attention paid to the role of carers. The government has re-stated their commitment to the priorities set out in the National Carers Strategy “**Carers at the heart of 21st century families and communities**” 2008 and developed an action plan 2018 – 2020.

NATIONAL CARERS STRATEGY:



Carers will be respected as expert care partners and will have access to the integrated and personalised services they need to support them in their caring role;



Carers will be able to have a life of their own alongside their caring role;



Carers will be supported so that they are not forced into financial hardship by their caring role;



Carers will be supported to stay mentally and physically well and treated with dignity;



Children and young people will be protected from inappropriate caring and have the support they need to learn, develop and thrive, to enjoy positive childhoods.

Since the publication of the National Carers Strategy a number of national strategies and plans have been introduced which show the importance of carers in our society.



THE CARE ACT 2014



New rights have been introduced for carers and new duties are in place for local authorities



Carers have the same rights to an assessment and support as those who they care for



There is a national eligibility criteria for carers and those who they care for which identifies whether they are entitled to support from the Local Authority with meeting their care and support needs



Following assessment a support plan should be generated with the carer that sets out how their eligible needs will be met. This may include services funded by the Local Authority and other ways of meeting their outcomes, including from their own resources and support from the local community

NATIONAL CONTEXT: NHS 10 YEAR PLAN

We will improve how we identify unpaid carers, and strengthen support for them to address their individual health needs.

We will do this through introducing best-practice Quality Markers for primary care that highlight best practice in carer identification and support.

We will continue to identify and support carers, particularly those from vulnerable communities. Carers are twice as likely to suffer from poor health compared to the general population, primarily due to a lack of information and support, finance concerns, stress and social isolation. Quality marks for carer-friendly GP practices, developed with the Care Quality Commission (CQC), will help carers identify GP services that can accommodate their needs. We will encourage the national adoption of carer's passport

Carers should not have to deal with emergencies on their own. We will ensure that more carers understand the out-of-hours options that are available to them and have appropriate back-up support in place for when they need it.

Young carers feel say they feel invisible and often in distress, with up to 40% reporting mental health problems arising from their experience of caring.

Young Carers should not feel they are struggling to cope on their own. The NHS will roll out 'top tips' for general practice which have been developed by Young Carers, which include access to preventive health and social prescribing, and timely referral to local support services.



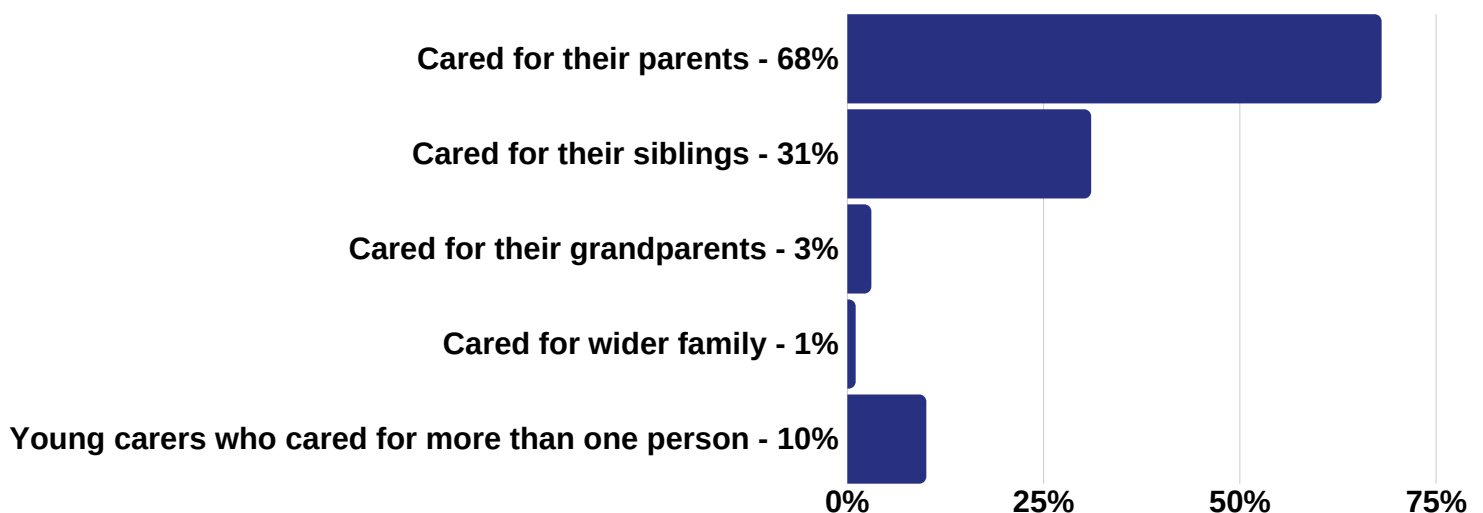
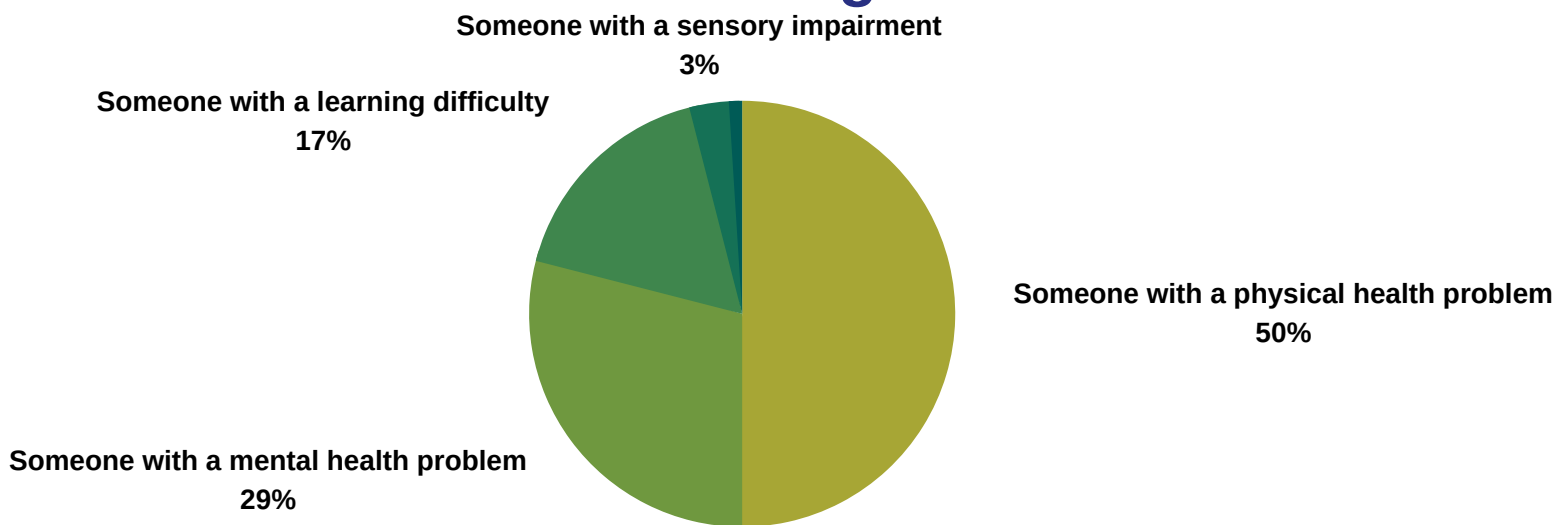
Up to 20,000 Young Carers will benefit from this more proactive approach by 23/24.

Patients, clinicians and the carers working with them will have technology designed to help them. They will have a digital service for managing their interactions with the NHS, a view of their record, care plan, expectations, appointments and medications, to enable care to be designed and delivered in the place that is most appropriate for them.

Create straightforward digital access to NHS services, and help patients and their carers manage their health.



Recent survey of young carers shows they are caring for:



TYPE OF CARE THEY PROVIDE:

- Help at home
- Emotional support
- Shopping
- Order & administer medication
- Help with bills
- Supporting siblings
- Interpret/ communicate/ advocate
- Personal care
- Support with hospital/ health appointments

YOUNG CARERS ARE MORE LIKELY TO:

- Have a disability, long term illness or special education needs
- Miss school to care for a parent or sibling
- Lower levels at GCSE (than peers)
- 43% young carers school work "adversely affected" by caring
- To be NEET aged 16-19
- Earn less in their early 20s and have less skilled jobs



CASE STUDY 2

Simon registered with Hartlepool Carers in 2017, when he left his job in London to return back to the town to care for his dad.

His dad was diagnosed with dementia in 2014, Simon came back to Hartlepool to visit for 3 weeks and saw the impact the caring role was having on his mum. Simon decided he needed to come back to Hartlepool to care for his dad full time.

Although this was life changing to say the least, Simon felt his only option was to support his father the way in which his father supported him over the years. Throughout this time Simon has extended his caring role and cares for several family members with their own health conditions. Simon provides practical and emotional support, personal care tasks and around the clock support for his father.

Leaving employment and taking up his caring role had a significant impact on his own health and well-being, as well as financial implications.

Even though Simon is a full-time carer he has still found the time to re-educate himself and completed English, Maths, British Sign Language and several holistic qualifications.

Simon feels the support he has received from the local authority for his father, has helped him have a break away from his caring role. Through his statutory carers assessment, he now has the ability to manage and support his own mental health needs that has resulted from the impact of his caring role. He now attends the gym and swimming whilst his father is in respite/day care which has a real positive impact on his own well being.

Simon said "Without the support of the local authority and Hartlepool Carers I don't think I would have been able to manage my caring role as well as I have, knowing that they are people out there that understand makes you feel less alone and would urge all carers to come forward"

Simon has recently gained employment as a 111-call advisor and was inspired from his role at Hartlepool Carers as Vice Chairman, after seeing that there is a need for support in every form.

Simon is also a mentor supporting newly identified carers in Hartlepool. He is passionate in raising the profile of caring and the positive outcomes that can be achieved alongside your caring role.

LOCAL CONTEXT: HARTLEPOOL CARERS

Hartlepool Carers works to improve the quality of lives of Carers throughout Hartlepool and the surrounding villages. They do this by providing advice, information and support services. Carers can be of any age and come from any social, ethnic or cultural background and will be treated with respect and dignity at all times.



A carer spends a significant proportion of their life providing unpaid support to family, friends or neighbours. This could be caring for a relative, partner or friend who is ill, frail, disabled or has mental health or substance misuse problems.

A young carer is someone under 18 who helps look after someone in their family, or a friend, who is ill, disabled or misuses drugs or alcohol.

Hartlepool Carers can offer support and information on issues connected with your caring role:

- Emotional support, one to one with a support worker or counsellor
- Information and guidance on local helping agencies in the Third Sector, Health and Social Care Services
- Group social and peer support activities
- Advocacy service

There have been some recent changes in the leadership at Hartlepool Carers and a change in the focus of the support they offer to carers. Hartlepool Carers acknowledge that there are numerous community organisations offering high quality support to carers and it is important that carers get the right support at the right time. This means that as well as supporting carers with specific activities and advice and guidance Hartlepool carers are also acting as a link to

other community based support helping as many carers as possible are receiving the support they need.

Information collected over the last year shows:

- Over half of the Adult Carers supported by Hartlepool Carers are between 31 and 65 (66%). The majority of the remainder are aged 65+.
- The most common Primary Caring Need is physical disability, with 253 (41.7%) of carers referred to Hartlepool Carers providing support to someone with this need. Mental Health is also high, at 21.5% of the total Hartlepool Carers cohort.
- The most common Primary Caring Need is physical disability, with 253 (41.7%) of carers referred to Hartlepool Carers providing support to someone with this need. Mental Health is also high, at 21.5% of the total Hartlepool Carers cohort.

LOCAL CONTEXT

People who provide unpaid care by age

Area Name	People aged 0-15 who provide unpaid care		People aged 16-24 who provide unpaid care		People aged 25-34 who provide unpaid care		People aged 35-49 who provide unpaid care		People aged 50-64 who provide unpaid care		People aged 65+ who provide unpaid care	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Hartlepool	17,800	19	10,976	12	10,655	12	19,103	21	17,896	19	15,598	17
Brus	1,547	23	887	13	848	13	1,338	20	1,189	18	970	14
Burn Valley	1,117	20	855	15	751	13	1,233	22	987	17	745	13
Dyke House	1,086	22	708	14	591	12	982	20	895	18	690	14
Elwick	351	17	182	9	153	7	485	24	480	23	410	20
Fens	752	15	485	10	360	7	942	19	1,098	23	1,234	25
Foggy Furze	822	18	540	12	561	12	894	20	987	22	693	15
Grange	1,045	20	735	14	738	14	1,054	20	949	18	701	13
Greatham	313	15	195	9	168	8	426	20	543	25	487	23
Hart	1,353	20	670	10	904	13	1,628	24	1,257	18	1,101	16
Owton	1,359	24	802	14	777	14	1,099	19	942	17	712	13
Park	933	16	593	10	373	6	1,289	22	1,474	25	1,272	21
Rift House	1,240	20	724	12	681	11	1,192	19	1,120	18	1,328	21
Rossmere	1,211	19	673	11	785	12	1,228	19	1,325	21	1,131	18
Seaton	1,181	17	686	10	661	10	1,497	22	1,459	21	1,381	20
St Hilda	1,083	19	686	12	735	13	1,131	20	1,078	19	995	17
Stranton	1,190	19	898	15	916	15	1,233	20	1,041	17	827	14
Throston	1,217	20	657	11	653	11	1,452	24	1,072	18	921	15

Source: Census 2011

Provision of unpaid care by hours per week

Area Name	Population	Provides 1-19 hours unpaid care a week		Provides 20-49 hours unpaid care a week		Provides 50+ hours unpaid care a week		Total Number of Carers
		Number	%	Number	%	Number	%	Number
Hartlepool	92,028	5,325	5.8	1,555	1.7	3,044	3.3	9,924
Brus	6,779	262	3.9	125	1.8	265	3.9	652
Burn Valley	5,688	331	5.8	81	1.4	130	2.3	542
Dyke House	4,952	240	4.8	94	1.9	193	3.9	527
Elwick	2,061	152	7.4	32	1.6	52	2.5	236
Fens	4,871	377	7.7	105	2.2	186	3.8	668
Foggy Furze	4,497	244	5.4	66	1.5	133	3.0	443
Grange	5,222	295	5.6	82	1.6	138	2.6	515
Greatham	2,132	168	7.9	33	1.5	68	3.2	269
Hart	6,913	468	6.8	99	1.4	180	2.6	747
Owton	5,691	212	3.7	101	1.8	200	3.5	513
Park	5,934	517	8.7	114	1.9	150	2.5	781
Rift House	6,285	344	5.5	122	1.9	267	4.2	733
Rossmere	6,353	350	5.5	121	1.9	241	3.8	712
Seaton	6,865	511	7.4	84	1.2	222	3.2	817
St Hilda	5,708	245	4.3	102	1.8	226	4.0	573
Stranton	6,105	259	4.2	97	1.6	206	3.4	562
Throston	5,972	350	5.9	97	1.6	187	3.1	634

Source: Census 2011


LOCAL CONTEXT: COMMUNITY LED SUPPORT (CLS)

Hartlepool Borough Council has recently embarked on a transformational programme that develops a new way of delivery of community support. This is called Community Led Support. It is based on a set of principles for how social care support should be delivered. These are implemented in ways that are determined by people directly delivering services along with local partners and members of the community they are serving. It builds on what is already working, joining up good practice and strengthening common sense, empowerment and trust.

THE OVERARCHING, LONG TERM, CORE COMPONENTS OF THE VISION THAT THE CLS PROGRAMME AIMS TO SUPPORT INCLUDE:

- That local people receive support that is responsive, community based and focused on resilience and keeping them in control of their lives;
- That communities are actively involved in shaping and delivering local support and develop local solutions to respond to need;
- That social care practitioners feel supported and trusted, experience increased morale and ability to determine local working practices, develop skills to have strengths based conversations with people, are skilled in identifying local solutions and have a positive approach to risk;
- That voluntary sector partners and other statutory agencies are involved in the delivery of information, advice and support at a local level and deliver support in a joined up, holistic way; and
- That statutory services are of a high quality, are efficient and responsive and 'fit for purpose' in their ability to respond to increased demand on services within restricted budgets.





CASE STUDY 3

Christine and Gavin are both carers for her two sons, James who is 11 years old and Harry who is 7 years old.

In 2007, their first son was born in Hull Hospital, whilst they were living away from their home town due to Gavin's employment.

After a long and difficult birth, James was born unresponsive and required additional support to get him breathing on his own. Within 24 hours they were told that doctors thought he had Marfan syndrome and would require genetic testing to diagnose.

They eventually returned home on maternity/paternity leave, to be met with appointments for physiotherapy, genetic testing at Newcastle, paediatrician appointments and specialist appointments at Leeds General Infirmary.

Christine and Gavin returned to Hartlepool and over a period of three years, they had over 20 professionals from Health and Social Care involved in their lives. As well as working full time they both travelled the country in search of a diagnosis for their son, who was not reaching his milestones.

After 3 years of specialists searching for a diagnosis they received the news that they had found the cause of James delays. In 2010 James was diagnosed with a rare genetic neurological degenerative disease known as MASA Syndrome. At that time doctors were not aware of any other children living with this condition and could not tell the family exactly what to expect. Their caring role was increasing with the need for daily therapies and interventions to keep James well.

In 2011, Christine found that she carried the rare genetic condition and at risk of passing this on to any other children. Within this time they also found out they were expecting their second child. They were offered a termination and testing to check if their unborn child was affected. After many appointments and meetings, both decided to turn down all testing.

Harry was born in 2011 and with Christine and Gavin's knowledge of the condition from travelling to America to meet other families, they knew immediately that Harry was also affected with the rare syndrome. Their caring role significantly increased and Christine left her full time position to care full time.

Christine said "We do not necessarily see ourselves as carers, we are James and Harry mam and dad, who do everything in our power to ensure they live happy, healthy lives. Without the support from Children's Services and Health professionals involved in our boys care, I am not sure how we would actually function as a family. Although our boys need 24 hour care, we have an amazing team around our whole family. Social Care has significantly helped us creating a flexible package of support to meet our needs as a whole family."

With the flexible package of support and now both boys accessing multimedia specialist educational provision, Christine has returned back to employment at Hartlepool Carers, supporting other carers to receive the right support at the right time.



OUR PRIORITIES

In order to achieve the vision our plan will focus on six priorities:

- 1. Identify carers at an early age, recognising their contribution and involving local care in planning individual care packages.**
- 2. Carers having a family and community life alongside caring personalised support for carers and providing good quality information, advice and support**
- 3. Support carers to stay healthy – mentally and physically**
- 4. Carers realising and releasing their potential in education and employment**
- 5. Providing opportunities to help ex-carers sustain and fulfill healthy lives**

1. IDENTIFY CARERS AT AN EARLY AGE, RECOGNISING THEIR CONTRIBUTION AND INVOLVING LOCAL CARE IN PLANNING INDIVIDUAL CARE PACKAGES

WHAT DO YOUNG CARERS WANT?

- Emotional support – safe place to talk
- Help and support with bullying at school
- Need information about parental/ sibling illness
- One to one opportunity to talk to staff they know
- Help with homework and study
- Help to let people know such as their schools to understand their caring role
- Respected when taking our family members to appointments

WHAT DO CARERS WANT?

- I am listened to
- My peers understand the challenges I face
- I get help to stay fit and well
- Inclusive communities where families don't have to cope
- I am proud of my caring role and get help with it

WHAT WILL WE DO?

1. Development of effective partnership between GP practices and Hartlepool Carers.
2. Development of a young carers card that allows young carers to share with services so they understand carers needs.
3. Work with Schools, GPs, hospitals and other professionals to understand what young carer means and how to support us.
4. Support Hartlepool Carers to develop more peer to peer support for young carers because talking to other young carers really helps.
5. More activity opportunities for young carers – we love the break from our caring roles.
6. Work with primary care to ensure carers are identified and supported.
7. Work with Hartlepool Carers for them to undertake carers assessments and allocate resources as appropriate.
8. Increase awareness and understanding of what it means to be a carer across the workforce.

WHAT DO YOUNG CARERS AND CARERS WANT?

- I am supported to access regular activities
- I am encouraged to socialize
- I am able to access information and services where I live
- I am provided with advice
- I am able to request and access transport

WHAT WILL WE DO?

1. Work with Hartlepool Carers, recognising they are best placed given their lived experiences, for them to support carers to access informal and formal support.
2. Develop a Community Hub offer that carers can access.
3. Develop & publicise a Hartlepool Local Offer to Carers.
4. Implement Community Led Support
5. Development of effective relationships between Hartlepool Carers and HAST CCG to enable carers to navigate the system and complexities of health funding.

WHAT DO YOUNG CARERS AND CARERS WANT?

- I do not feel alone
- I have people to support me
- I can take part in leisure activities or hobbies that I want to
- Getting involved in fundraising
- I can take a break from being a carer
- I know where to go for help
- I get information to help me to take care of myself
- I can live a healthy life as a carer
- My GP knows I'm a carer
- My GP knows what is available for me
- I have someone who understands me and my needs

WHAT WILL WE DO?

1. Young Carers to be supported to access activities that meet their needs; e.g Hartlepool
2. Carers, Youth Service, universal activities within communities. Create opportunities in Community Hubs for carers to:
 - Development connections with other carers that will support their Mental Health.
 - Access activities that supports their physical health.
3. Development of effective relationships between Hartlepool Carers and GPs.
4. Identify best practice examples within primary care than support carers to stay healthy and share this with the system.
5. Work with health providers e.g. TEWV and NTHFT for them to understand carers needs and support them as needed

WHAT DO YOUNG CARERS AND CARERS WANT?

- I have somewhere to go where I can learn new skills
- I can attend training or can go to college or university
- I feel supported to create a CV/apply for jobs and go for interviews
- I am supported/ encouraged to try new things
- My employer understand my caring role
- I can volunteer and use my skills

WHAT WILL WE DO?

1. Work with school for them to understand the needs of Young Carers and how they can support them to achieve their education.
2. Develop opportunities in Community Hubs so that carers can access activities that will support their pathway to employment.
3. Work with adult education/ volunteering program to enable carers to access opportunities that support them.
4. Develop partnerships with FE providers to promote identification of young carers and establish appropriate support.
5. Work with local employers to create a supportive working environment for carers in the workplace.

5. PROVIDING OPPORTUNITIES TO HELP EX-CARERS SUSTAIN AND FULFIL HEALTHY LIVES

WHAT DO CARERS WANT?

- I would like to meet other ex-carers and attend social activities
- I would like to feel included once my caring role ends
- I would like assistance back into employment, volunteering and training
- I would like my experiences as an ex carer to be used to benefit others
- I would like to help other carers new to the role
- I would like to be supported to ensure I have the belongings of my loved ones when they have been in care home

WHAT WILL WE DO?

1. Community Hubs – marketing of activities available across the town for carers and ex carers.
2. Hartlepool Carers to work with ex carers to support them to access support and activities.
3. Develop opportunities in Community Hubs so that carers can access activities that support a pathway to employment.
4. Work with adults education/ volunteering programmes to enable ex carers to access these opportunities.
5. Hartlepool Carers to further develop ex carers volunteers.

6. WIDEN PARTICIPATION OF CARERS TO INFLUENCE DECISION MAKING AT A LOCAL LEVEL

WHAT DO YOUNG CARERS AND CARERS WANT?

- I am able to voice my opinion on important matters
- I do not feel discriminated against
- I can see that my opinions are taken seriously
- Information on the development of services is shared with me
- I know where I can get information and support
- I am involved in the planning and delivery of services

WHAT WILL WE DO?

1. Work with Hartlepool Carers to reinstate Carers Strategy group so they support the implementation, monitoring and review of this strategy.
2. Young Carers (need to add group??)
3. Work with H'Pool Carers for them to empower carers to enable them to shape their own support.



HOW WILL WE KNOW IF WE HAVE BEEN SUCCESSFUL?

- Progress on the action plan which will be reported to the Health and Wellbeing Board annually.
- Number of carers being supported by Hartlepool Carers increases.
- Number of carers being offered advice and guidance by.
- Young Carers report that services are aware of their caring role and adapt their service as required.
- Number of carers accessing Community Hubs increases.
- Carers report that services are more aware of their needs as carers and respond to them effectively.
- Number of GP practices actively working with Hartlepool Carers increase.
- Increased number of services recognise young carers card

CHILDREN'S SERVICES COMMITTEE

9 July 2019



Report of: Director of Children's and Joint Commissioning Services

Subject: TO NOMINATE A LOCAL AUTHORITY REPRESENTATIVE TO SERVE ON THE GOVERNING BODY OF ST HILD'S CHURCH OF ENGLAND VOLUNTARY AIDED (VA) SECONDARY SCHOOL

1. TYPE OF DECISION/APPLICABLE CATEGORY

1.1 This is a Non Key decision.

2. PURPOSE OF REPORT

2.1 To consider a nomination for the role of Local Authority Governor at St Hild's CE VA Secondary School.

3. BACKGROUND

3.1 Under the School Governance (Constitution) (England) Regulations 2012 the process for appointing Local Authority Governors to school governing bodies requires the local authority to consider nominations to vacancies before they are presented to the relevant governing body for formal approval.

A schedule (**Appendix A**) is attached setting out details of a vacancy which currently exists, together with an application received for this position (**Appendix B**). **This item contains exempt information under Schedule 12A of the Local Government Act 1972 (as amended by the Local Government), (Access to Information), (Variations Order 2006) namely, information relating to any individual (Para 1).**

4. PROPOSAL

- 4.1 The report seeks the committee's decision on the application form for nomination as Local Authority Governor at St Hild's CE VA Secondary School.

5. RISK IMPLICATIONS

- 5.1 There are no risk implications.

6. FINANCIAL CONSIDERATIONS

- 6.1 There are no financial considerations.

7. LEGAL CONSIDERATIONS

- 7.1 This report ensures compliance with the relevant statutory regulations as set out above.

8. CONSULTATION

- 8.1 Discussions have taken place between the applicant, Chair of Governors and Head teacher regarding the skills the applicant can contribute to the Governing Body and the applicant has observed a governing body meeting at the school.

9. CHILD AND FAMILY POVERTY CONSIDERATIONS (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 9.1 There are no child and family considerations

10. EQUALITY AND DIVERSITY CONSIDERATIONS (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 10.1 There are no equality and diversity considerations.

11. STAFF CONSIDERATIONS

- 11.1 There are no staff considerations.

12. ASSET MANAGEMENT CONSIDERATIONS

- 12.1 There are no asset management considerations.

13. RECOMMENDATION

- 13.1 The committee gives consideration to applicant as set out in **Appendix B** in respect of local authority nomination to St Hild's CE VA Secondary School.

14. REASONS FOR RECOMMENDATIONS

- 14.1 To ensure that the nomination of local authority governor will contribute to the effectiveness of the governing body to which they are appointed.

15. BACKGROUND PAPERS

- 15.1 There are no background papers

16. CONTACT OFFICER

Ann Turner
Governor Support Manager
Children's and Joint Commissioning Services
Civic Centre
Hartlepool
Telephone 523766
Email: ann.turner@hartlepool.gov.uk

Sign Off:-

Director of Finance and Policy	<input checked="" type="checkbox"/>
Chief Solicitor	<input checked="" type="checkbox"/>

CHILDREN'S SERVICES COMMITTEE

9 July 2019



Report of: Director of Children's and Joint Commissioning Services

Subject: SEMH (SOCIAL, EMOTIONAL AND MENTAL HEALTH) SPECIAL FREE SCHOOL

1. TYPE OF DECISION/APPLICABLE CATEGORY

1.1 For information – (Former Forward Plan entry CJCS081/18).

2. PURPOSE OF REPORT

2.1 For members of Children's Services Committee to note the success of the Special Free School Bid and the progress to date for the development of a Special Free School in Hartlepool.

3. BACKGROUND

- 3.1 In July 2018, the Department for Education (DfE) issued guidance and criteria to local authorities seeking to establish new special or alternative provision (AP) free schools. The guidance stated that around 30 new special and AP free schools would be approved and given the limited number of new schools created, only the very strongest bids would be approved.
- 3.2 Hartlepool Borough Council subsequently submitted a single free school bid for children and young people with social and emotional mental health (SEMH) needs. The local authority also committed to supporting a Tees Valley Partnership bid for a school to support children and young people across all Tees Valley local authorities with social and emotional mental health needs.
- 3.3 Members were informed of the bid process within the Schools Capital Work Programme Committee Report which was considered by Committee on 19 March 2019.

- 3.4 Hartlepool were notified on 11th March 2019 that the Secretary of State had approved our bid to move to the next stage of the process which is the Trust competition stage. The Tees Valley Bid was also successful in moving to the next stage.
- 3.5 Free Schools can only be provided by Academy Trusts or schools wishing to convert to an academy. Prospective providers will need to bid to deliver the provision. The DfE will work alongside the local authority to assess the applicants however the Secretary of State will make the final decision on whether the project can proceed.

4. PROCESS

- 4.1 The timetable for the process is:

May – September 2019	Engagement with potential providers – local consultation events
30 September 2019 (midday)	Deadline for submitting applications
Autumn 2019	Interviews start
Winter 2019/20	Approved applications announced

- 4.2 A dedicated Special Free School page has been set up on the council's website. The specification for the Hartlepool School is included with the presentation from the first engagement event which took place on 20th May 2019 and funding documentation.

5. LOCAL MODEL

- 5.1 The Hartlepool SEMH working group which consists of representatives from schools and officers from the local authority has been reviewing our approach to supporting children and young people with SEMH. This group has reiterated the need for a graduated response across our settings to ensure that children receive the support they need at the earliest opportunity. This approach begins with high quality teaching as set out below:



- 5.2 The graduated response as set out does not mean that children work their way up the response and do not move downwards. It is important that everyone working with children, young people and their families identify needs earlier and support these in the right way to prevent a further escalation of needs for example a child can be supported in an SEMH ARP for a short period of time and then return to their home school. This is most effective when the home school and SEMH ARP work closely together.
- 5.3 The SEMH group has worked to develop this graduated response with:
- A focus on improving the skills and expertise across the workforce in relation to SEMH – an audit is being carried out to understand best practice and areas of further development across our schools;
 - Development of two primary SEMH Additionally Resourced Provision (ARP) at Rossmere and Springwell;
 - Development of an SEMH panel that reviews children and young people that schools feel need additional support;
 - Development of secondary SEMH ARP provision – currently in bid process with three schools expressing an interest;
 - Development of an SEMH Free School.
- 5.4 It is felt that if we can get all the elements of the model in place as set out above we will be able to respond effectively to the needs of our children and young people with SEMH needs.

6. SPECIAL FREE SCHOOL

- 6.1 The original specification submitted as part of the bid proposed a small school of 25 places with 5 assessment places. A discussion has taken place with the DfE and they have indicated that in order to get final approval the school needs to increase the numbers of places. This is because the unit costs of building a new school will be significantly higher with low pupil numbers which will not meet the DfE value for money requirements.
- 6.2 As part of the development of the Tees Valley Free School, Hartlepool agreed to an indicative 20 places. In our discussions with DfE they have advised that it would be best to use these places within the Hartlepool school. Discussions have taken place with Tees Valley authorities and this has been agreed. We have also had discussions with Durham authority to explore if they would like to develop a partnership where they would buy places from the school. The proposal to the DfE is therefore to increase the pupil number to 50/55.
- 6.3 The site for the new school will be behind Golden Flatts Primary School which is council owned grazing land. Discussions are currently taking place between DfE capital team and the council's estate team to ensure that the site is fit for purpose.

- 6.4 An engagement event took place on 20th May with a number of prospective bidder trusts in attendance. A further engagement event will take place on 1st July 2019.

7. RISK IMPLICATIONS

- 7.1 We are currently placing children in specialist provision outside Hartlepool which does not fit with our vision for children to attend school in their home town. This provision is also usually more expensive than Hartlepool provision which is contributing to the pressure on the High Needs Block. It is important that we develop provision in Hartlepool that can meet our children's needs locally.

8. FINANCIAL CONSIDERATIONS

- 8.1 The funding for special school places is within the High Needs Block. The places are funded based on the banding which has been agreed with our local schools. The funding for the build of the new school will be provided by the DfE.

9. LEGAL CONSIDERATIONS

- 9.1 The development of a Free School is set out in guidelines issued by the DfE <https://www.gov.uk/government/publications/special-free-school-applications>

10. CHILD AND FAMILY POVERTY (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 10.1 The children and young people being supported within this provision will be those with an Education, Health and Care plan.

11. EQUALITY AND DIVERSITY CONSIDERATIONS (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 11.1 The children and young people being supported within this provision will be those with an Education, Health and Care plan.

12. STAFF CONSIDERATIONS

- 12.1 There are no specific staff considerations - the successful provider will appoint all the school staff.

13. ASSET MANAGEMENT CONSIDERATIONS

- 13.1 The decision to adopt a commercial approach to asset management normally requires the Council to realise the full value of any properties or property rights that it disposes of. However, in this instance the land would be let on a long lease at a peppercorn rent for SEMH School purposes only. The unrealised site value will be offset by the much greater overall savings in the High Needs Block. It is also intended to sell adjacent plots of land for development in future years which the construction of the school may help to facilitate.
- 13.2 Discussions will continue to take place between DfE and the council's estates team to review the site.

14. RECOMMENDATIONS

- 14.1 For members of Children's Services Committee to note the process and the progress for the development of a Special Free School in Hartlepool.

15. REASONS FOR RECOMMENDATIONS

- 15.1 To ensure that children and young people with social, emotional and mental health issues receive the right education to meet their needs.

16. BACKGROUND PAPERS

https://www.hartlepool.gov.uk/info/20014/schools_and_learning/867/social_emotional_mental_health_semh_free_school_%E2%80%93_hartlepool_local_authority

[Children's Services Committee Report 19 March 2019 – 2019/20 SCHOOLS' CAPITAL WORKS PROGRAMME](#)

17. CONTACT OFFICERS

Danielle Swainston,
Assistant Director, Children and Families Services
Level 4,
Civic Centre 01429 523732;
danielle.swainston@hartlepool.gov.uk

CHILDREN'S SERVICES COMMITTEE

09 July 2019



Report of: Director, Children's and Joint Commissioning Services

Subject: ANNUAL PERFORMANCE REPORT – CHILDREN'S SOCIAL CARE

1. TYPE OF DECISION/APPLICABLE CATEGORY

1.1 For information only.

2. PURPOSE OF REPORT

2.1 To present to Children's Services Committee the annual performance report for children's social care in Hartlepool.

3. BACKGROUND

3.1 Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. The Children Act defines a child in need as a child who is unlikely to achieve or maintain a reasonable level of health or development, or whose health and development is likely to be significantly or further impaired without the provision of services; or a child who is disabled.

3.2 In exercising its statutory duties under the Children Act 1989, local authorities undertake assessments of the needs of individual children in order to determine what services, if any, to provide. Assessments must be informed by the views of the child as well as his/her family and the wishes and views of a child must be sought regarding the provision of services to be delivered.

3.3 Some children in need may require accommodation because there is no one who has parental responsibility for them, because they are lost or abandoned or because the person caring for them is prevented from providing them with suitable accommodation or care. Under section 20 of the Children Act 1989, the local authority has a duty to accommodate such children in need.

- 3.4 Under section 47 of the Children Act 1989, where a local authority has reasonable cause to suspect that a child is suffering or is likely to suffer significant harm, it has a duty to make enquiries to decide whether to take any action to safeguard or promote a child's welfare.
- 3.5 Section 11 of the Children Act 2004 places a duty on local agencies to ensure they consider the need to safeguard and promote the welfare of children when carrying out their functions.
- 3.6 This report covers activity in children's social care for the period from 1st April 2018 to 31th March 2019.

4. PROPOSALS

- 4.1 **Appendix 1** to this report is a performance report using the Children's Services Analysis Tool (ChAT). This report provides details of the demand and activity in children's social care as well as performance against key performance indicators which are reported annually via statutory returns. The data contained within this report is a provisional outturn at this stage but is unlikely to change significantly when the statutory return is submitted.
- 4.2 The following section of this report will summarise and analyse key headline performance data.

Contact, referral and assessment

- 4.3 Hartlepool Borough Council (HBC) continues to receive a high volume of demand for support services for vulnerable children and young people. The police refer the highest number of children to social care followed by local authority which, in the main, relates to those cases that step up from early help as the family require statutory services. The rate of referrals per 10,000 of the child population continues to be above the national average and broadly in line with the statistical neighbour authority average. Of those referral received, only 8% are re-referrals, i.e. a child who has already been referred for support and services within the previous 12 months. This is good performance as it indicates that decision making and intervention is effective when children are referred to social care, their needs are met and they do not come back into the service (revolving door).
- 4.4 Children's social care undertake a high number of assessments, these are completed on all new cases referred to social care as well as active cases where a re-assessment of need is required, either in response to a safeguarding concern or to ensure that the needs of the child are fully understood and information is up to date. The ChAT information tells us that 90% of children are seen during the preparation of an assessment, this is an essential element of assessment work. With regard to the remaining 10%, 3% were unborn children who therefore could not be seen, leaving a balance of 7%. Evidence from file audit practice would indicate that children are seen during the preparation of an assessment and their wishes and views inform

the assessment process. We therefore consider that this is a recording error where workers are not completing the documentation correctly which prevents the data being pulled from the system. Nevertheless, managers will undertake a review of the cases where the data suggests a child is not seen to assure ourselves that this is not a practice issue. Workers will be given advice and guidance accordingly including the need to accurately record data in the Integrated Children's System.

- 4.5 Performance in 2018/19 shows a slightly improving picture in relation to the timeliness of assessment when compared with the previous year, however HBC continues to be in the lowest 25% quartile in relation to this performance measure. Since September 2018, team and service managers have received weekly management information reports on assessment timescales to support improvement in the timeliness of assessments and this has yielded positive results. Performance in this area is impacted upon by the volume of demand and the capacity within the service to respond. If there are vacancies or sickness absence in the social work teams, this can have a detrimental impact upon performance.

Child in need including those in need of protection

- 4.6 Over the past year, children's social care has undertaken 436 section 47 enquiries of which 40% proceeded to an Initial Child Protection Conference. The information on page 7 of the ChAT report shows HBC performs well in terms of holding child protection conferences in a timely way and performs well when compared to the national and statistical neighbour averages.
- 4.7 As page 8 of the ChAT shows, in the last 12 months, a higher number of children (1372) became children in need and the rate per 10,000 of the child population increased significantly in comparison to previous years and statistical neighbour and national averages. Fewer children, (1313) ceased to be children in need during the same period and the service has had to stretch its capacity to meet the needs of an additional 59 children. As the graph on page 9 shows, over the last three years, the rate of open children in need per 10,000 of the child population has increased year on year with abuse and/or neglect being the primary reason for social care intervention (49%) 13% of children active to social care have a disability.
- 4.8 As at 31/03/2019 131 children were subject to a child protection plan. 69% of those who became subject to a protection plan did so under the category of neglect which is in keeping with performance in previous years and reflects the high levels of demand arising from neglect associated with adult substance misuse, domestic abuse and mental health issues. 21% of those who became subject to a child protection plan in the year had been the subject of a previous child protection plan and 6% had been subject to a protection plan for two or more years when the plan ended.

Children looked after

- 4.9 As at 31/03/2019, 292 children were looked after by Hartlepool Borough Council. As the data on page 12 of Appendix One shows, there was a net increase in the number of children looked after as more children became looked after than left care. HBC continues to have high rates of children looked after per 10,000 of the child population. This reflects the vulnerabilities and needs of children in Hartlepool. The Inspection of Local Authority Children's Services (ILACS) which was undertaken by Ofsted in July 2018 examined decision making by the local authority with regard to children becoming looked after and was satisfied that HBC was *'making the right decisions for children and young people, and services are consistently good or better'*.
- 4.10 The majority of children in care, 63%, are looked after under a Care Order. 80% of children in care are placed with foster care and 70% are within HBC provision. Both of these performance measures compare favourably with the national and statistical neighbour averages. 73% of reviews for looked after children were held within timescales, this is an area where we need to improve our performance. Our focus is on ensuring that reviews are held in a timely way, but also in a way that is meaningful for children, young people, their families and their carers. This means there may be occasion when a decision is made that it is in the best interest of the child for the review to be held out of timescales. This should be an informed evidence based decision that is recorded in the child's record. In the last year, 27% of reviews have not been held within timescales and this is too high. We have therefore requested a peer challenge through our regional sector led improvement programme around the Independent Reviewing Officer role and how HBC can strengthen this role and improve performance.
- 4.11 HBC has always performed well in relation to providing stable placements for children in care. There are two performance indicators that measure this as shown on page 14 of the ChAT report. Both our short term and long term placement stability continues to be excellent, and we perform in the highest quartile.
- 4.12 There are currently 117 young people aged 16 – 25 who are Hartlepool care leavers. Our focus with care leavers is to provide continuity of care for as long as young people need this and to keep in touch with and support them to make a successful transition into adulthood. This entails supporting them to be economically active and in education, employment or training as well as living in suitable accommodation where they are and feel safe.
- 4.13 Of the children who ceased to be looked after during 2018/19, 11% were adopted. HBC adoption service is now delivered by Adoption Tees Valley (ATV) which is a regional adoption agency provided on behalf of Hartlepool and the other four Tees Valley local authorities. Adoption Tees Valley went live in May 2018 and is working hard to improve performance against the Department for Education performance thresholds for adoption. The Annual

2018/19 Report from ATV will be presented to Children's Services Committee in the coming months.

4.14 As noted previously HBC received its short Ofsted ILACS inspection which took place in July 2018. This inspection scrutinise all aspects of the performance of HBC's children's social care and gave the service an overall effectiveness judgement of good. Children's services have worked hard over the past year to deliver continuous improvement in the areas Ofsted identified we needed to improve as well as maintaining the good quality services across the whole service. Most notably we have increased our number of children's safeguarding teams to six in order to strengthen the capacity of managers to have oversight of frontline practice and strengthened our practice in relation to case audit activity.

4.15 Over the course of the year, children's services has undertaken three 'practice weeks' where a number of managers across all levels within the department spend time based in social work teams discussing cases with social workers, observing practice and auditing case records. The findings from practice week identify areas of strength and good practice as well as areas for development where managers think performance can be strengthened to deliver continuous improvement. In summary, managers identified strengths in relation to:

- Relationships with children who are being seen regularly;
- Implementation of the Signs of Safety practice framework;
- Child's voice being clearly articulated in records; and
- Impact and improving outcomes for children.

Areas for improvement include:

- Quality of plans and implementing an improved template;
- Frequency of formal supervision recorded on integrated Children's System;
- Inclusion of genograms in children's records.

4.16 Feedback from service users during practice week was mostly positive with people reporting they felt treated with respect by social workers and listened to. In terms of the practice observations, auditors gave positive feedback that people were treated with respect, reasons for visits were explained and outcomes explained. Following each practice week, an action plan is developed which outlines action to be taken to tackle areas for development, the implementation of which is monitored by the Assistant Director, Children and Families.

Workforce

4.17 Overall the children's social care workforce is reasonably stable and managers invest in their staff to ensure they feel supported and guided in the challenging work that they do. During 2018/19 the social care workforce turnover rate was 12%. HBC has a low dependency on agency workers and

during the last year, only 4 agency workers have been used to cover vacant or absent (sickness or maternity leave) posts and ensure there is sufficient capacity within the teams to meet demand. The annual average full time equivalent sickness rate across children's services was 10.59 and within the social care teams the average rate was 8.22.

- 4.18 The average social worker caseload is 18 children per social worker, this is a manageable caseload for a social worker and allows them the capacity to deliver high quality and effective social work interventions. However, maintaining manageable caseloads for social workers is a challenge in the context of the increasing demand for services as the experience level of the worker impacts on the type and number of cases they can carry. Experienced social workers take the more complex child protection and child looked after cases, these cases are usually very demanding and time consuming as they require a high level of visiting frequency as well as complex court work. Newly qualified social workers have a protected caseload to support their learning and professional development, they have a lower number of cases which only builds up slowly as they become more knowledgeable, confident and skilled in their role. Therefore, although the average is 18, the range of caseloads varies between 6 and 34.

Complaints and Compliments

- 4.19 Complaints about children's social care are governed by The Children Act 1989 Representations Procedure (England) Regulations 2006. During the year 2018/19, there were 31 complaints received regarding children's social care. Of these:
- Eleven could not be progressed as they related to matters before the court (in accordance with the Regulations);
 - One was not accepted as the outcome could not be achieved via the complaints procedure and was dealt with via the Local Government and Social Care Ombudsman (who found no fault with the Council's actions);
 - Four were withdrawn by the complainant and therefore not progressed;
 - Nine were resolved at stage 1 (local resolution);
 - Three concluded at stage 2 (independent investigation); and
 - Three remain ongoing at stage 2 (independent investigation)

During the year 2018/19, eight compliments were logged in relation to children's social care.

Conclusion

- 4.20 HBC children's social care performs well and this reflects the findings of Ofsted in the recent inspection judgments of both children's services and our children's homes. There are high levels of need and vulnerability for children in Hartlepool and this leads to a high level of demand for statutory services.

Hartlepool is has significantly above average numbers of children in need, including those in need of protection, as well as children looked after when compared to the national and statistical neighbour averages. We know that much of the demand in children's services arises from adult issues that are affecting their ability to care for and meet the needs of their children. To this end, children's services is working corporately to tackle the drivers of demand associated with parental substance misuse and domestic abuse.

- 4.21 There are substantial capacity pressures in children's services, despite increases to the number of children's social workers employed by the council. Caseloads are higher than we would like for some workers, as the teams have had to absorb the additional demand as outlined in this report. Lower caseloads provide workers with more time to deliver effective work with their families which creates sustainable improvement and the delivery of outstanding services for children and young people.
- 4.22 Despite the challenges, HBC benefits from a highly skilled and dedicated workforce who are committed to providing the best possible care and support for children and young people. Our social work practice is strong, and this means that children in Hartlepool are kept safe. Our looked after children and care leavers benefit from good quality stable care, the vast majority continue to live in their home town which provides them with continuity of education, health care and social relationships.
- 4.23 Children's services is committed to continuous improvement and through our performance management arrangements scrutinises both qualitative and quantitative performance data. We identify areas of strengths but more importantly areas for development in order to continuously improve the services and support we provide to children and young people.

5. RISK IMPLICATIONS

- 5.1 Children's social care has a statutory duty to safeguard and promote the welfare of children and young people. Failure to deliver these services well and in accordance with legislation and statutory guidance increases the risk of harm to children and young people and the reputation of the Council. Social care services are regulated by Ofsted and judgements are made on the quality of services provided. Children's social care is currently judged as good in terms of the overall effectiveness of the service.

6. FINANCIAL CONSIDERATIONS

- 6.1 There are no financial implications arising from this report.

7. LEGAL CONSIDERATIONS

- 7.1 Children's social care services are delivered in accordance with legislation and statutory guidance as they relate to this service area.

8. CONSULTATION

- 8.1 Children, young people and their families' wishes and views are taken into account in the delivery of children's social care services and they are consulted during practice weeks on the quality of service they receive.

9. CHILD AND FAMILY POVERTY (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 9.1 The delivery of children's social care services aims to improve the life chances of vulnerable children and young people.

10. EQUALITY AND DIVERSITY CONSIDERATIONS (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 10.1 The delivery of children's social care services aims to improve the life chances of vulnerable children and young people.

11. STAFF CONSIDERATIONS

- 11.1 There are no staff considerations arising from this report.

12. ASSET MANAGEMENT CONSIDERATIONS

- 12.1 There are no asset management considerations arising from this report.

13. RECOMMENDATIONS

- 13.1 For members of children's service committee to note the annual children's social care performance report for 2018/19.

14. REASONS FOR RECOMMENDATIONS

- 14.1 It is part of the Children's Services Committee's role to ensure the effective discharge of the local authority's statutory functions in relation to children's social care.

15. BACKGROUND PAPERS

None

16. CONTACT OFFICERS

Sally Robinson
Director
sally.robinson@hartlepool.gov.uk
01429 523910

Developed as a part of the collaborative **Data to Intelligence Project** between Waltham Forest Council, Hackney Council, Tower Hamlets Council, and Ofsted



Children's services Analysis Tool (ChAT)

Based on Ofsted's ILACS Annex A dataset (2018)

Hartlepool

31 March 2019

Provisional Year End Data April 2018 to March 2019

Headline figures	Page 3
Contacts in the last 12 months	Page 4
Early Help in the last 12 months	Page 4
Referrals in the last 12 months	Page 5
Assessments in the last 12 months	Page 6
Section 47 enquiries in the last 12 months	Page 7
Children in Need (CIN) started and ceased in the last 12 months	Page 8
Children in Need (CIN) with an open episode of need	Page 9
Child Protection Plans (CPP) started and ceased in the last 12 months	Page 10
Child Protection Plans (CPP) currently open	Page 11
Children Looked After (CLA) started and ceased in the last 12 months	Page 12
Children Looked After (CLA) with an open episode of care	Page 13
Children Looked After (CLA) placements	Page 14
Children Looked After (CLA) health and missing/absent from placement	Page 15
Care leavers currently in receipt of leaving care services	Page 16
Care leavers accommodation suitability and type	Page 17
Care leavers activity (Education, Employment, or Training)	Page 18
Children adopted, waiting to be adopted, or had an adoption decision reversed in the last 12 months	Page 19
Adoption benchmarking	Page 20
Adults who enquired or applied for adoption, or have had a child placed with them for adoption in the last 12 months	Page 21
Demographics of children across all areas of children's social care	Page 22
Comparisons of headline figures and performance data to published statistics	Page 23

Headline figures

Contacts

Contacts in the last 12 months	4,853
--------------------------------	-------

Early Help Assessments / Targeted Interventions / CAFs

Early Help in the last 12 months	503
----------------------------------	-----

Referrals

Referrals in the last 12 months	1,167
---------------------------------	-------

Social Care Assessments

Total assessments in the last 12 months	1,638
---	-------

Assessments completed in the last 12 months	1,451
---	-------

Ongoing assessments	187
---------------------	-----

Section 47 enquiries and Initial Child Protection Conferences (ICPCS)

Section 47 enquiries in the last 12 months	436
--	-----

ICPCs that started from an S47 in the last 12 months	151
--	-----

Children in Need (CIN)

Total CIN in the last 12 months	2,838
---------------------------------	-------

CIN started in the last 12 months	1,372
-----------------------------------	-------

CIN ceased in the last 12 months	1,313
----------------------------------	-------

Current children in need (snapshot)	1,525
-------------------------------------	-------

Child Protection Plans (CPP)

Total CPP in the last 12 months	327
---------------------------------	-----

CPP started in the last 12 months	156
-----------------------------------	-----

CPP ceased in the last 12 months	196
----------------------------------	-----

Current children subject of a child protection plan (snapshot)	131
--	-----

Children Looked After (CLA)

Total CLA in the last 12 months	381
---------------------------------	-----

CLA started in the last 12 months	102
-----------------------------------	-----

CLA ceased in the last 12 months	89
----------------------------------	----

Current children looked after (snapshot)	292
--	-----

Care leavers

Care leavers currently in receipt of leaving care services	117
--	-----

Adoptions

Children adopted, waiting to be adopted, or had an adoption decision reversed in the last 12 months	26
---	----

Children adopted in the last 12 months	12
--	----

Children waiting to be adopted (snapshot)	7
---	---

Children with decision reversed in the last 12 months	7
---	---

Adopters

Adults who enquired or applied for adoption, or have had a child placed with them for adoption in the last 12 months	0
--	---

Contacts in the last 12 months

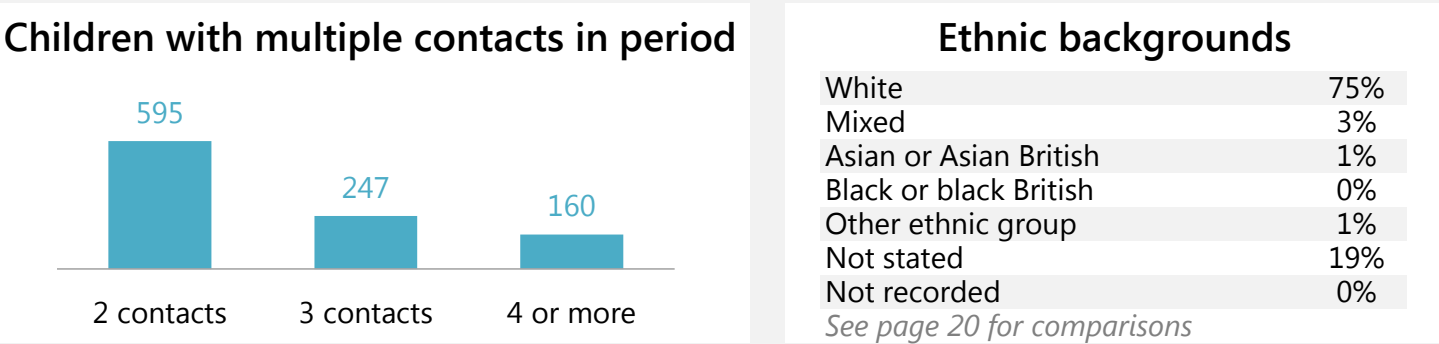
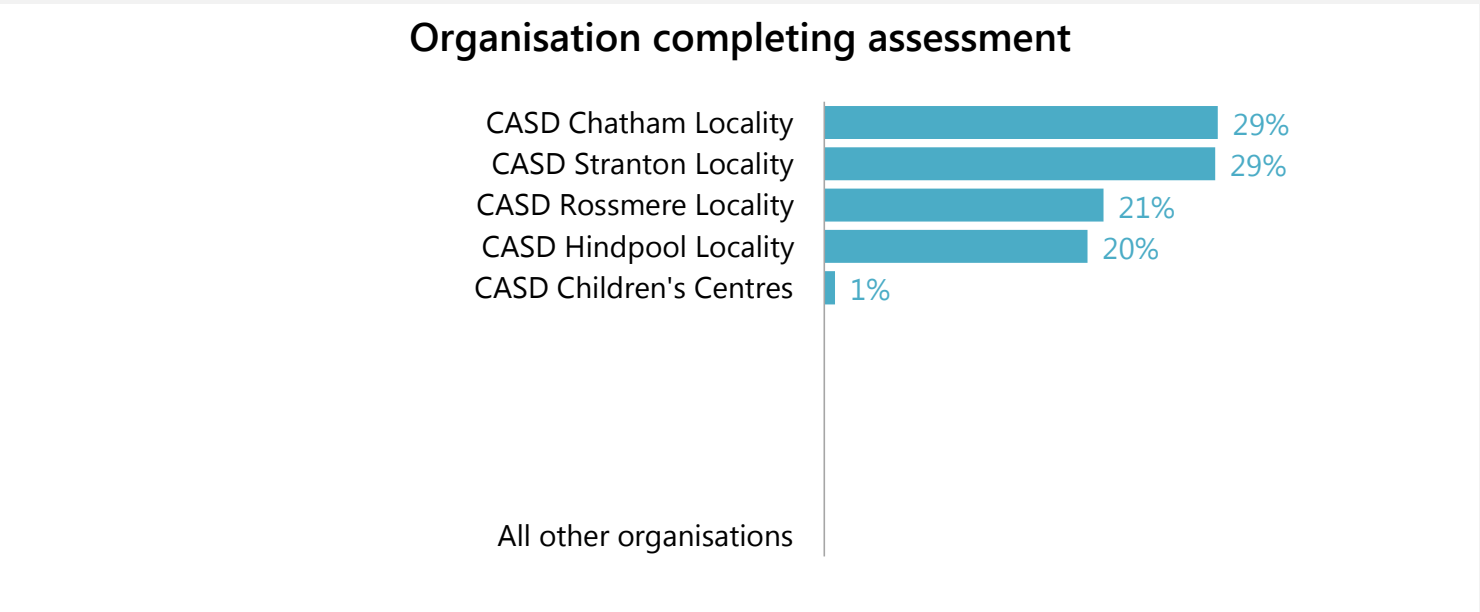
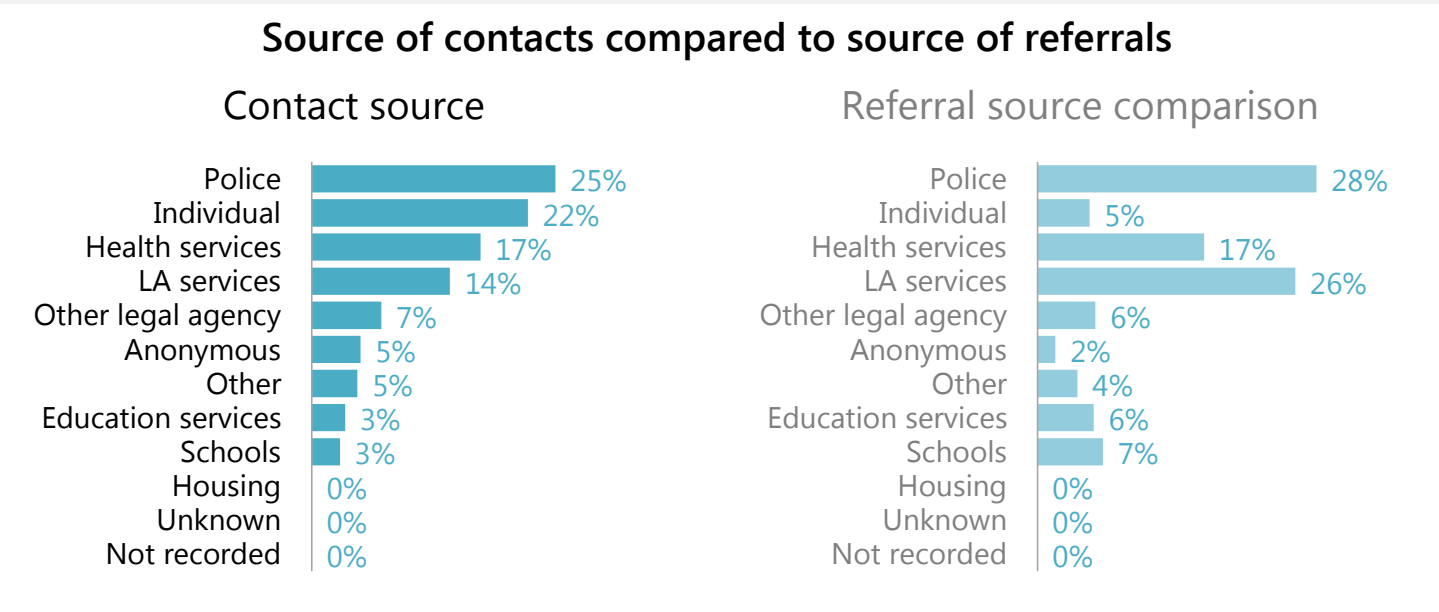
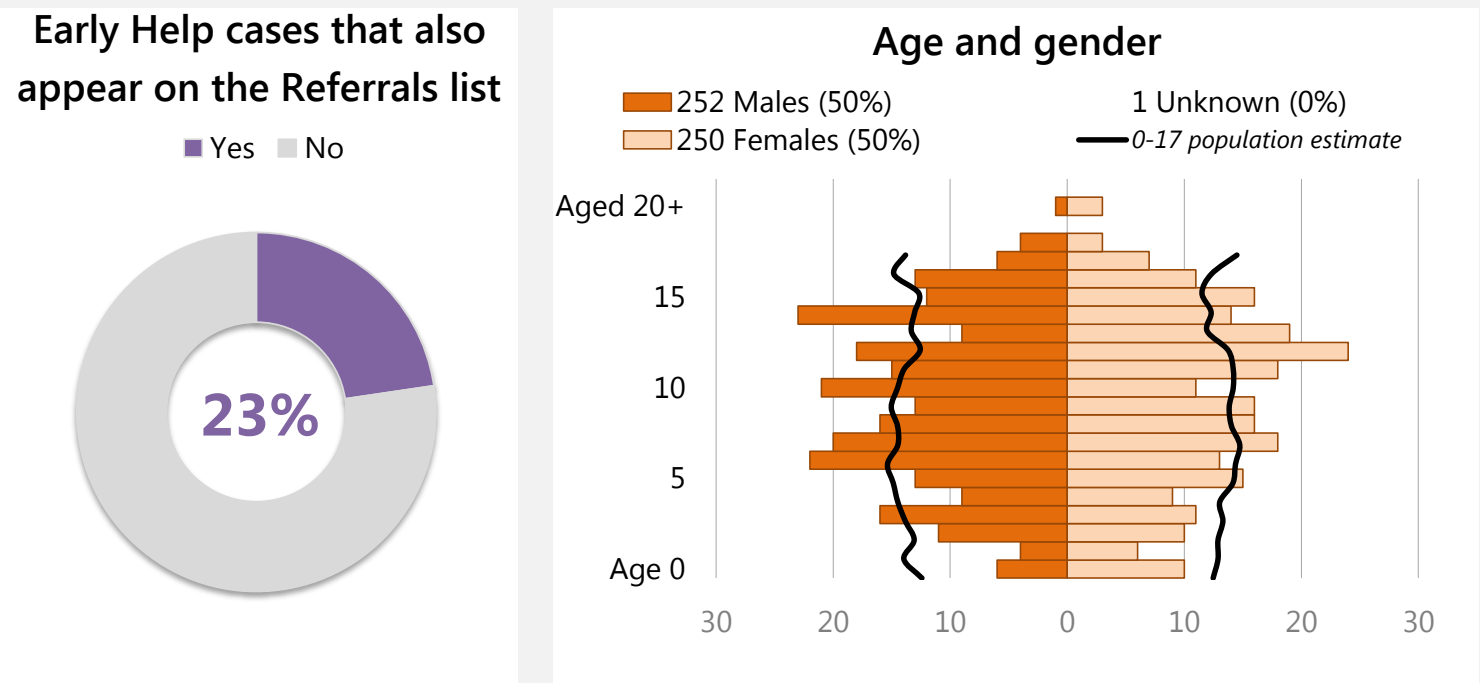
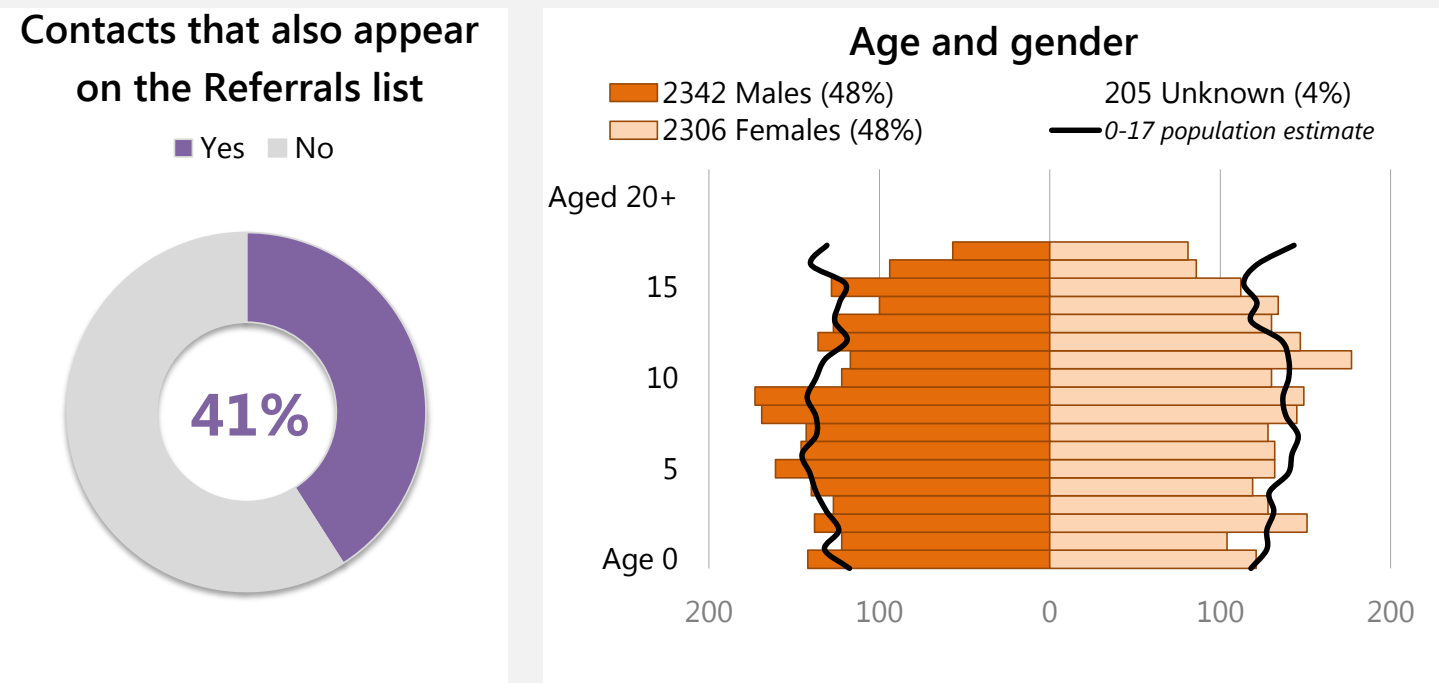
from 01/04/2018
to 31/03/2019

Early Help in the last 12 months

from 01/04/2018
to 31/03/2019

4853 contacts

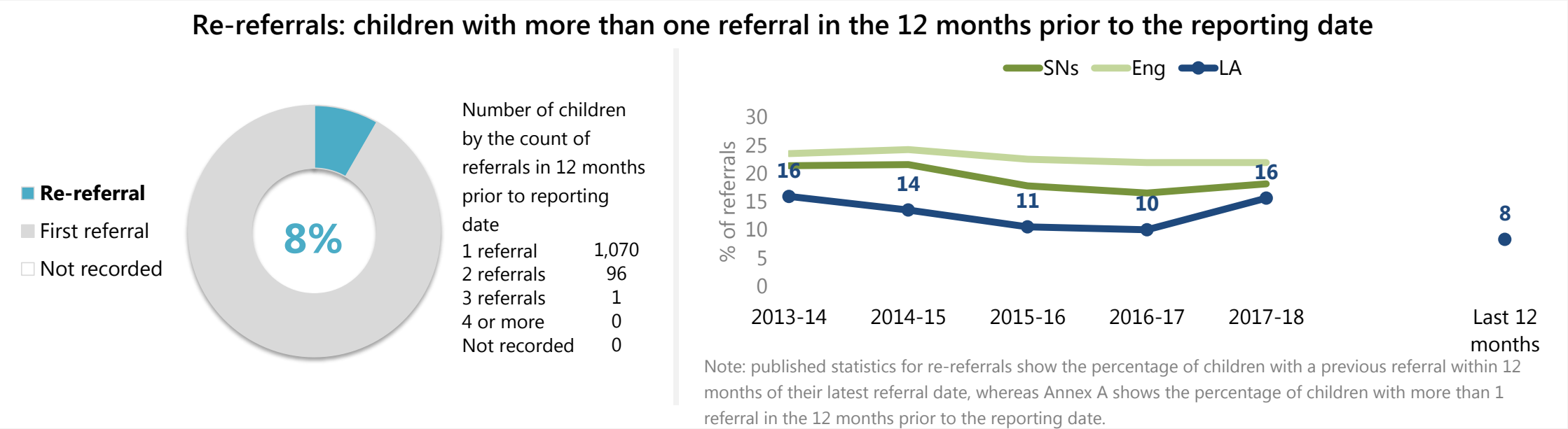
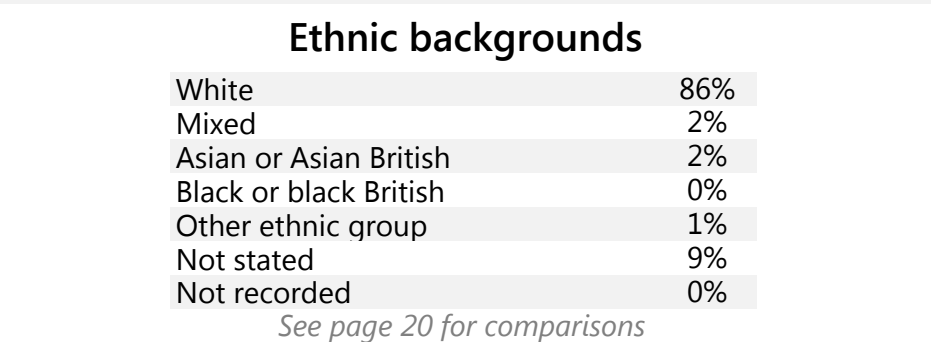
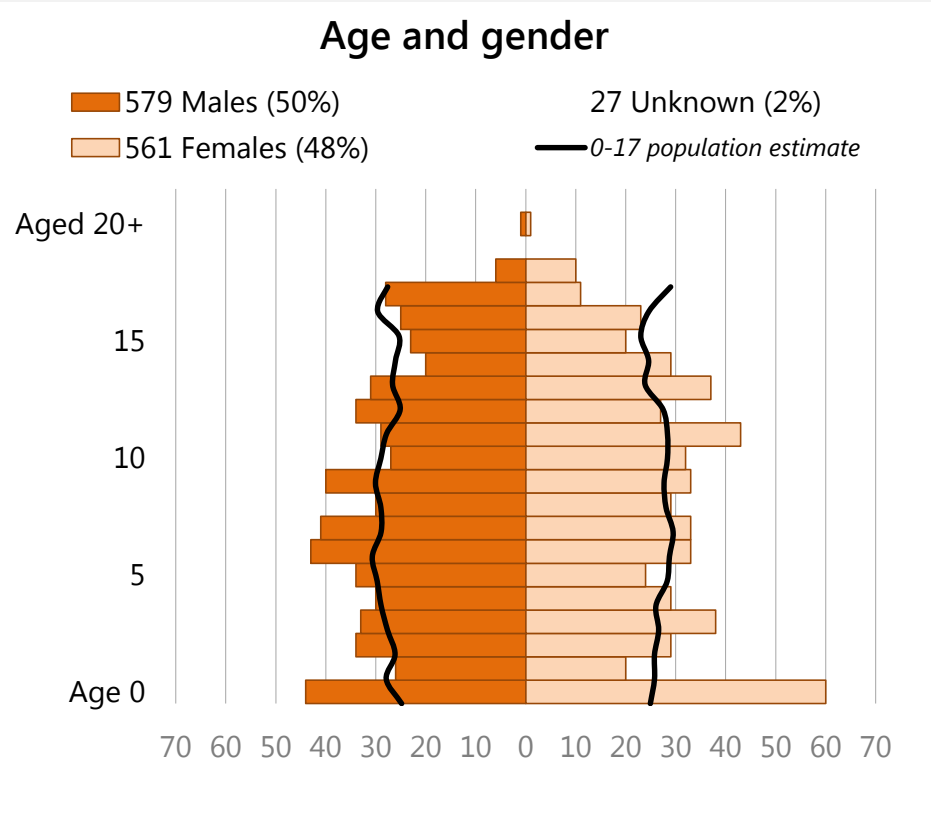
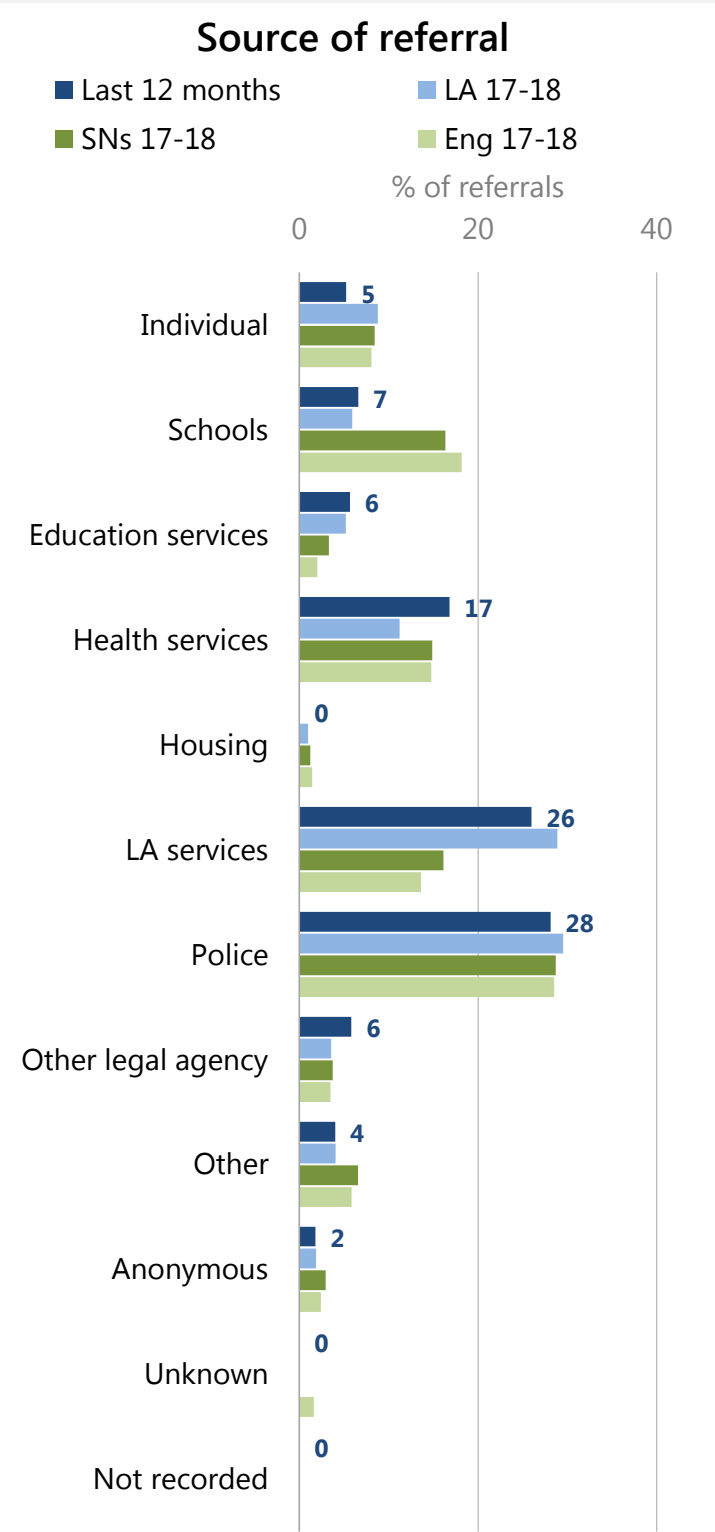
503 Early Help Assessments, Targeted Interventions, and CAFs



Referrals in the last 12 months

from 01/04/2018
to 31/03/2019

1167 children with a referral



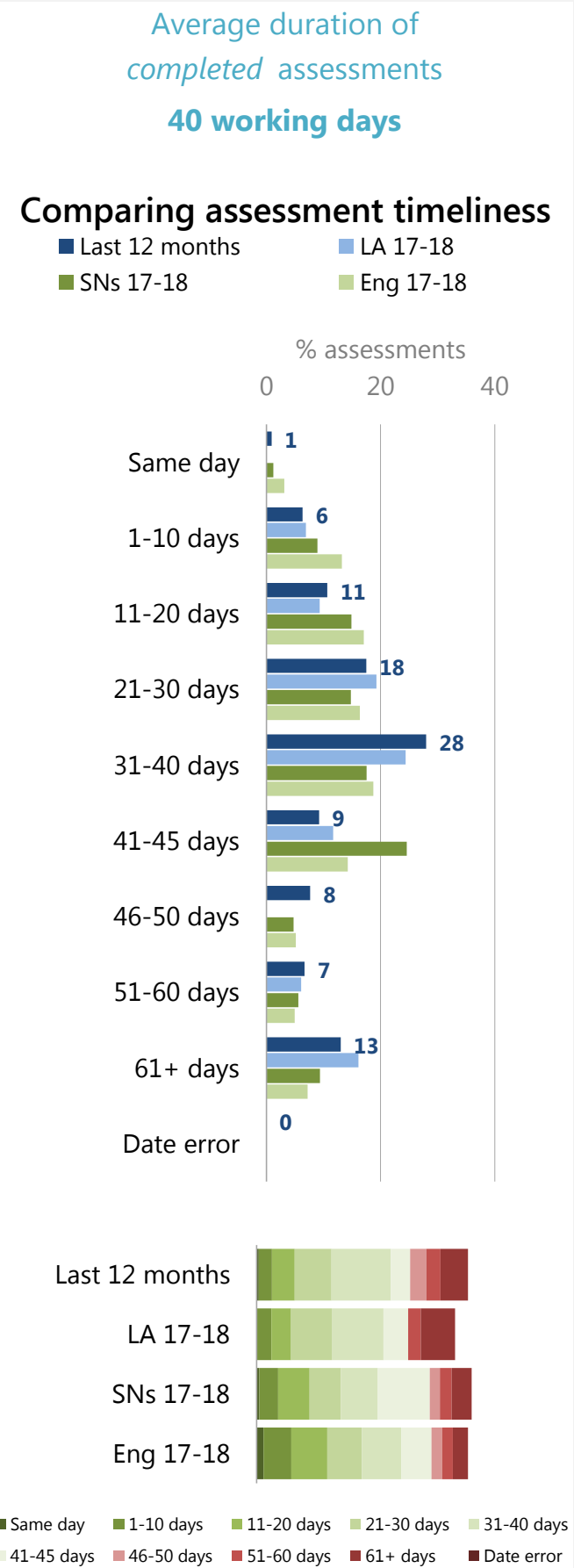
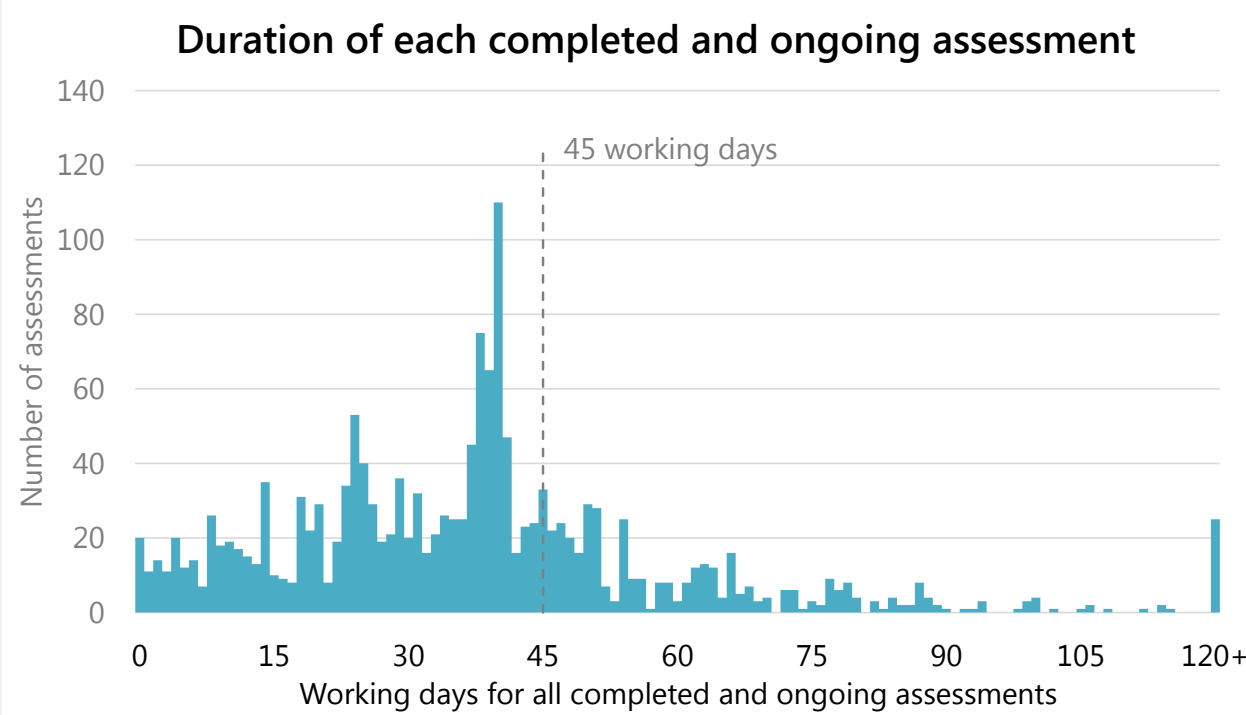
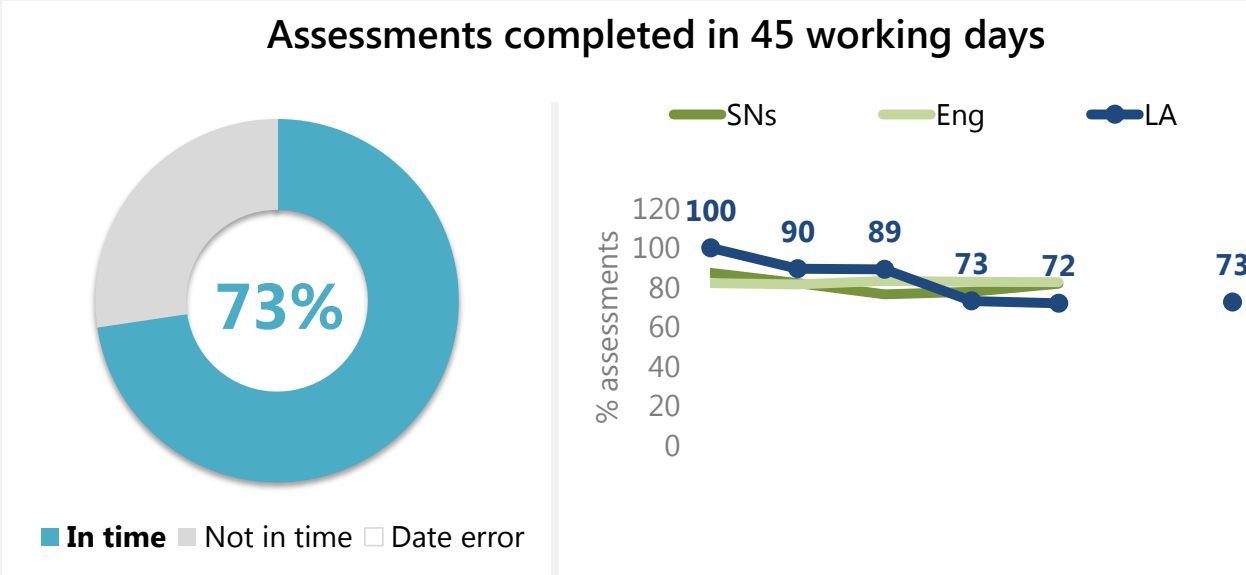
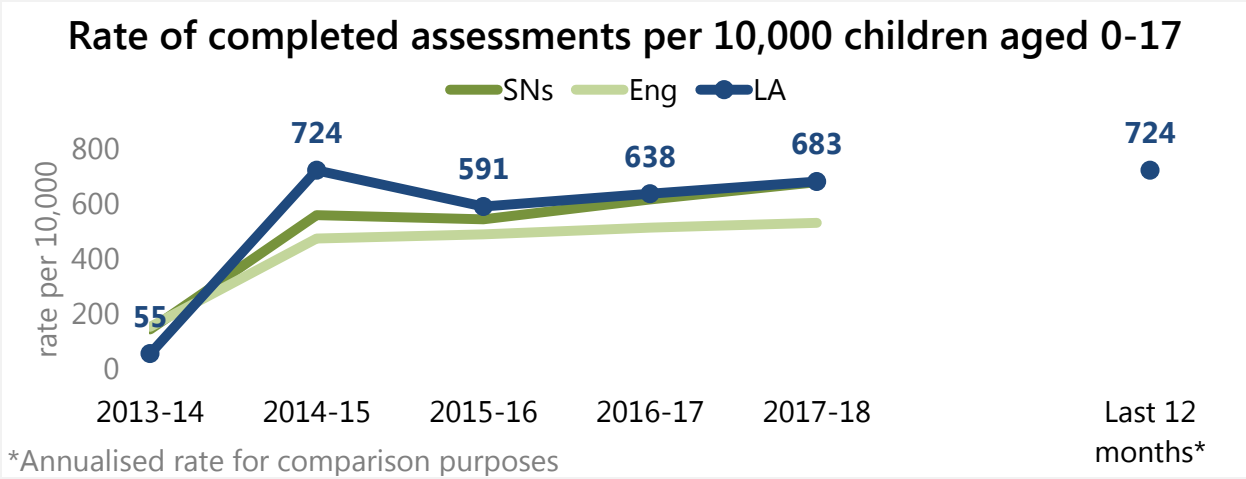
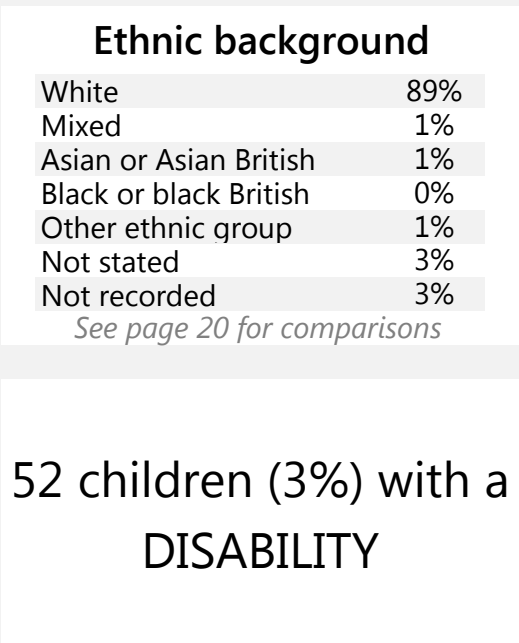
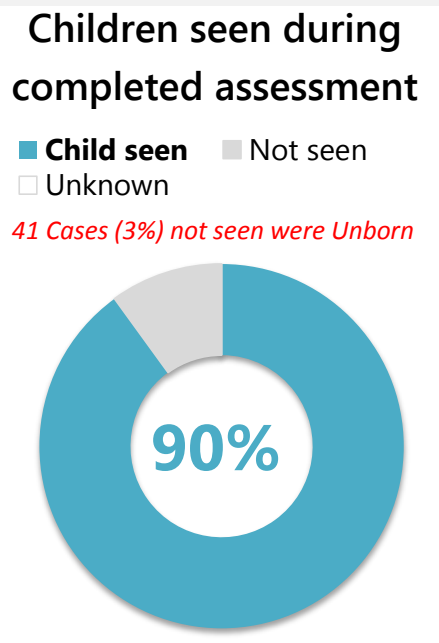
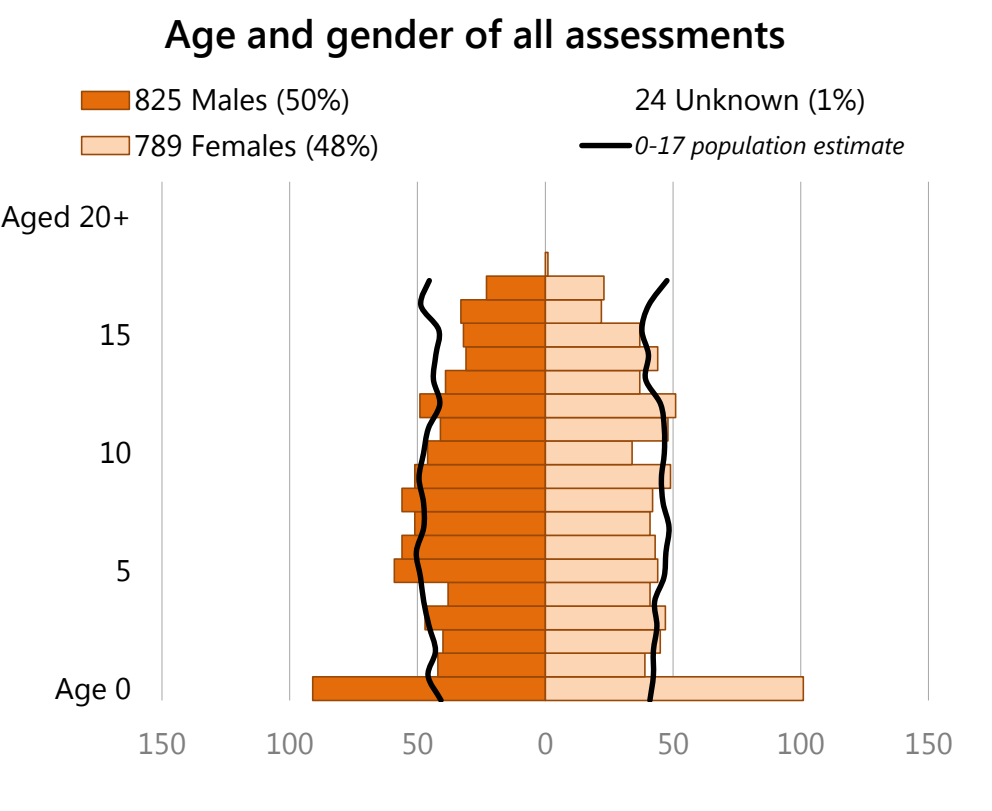
Assessments in the last 12 months

from 01/04/2018
to 31/03/2019

1638 total children with assessments

187 children with ongoing assessments

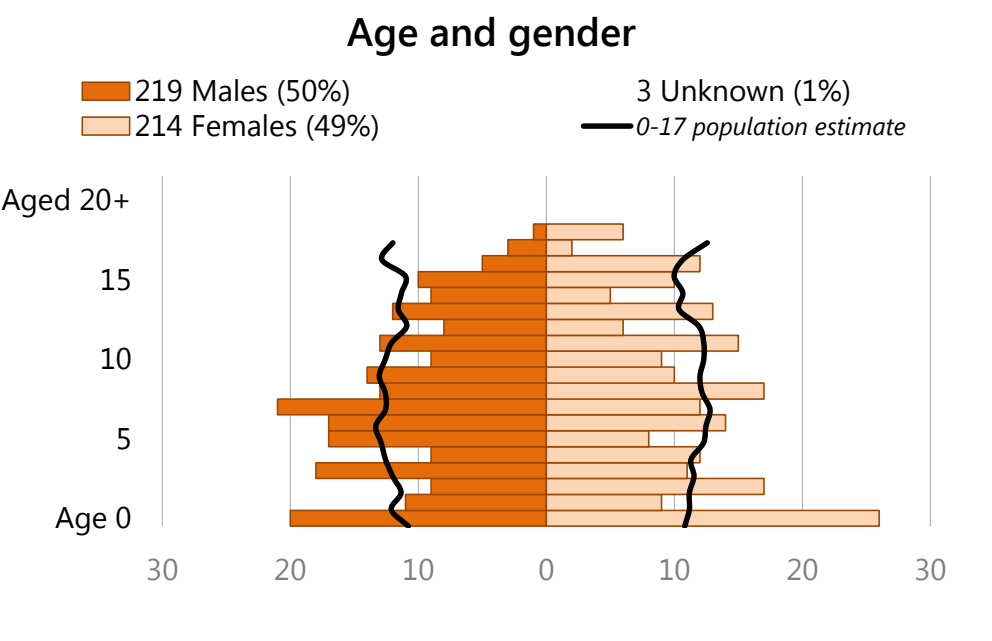
1451 completed assessments



Section 47 enquiries in the last 12 months

from 01/04/2018
to 31/03/2019

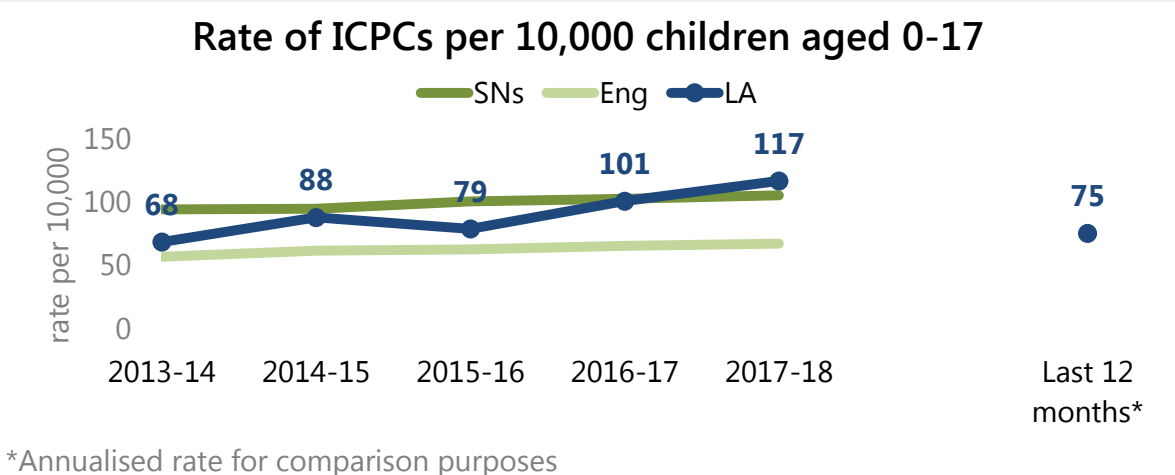
436 children with a Section 47



151 children's S47 lead to an Initial Child Protection Conference

60% of S47s that were completed **did not require an ICPC**

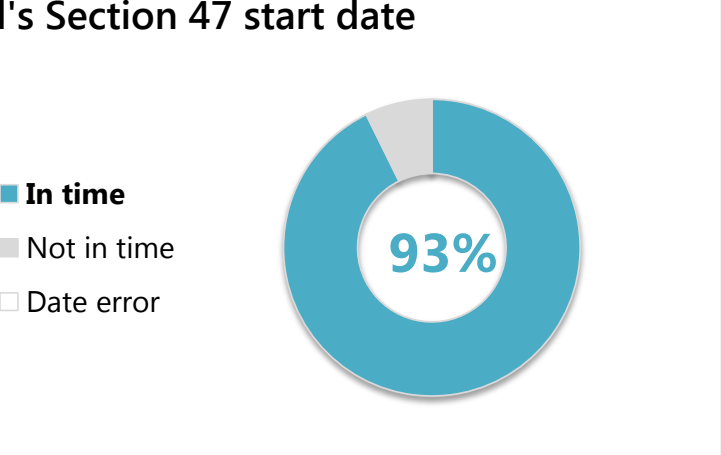
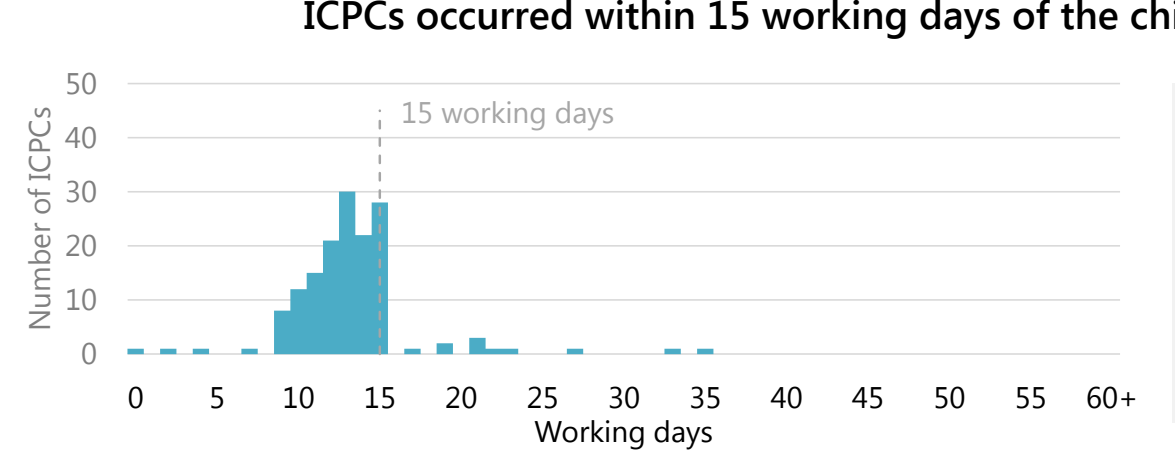
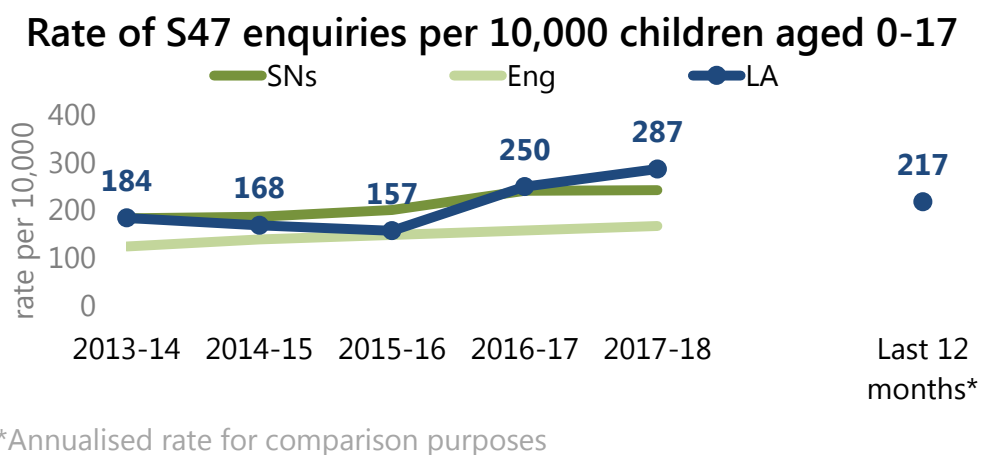
ICPC not required may include S47s for open CPP where ICPC was not required, and may exclude children where an ICPC was required but has not yet occurred



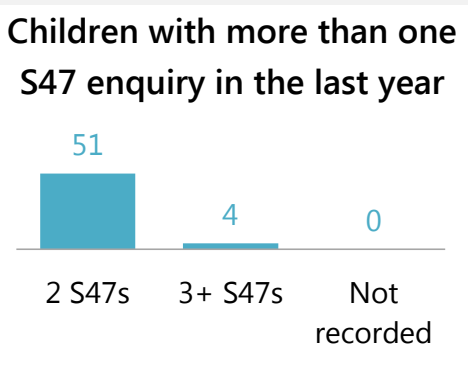
5 child(ren) in the cohort with more than one ICPC in the last year

81%

of ICPCs resulted in a child protection plan



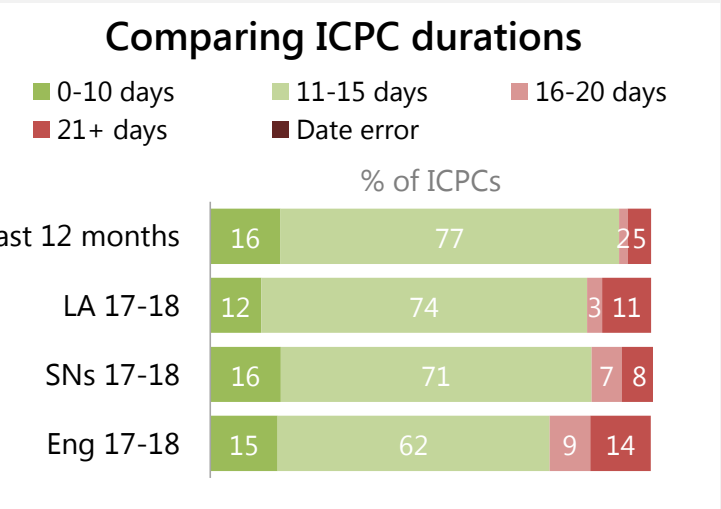
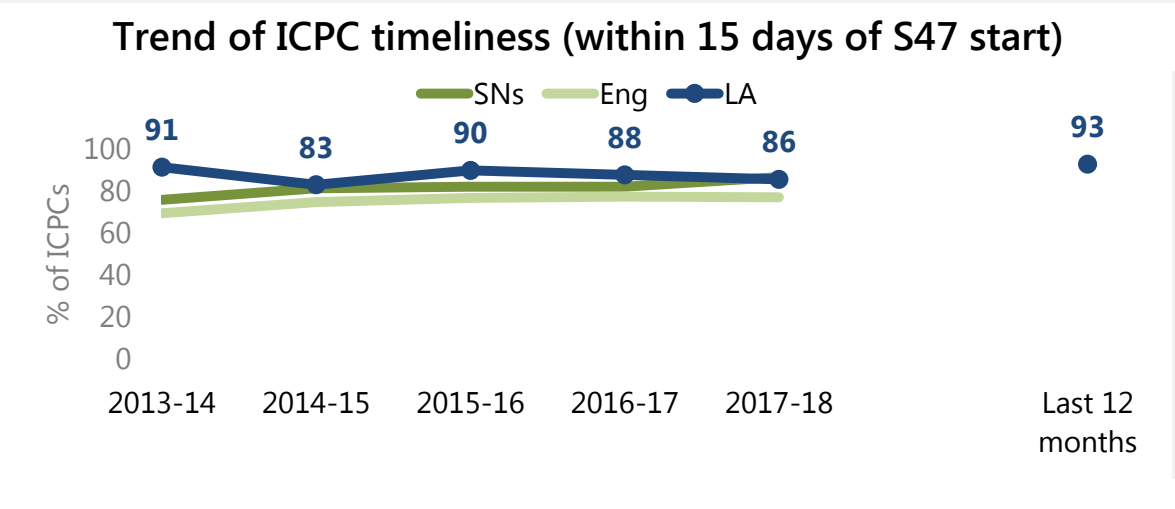
8 children (2%) with a disability



Ethnic background

White	92%
Mixed	0%
Asian or Asian British	1%
Black or black British	1%
Other ethnic group	1%
Not stated	6%
Not recorded	0%

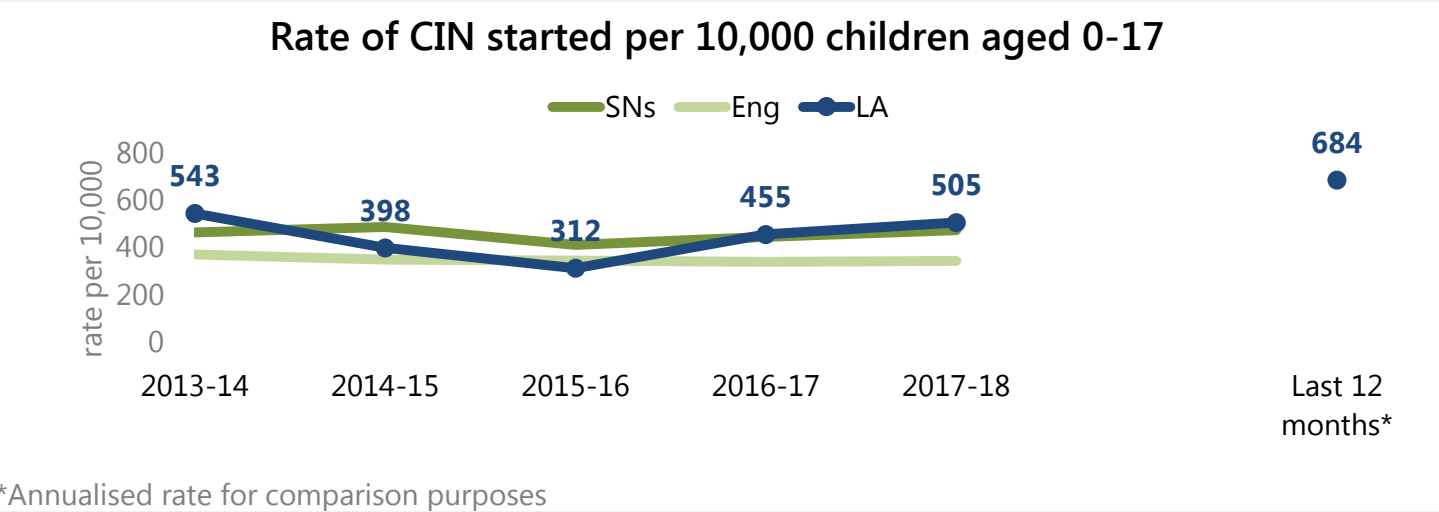
See page 20 for comparisons



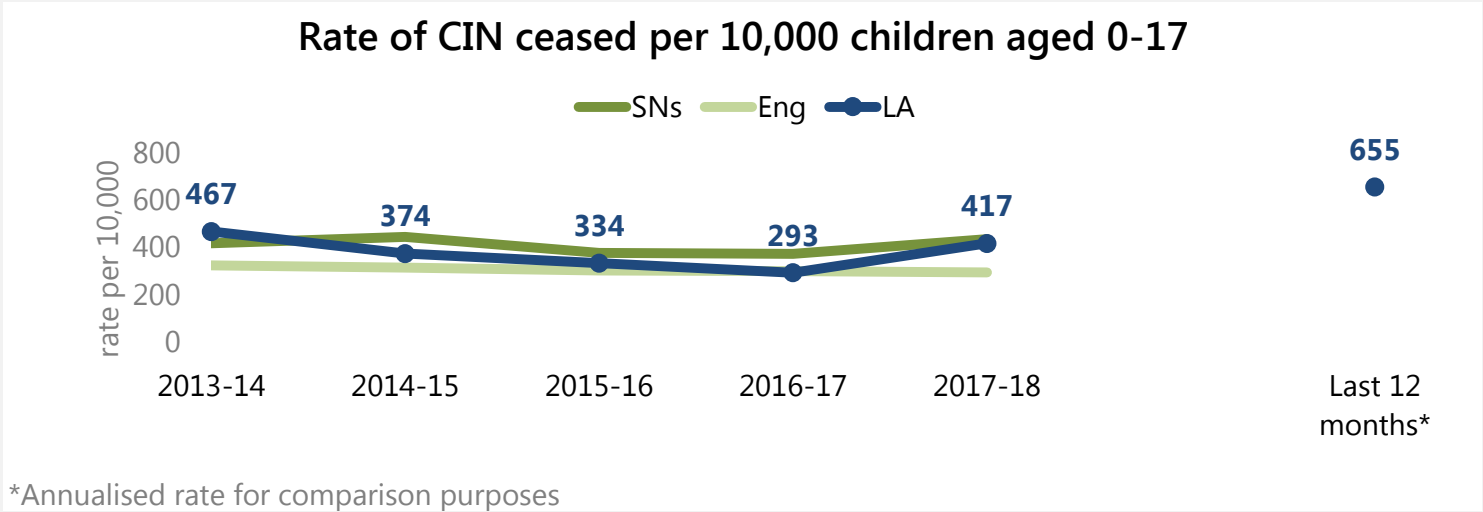
Children in Need (CIN) started and ceased in the last 12 months

from 01/04/2018
to 31/03/2019

1372 CIN started in 12 months



1313 CIN ceased in 12 months



Note: Annex A Children in Need may not be comparable to published figures

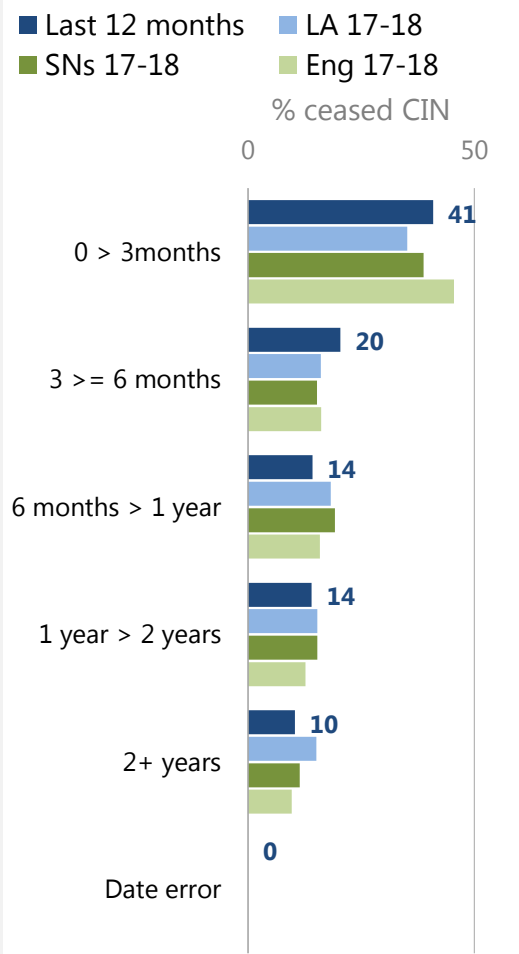
Local authorities report on Children in Need in a number of ways; some LAs include children on a child protection plan and children looked after as a child in need, whereas others only include those with a CIN plan in the period.

The children in need census include any child referred to children’s social care services within the year, and any cases open at the beginning of the year for whom local authorities were providing a service. For this reason, the figures shown in this report may not be directly comparable to the published statistics from the children in need census, and as such should be considered as contextual information only.

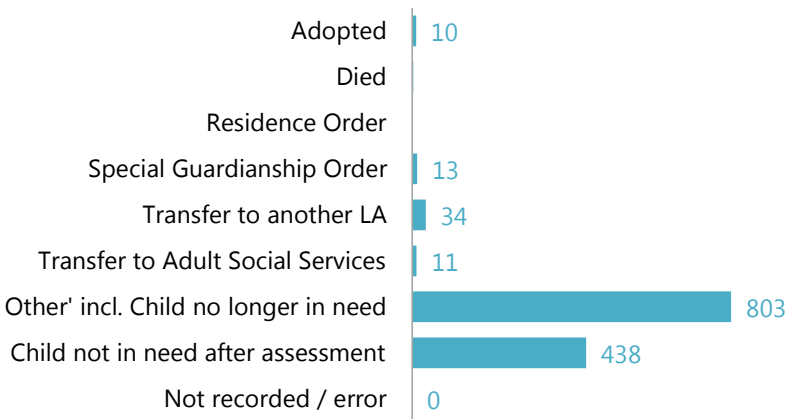
There were 1525 children with a current CIN open episode. These children appear in ChAT in the following other sections:

690 with a contact	156 with an open CP plan
676 with a referral	160 with a closed CP plan
723 with a completed assessment	313 with an open CLA episode
200 with an ongoing assessment	75 with a closed CLA episode
331 with a Section 47 enquiry	95 care leavers
162 with an Initial Child Protection Conference	21 adopted / waiting adoption

Duration of episodes for ceased CIN



Reason CIN episode ceased



Comparing reason CIN episode ceased

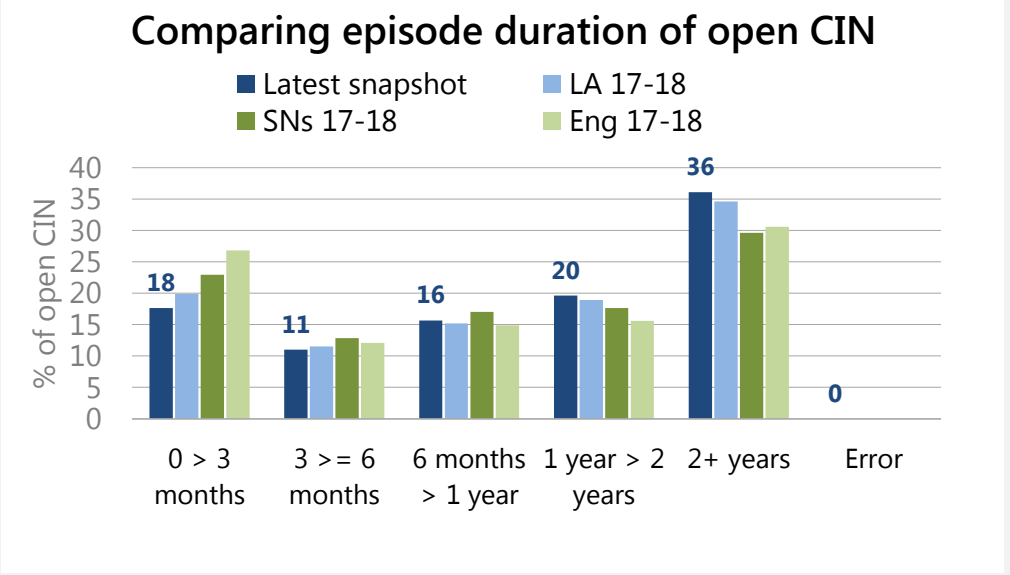
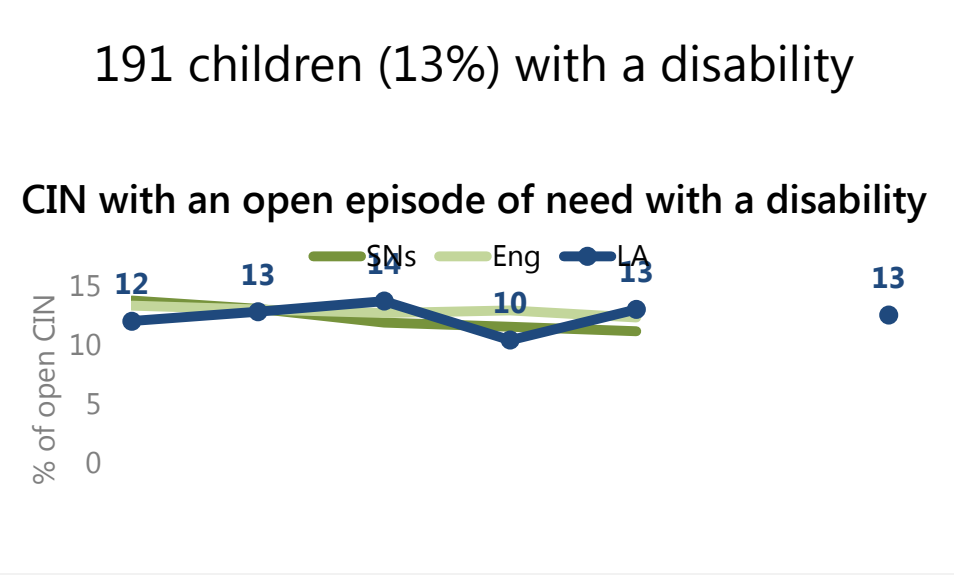
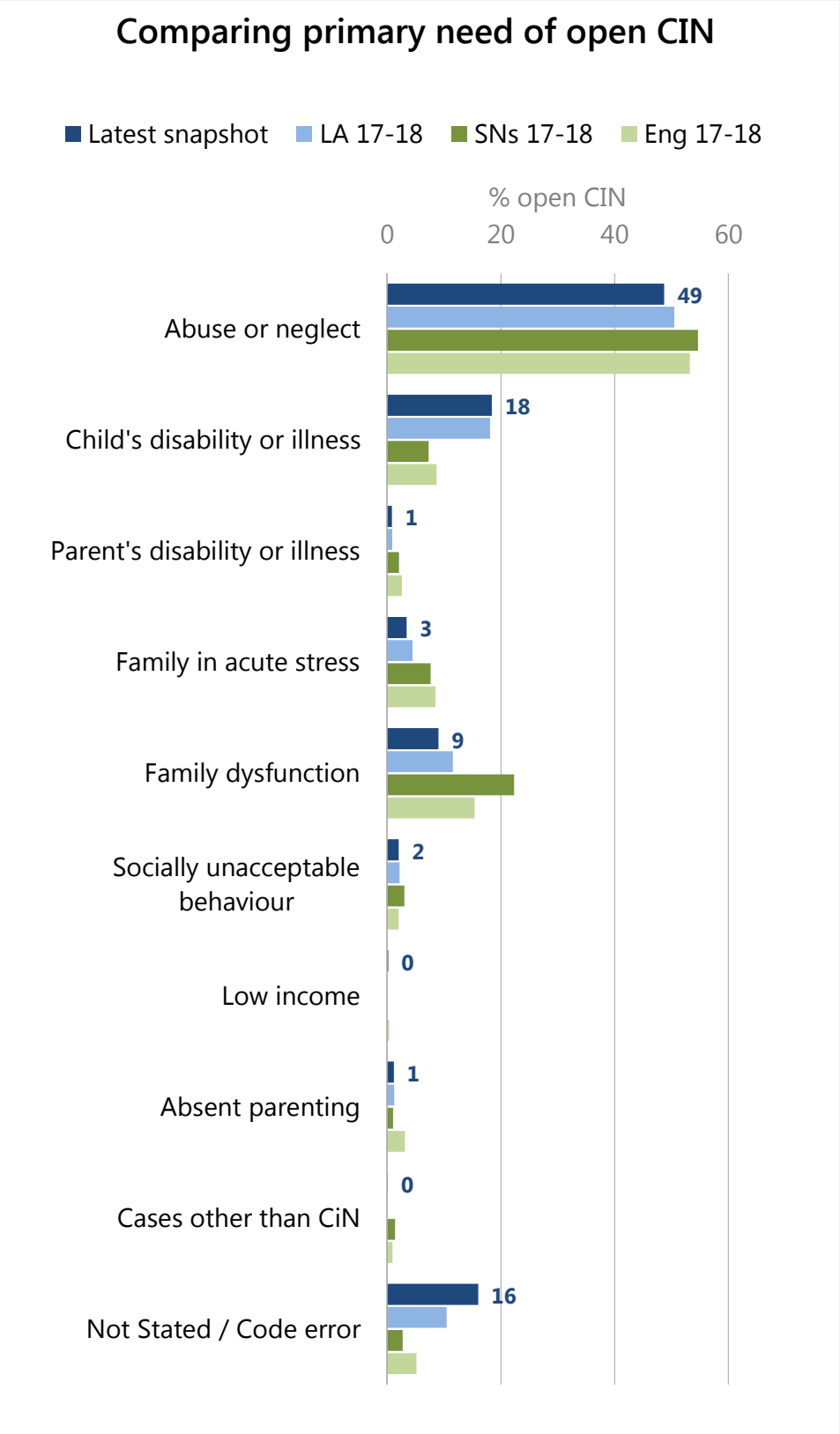
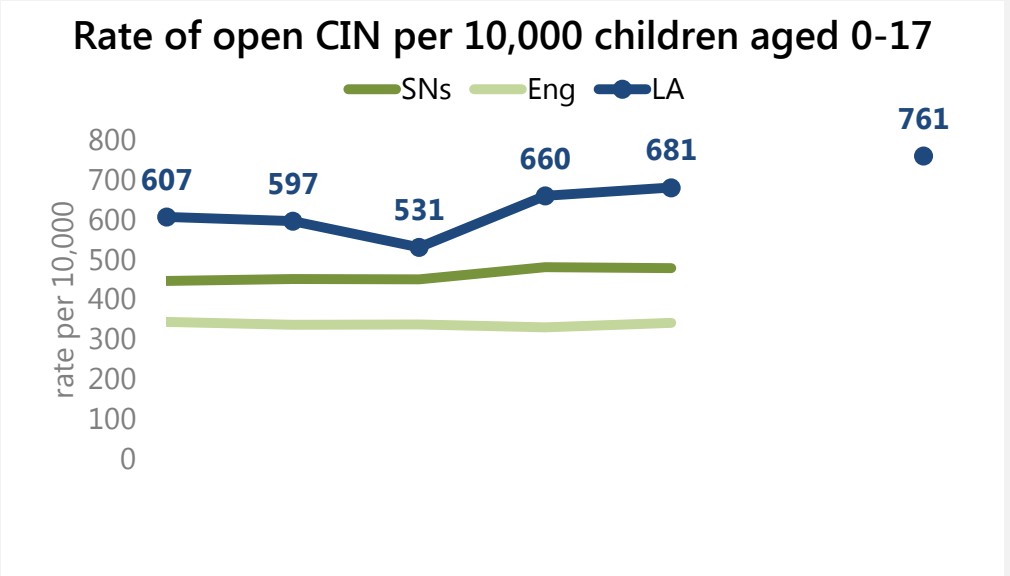
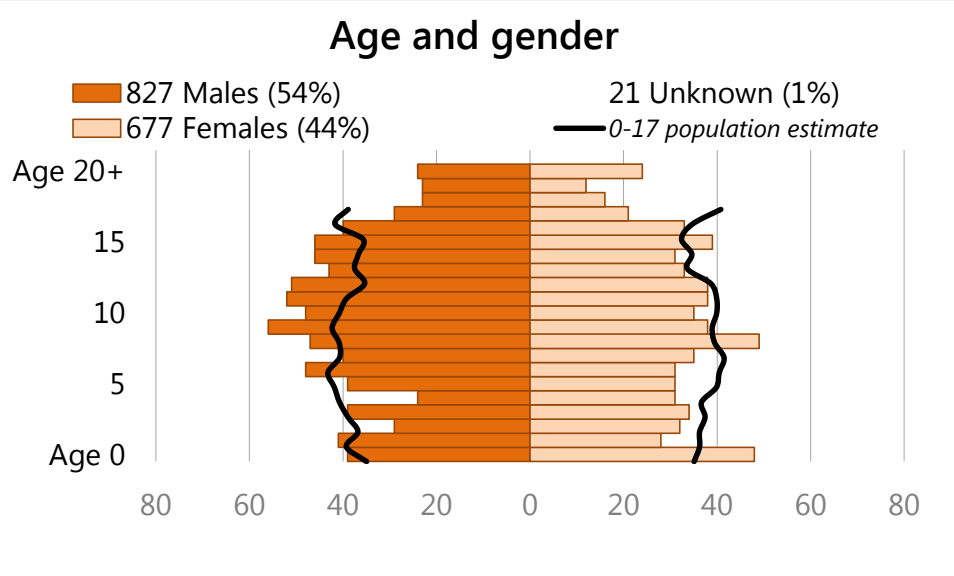
	Last 12 months	2017-18 (published)		
		LA	SNs	Eng
Missing / unknown	0.0%	10.8%	7.2%	8.1%
Adopted	0.8%	1.4%	1.5%	0.9%
Died	0.2%	x	0.5%	0.2%
Residence Order	0.1%	x	0.9%	0.2%
Special Guardianship Order	1.0%	1.3%	1.1%	0.7%
Transfer to another LA	2.6%	6.3%	3.5%	3.2%
Transfer to Adults	0.8%	1.2%	0.9%	0.7%
Other	94.5%	78.6%	86.3%	86.0%
Closed after assessment (subgroup of 'Other')	33.4%	Not published		

Children in Need (CIN) with an open episode of need

Snapshot 31/03/2019

1525 Children in Need with an open episode of need

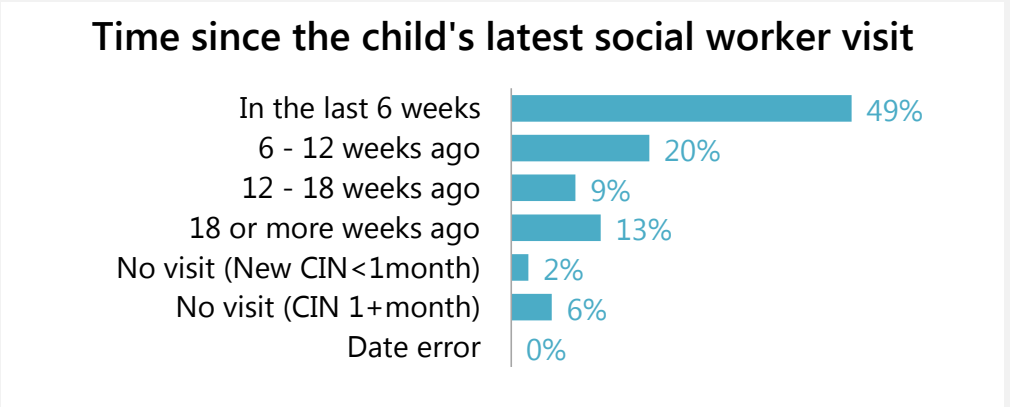
Figures shown in this section may not be directly comparable to the published statistics from the children in need census, and as such should be considered as contextual information only (see note on page 8).



Ethnic background

White	90%
Mixed	1%
Asian or Asian British	1%
Black or black British	1%
Other ethnic group	1%
Not stated	5%
Not recorded	1%

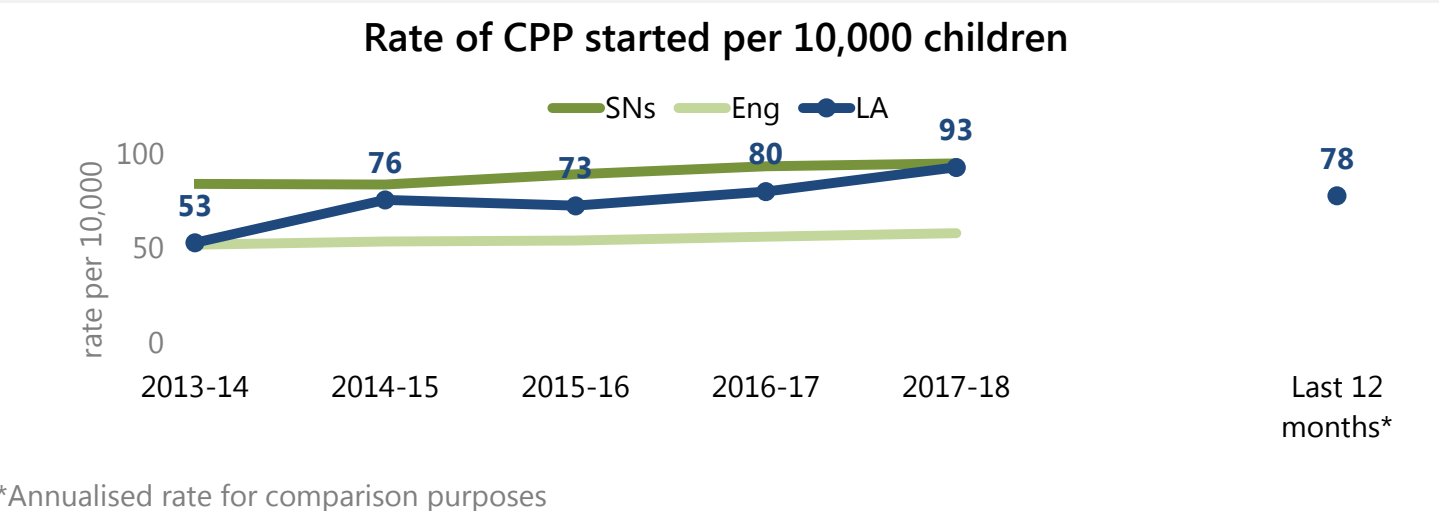
See page 20 for comparisons



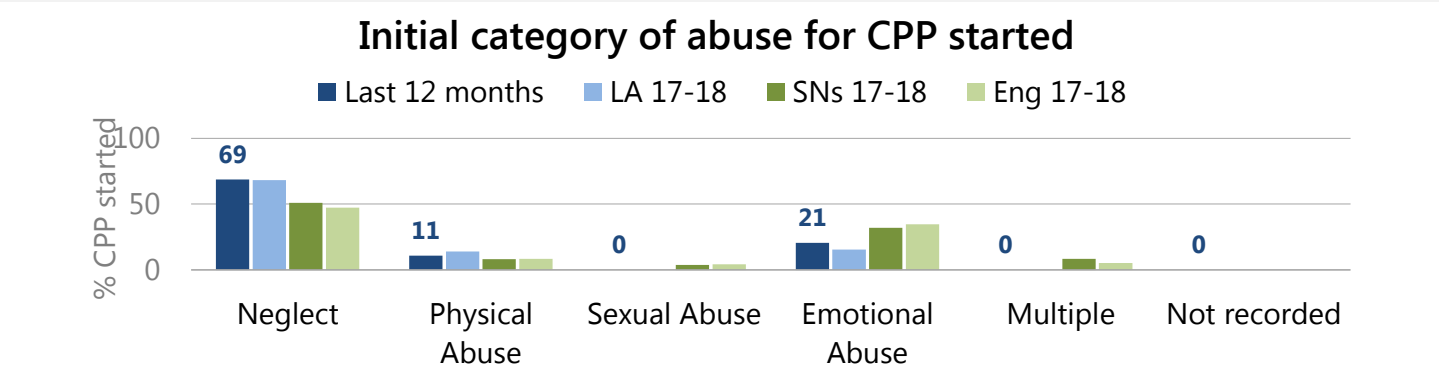
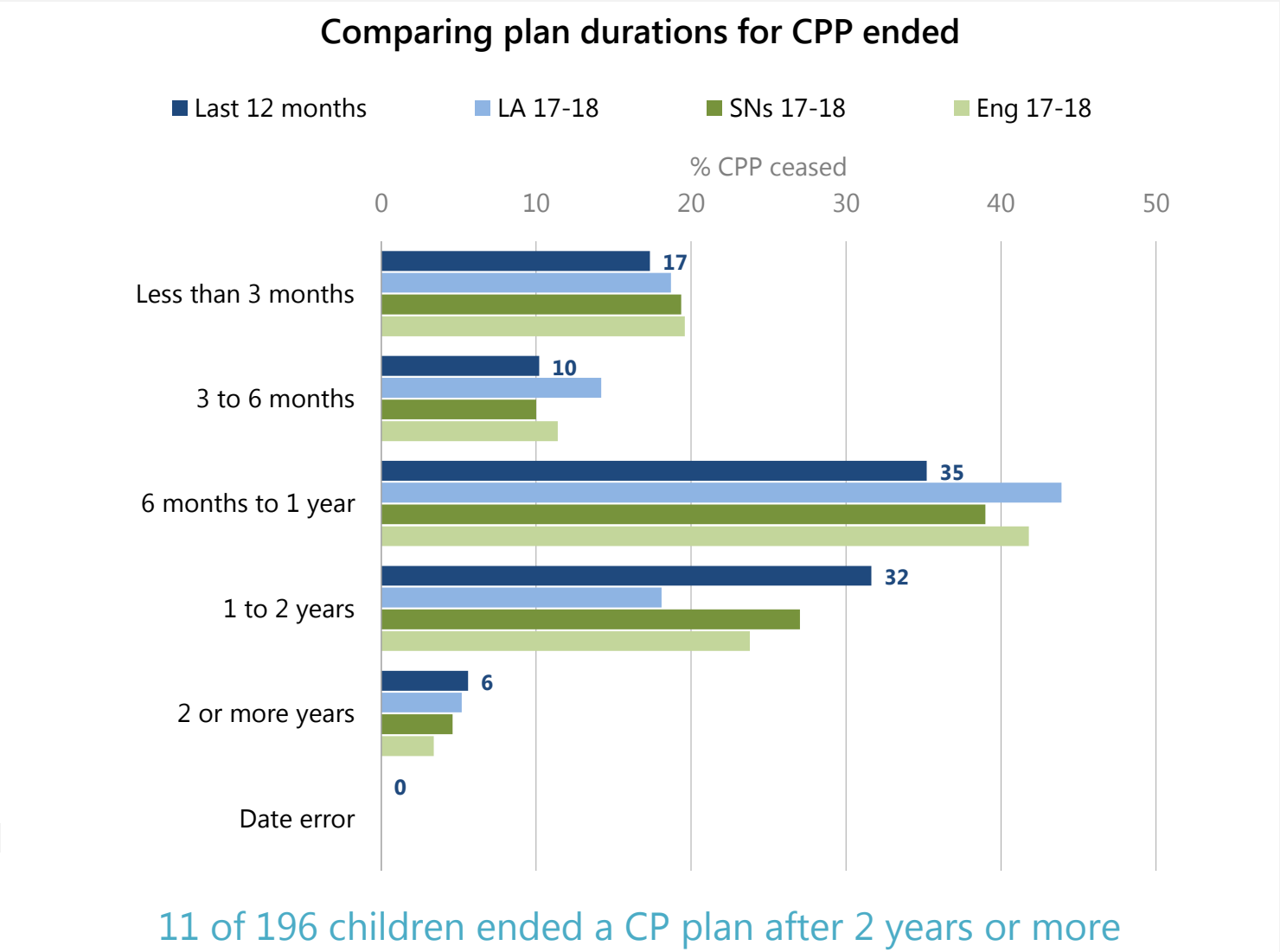
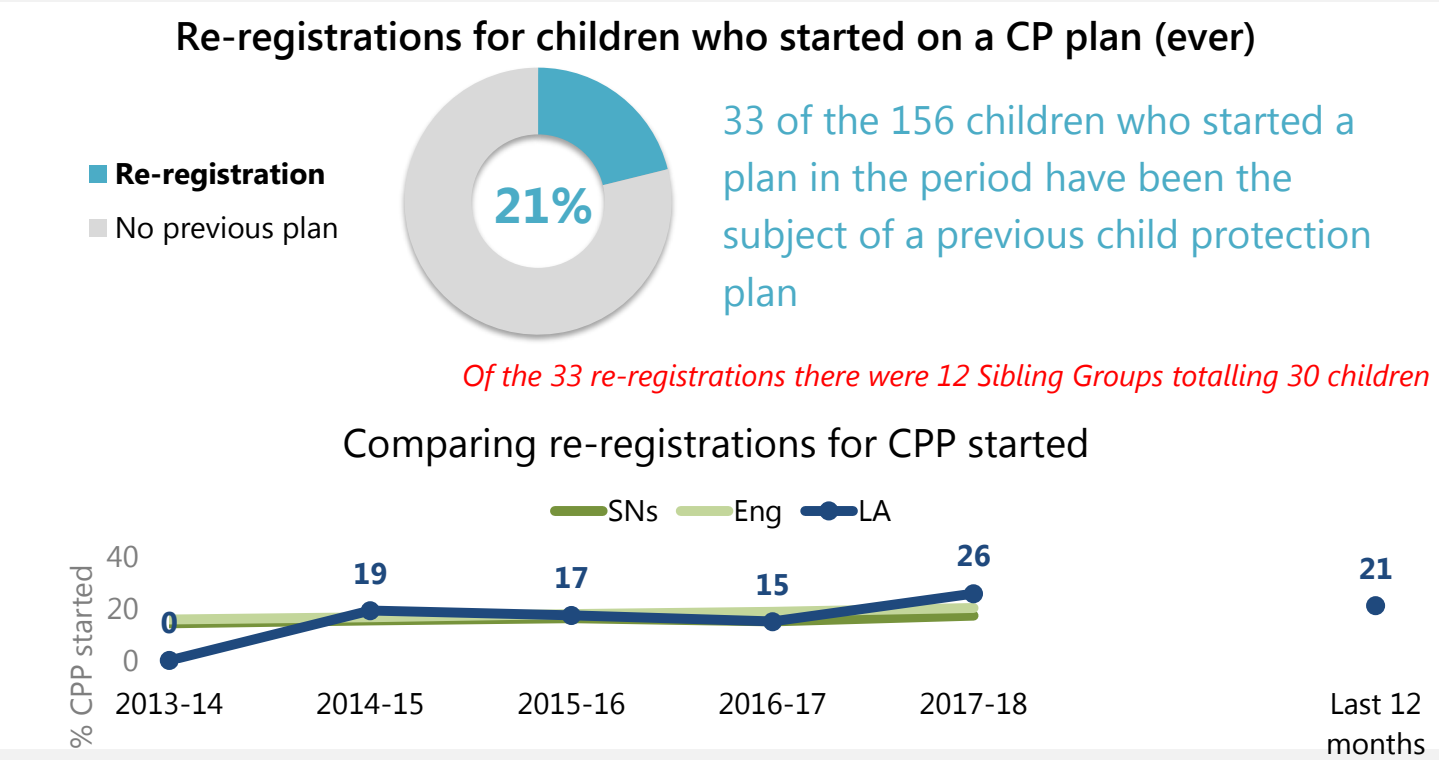
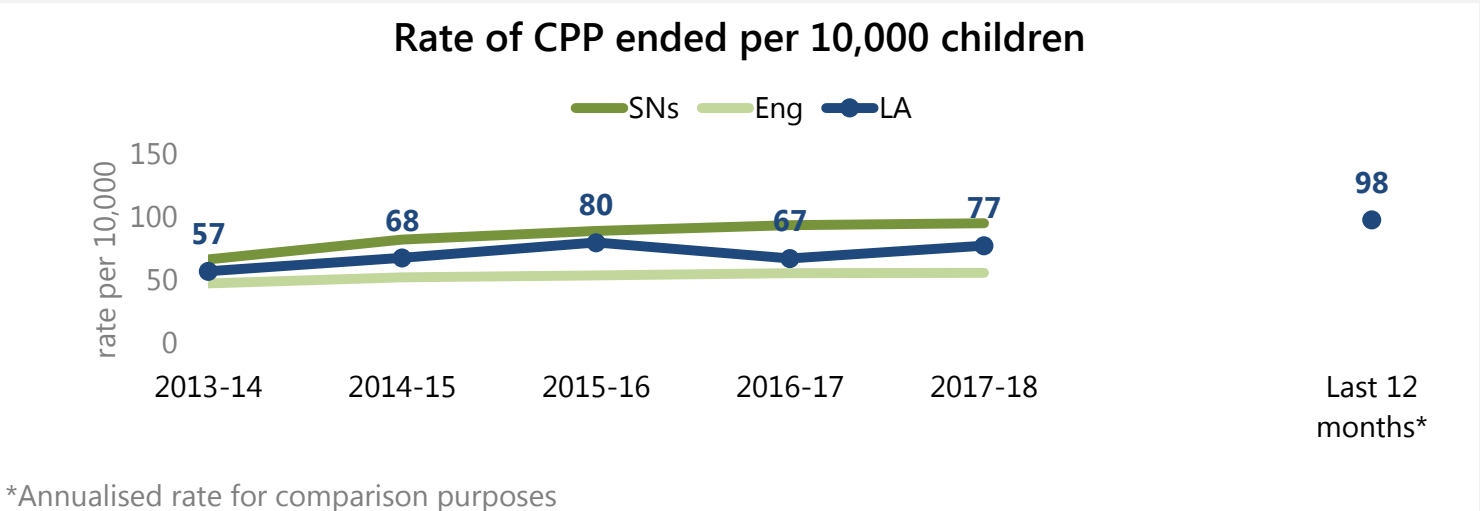
Child Protection Plans (CPP) started and ceased in the last 12 months

from 01/04/2018
to 31/03/2019

156 CPP started in 12 months



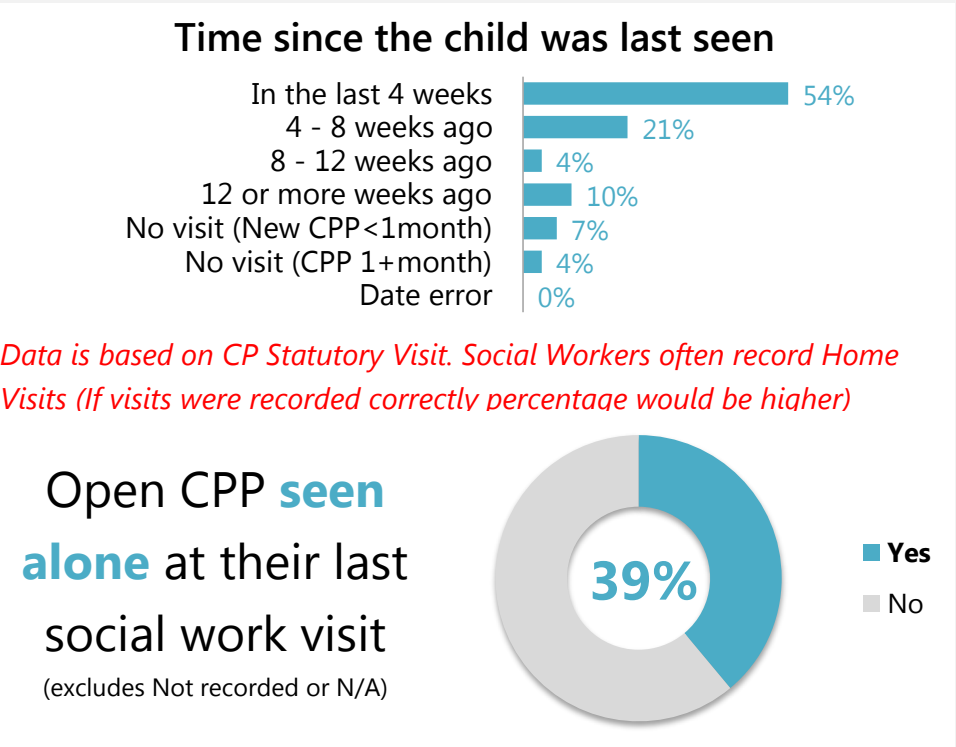
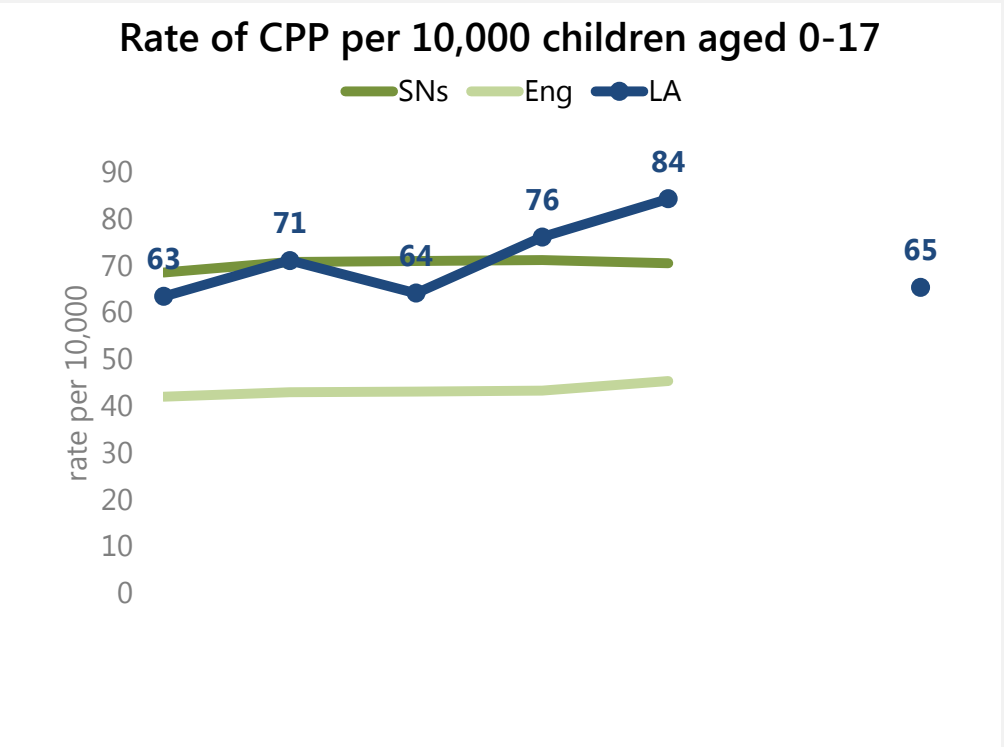
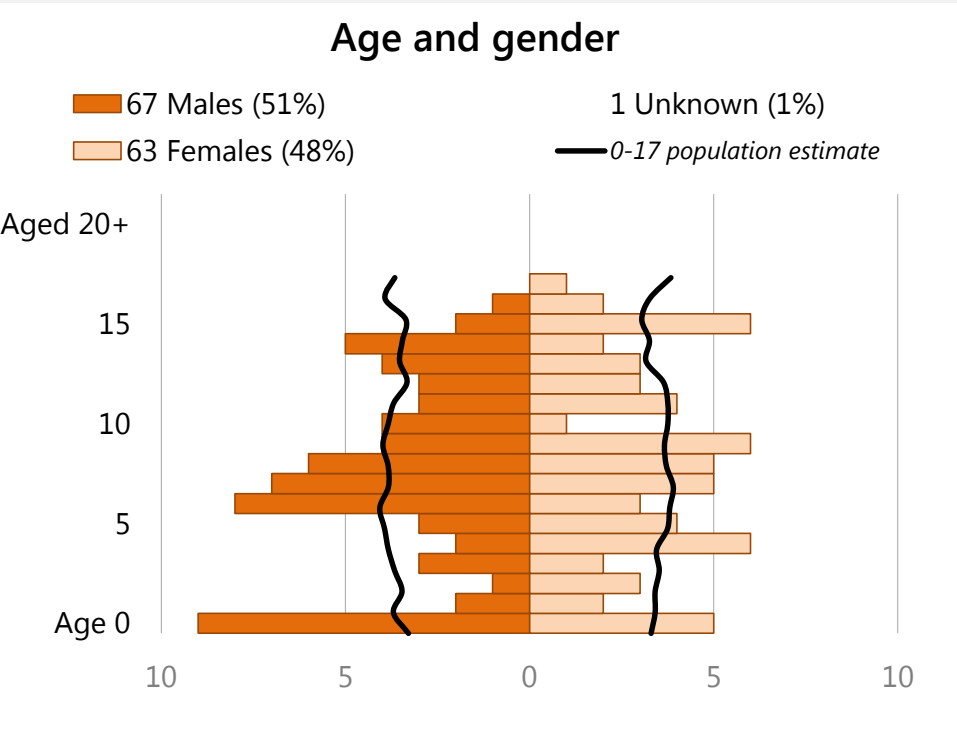
196 CPP ended in 12 months



Child Protection Plans (CPP) currently open

Snapshot 31/03/2019

131 children currently subject of a Child Protection Plan (CPP)



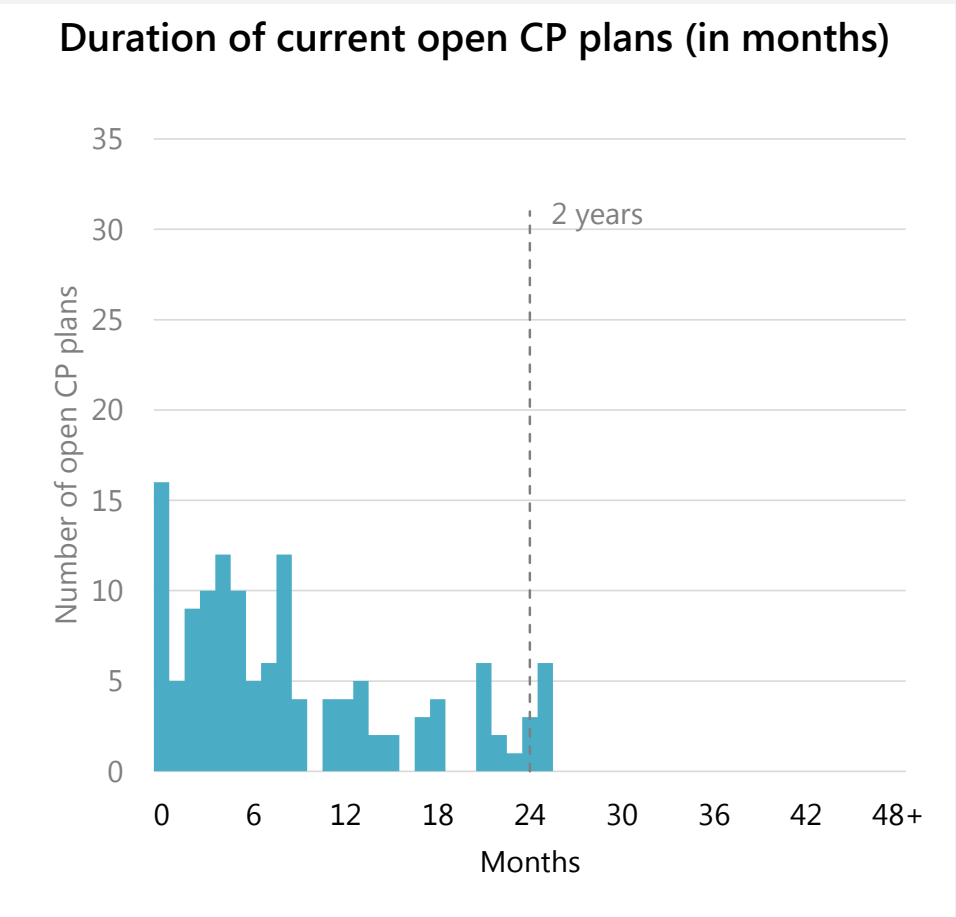
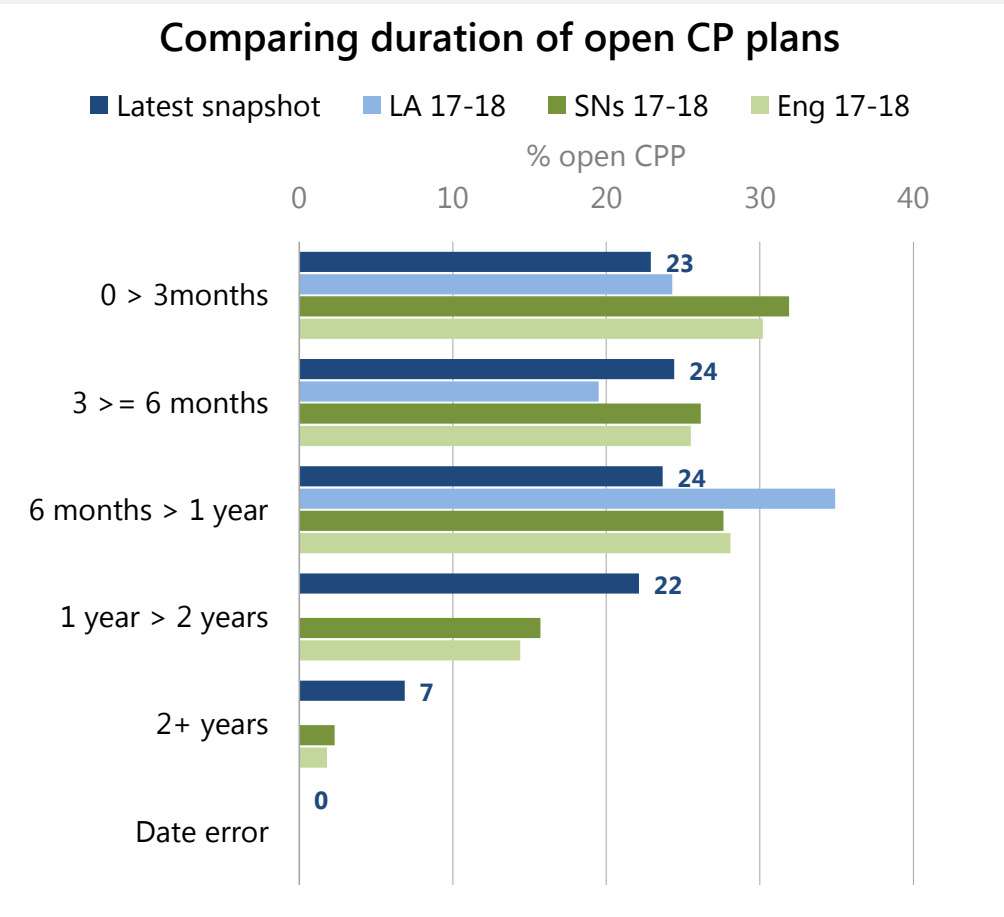
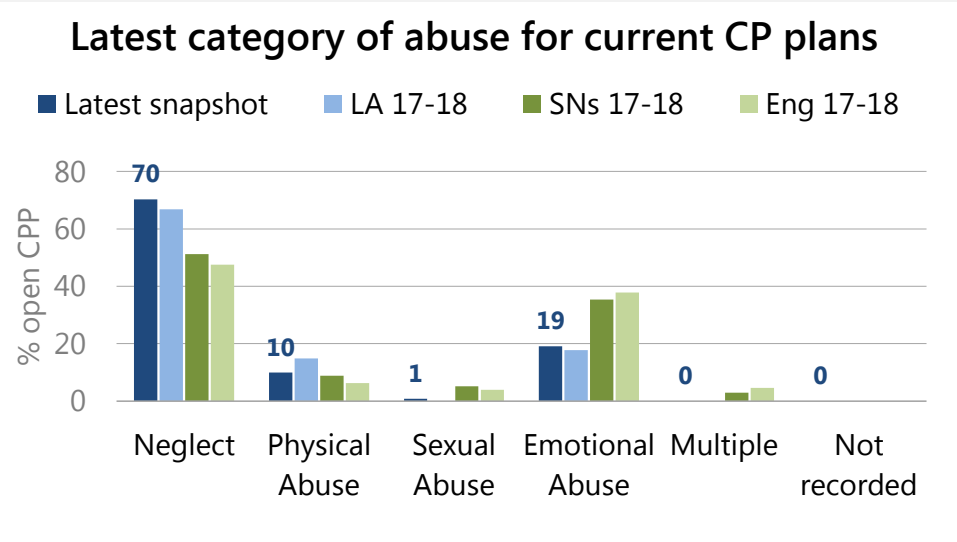
Ethnic background

White	94%
Mixed	0%
Asian or Asian British	0%
Black or black British	0%
Other ethnic group	0%
Not stated	6%
Not recorded	0%

See page 20 for comparisons

1 children (1%) with a disability

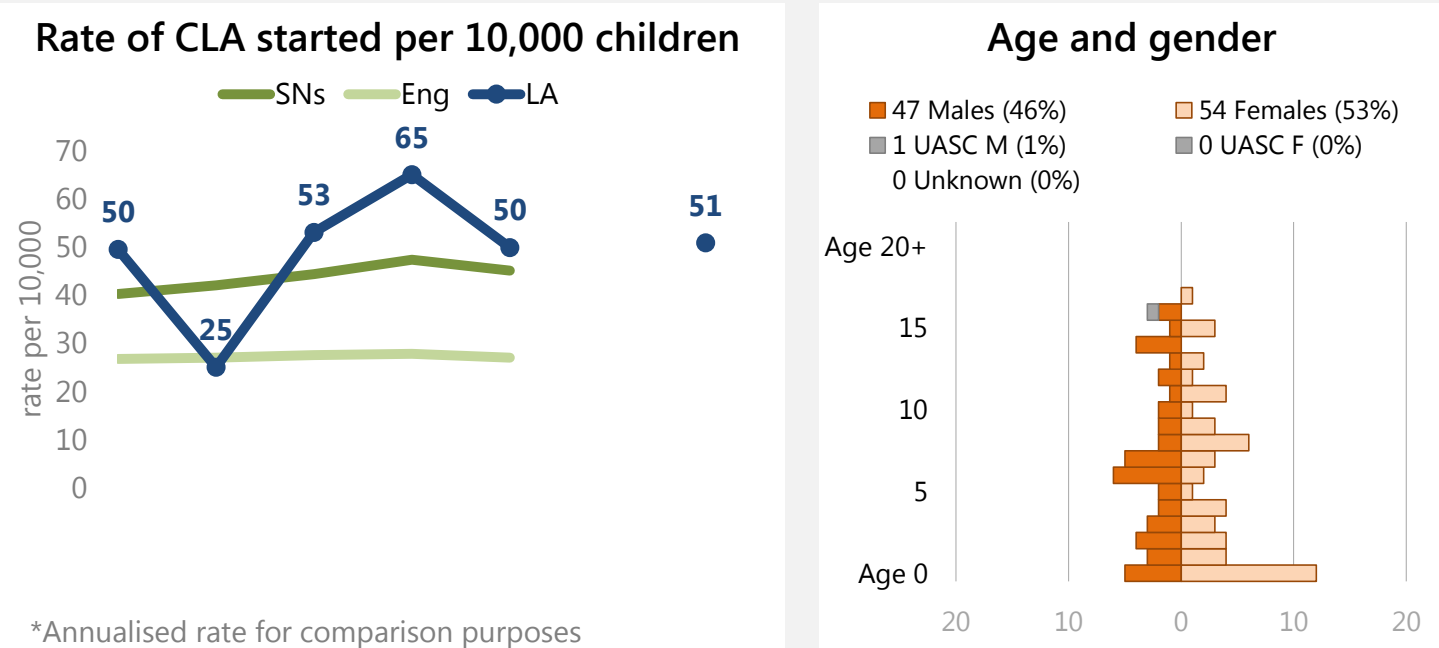
6 children on the CP list who were the subject of an Emergency Protection, Care or Supervision Order, or Protected Under Police Powers in the last 6 months



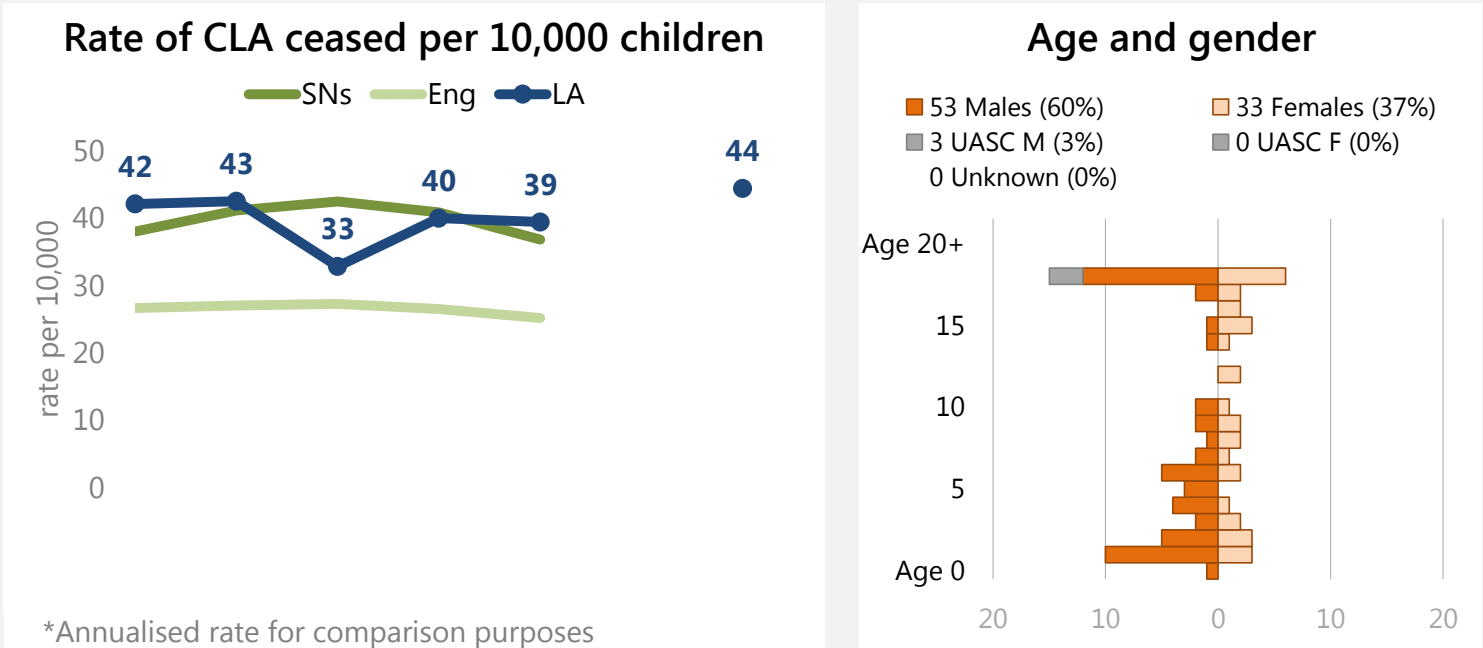
Children Looked After (CLA) started and ceased in the last 12 months

from 01/04/2018
to 31/03/2019

102 CLA started in the last 12 months

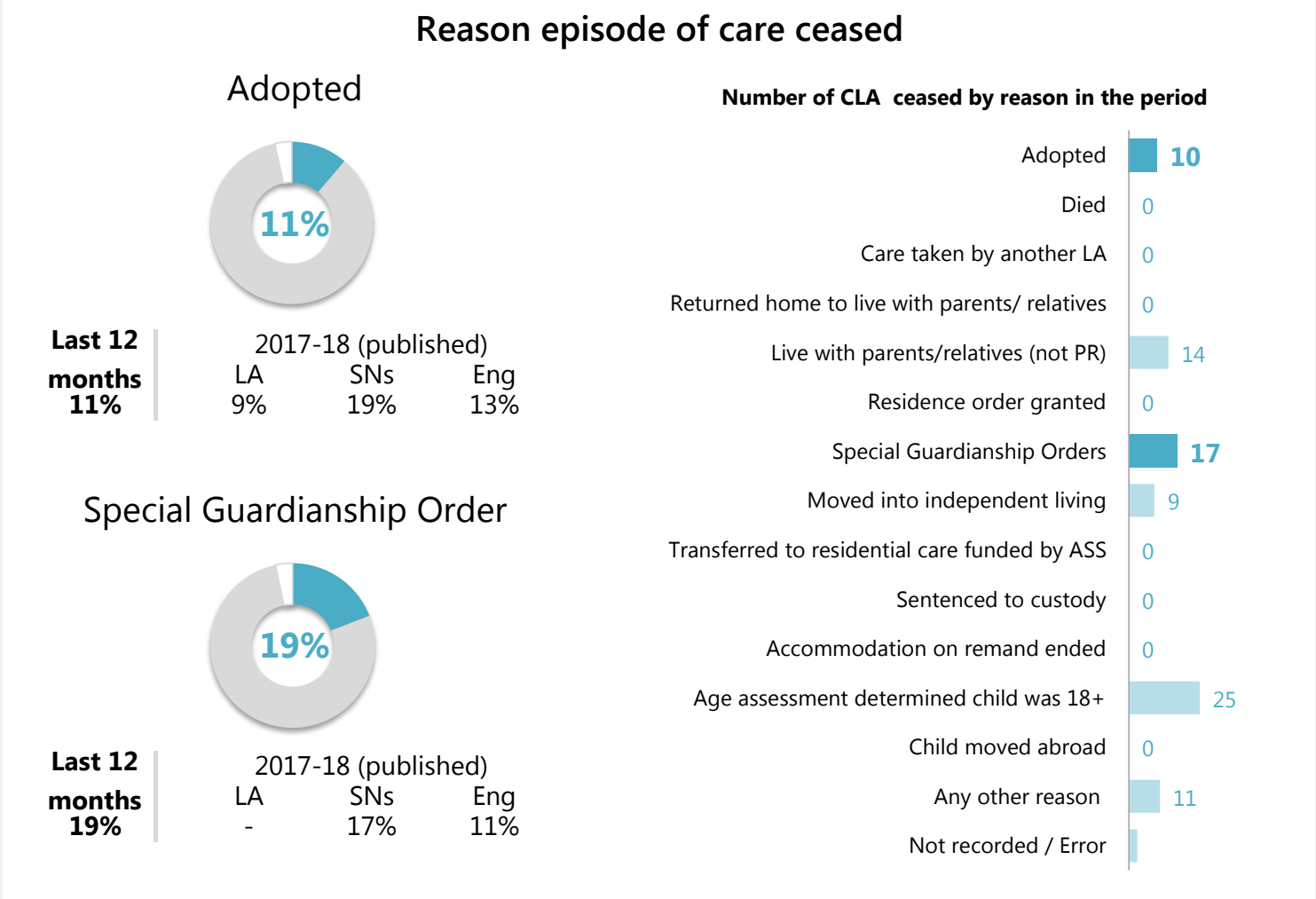
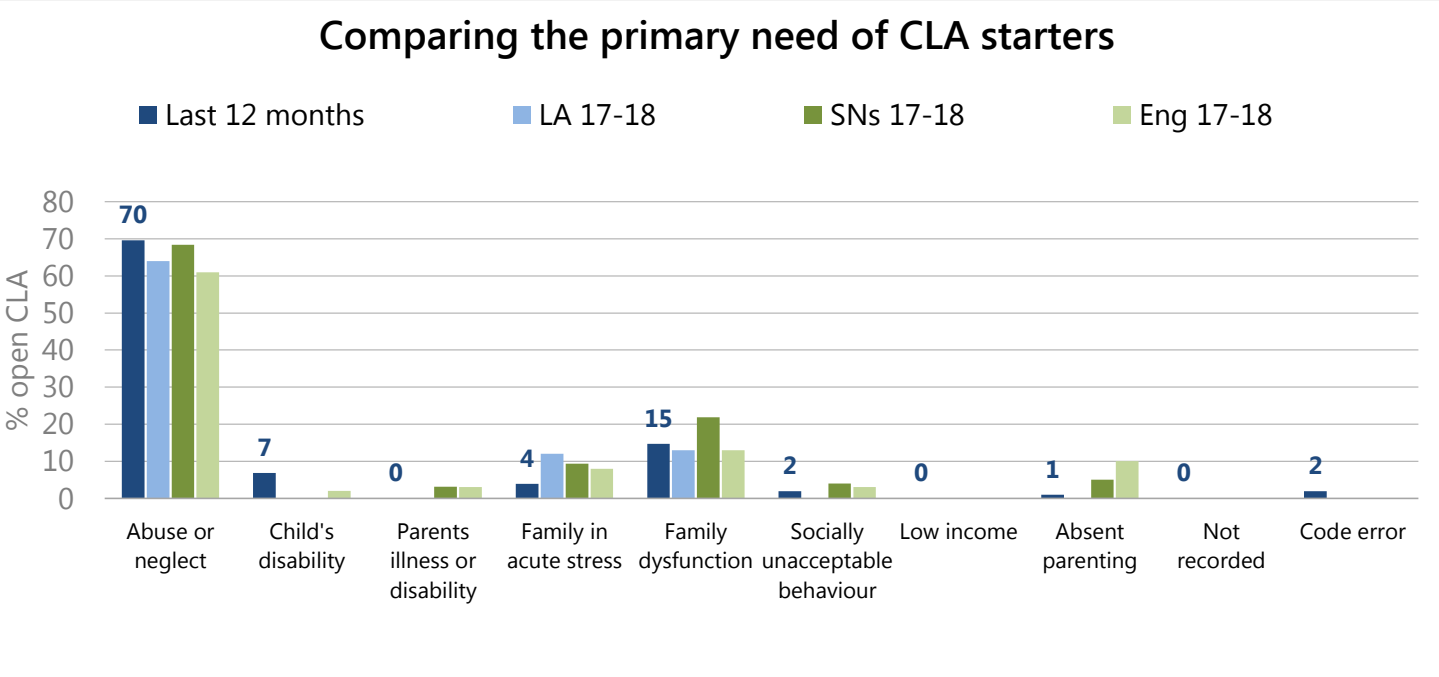


89 CLA ceased in the last 12 months

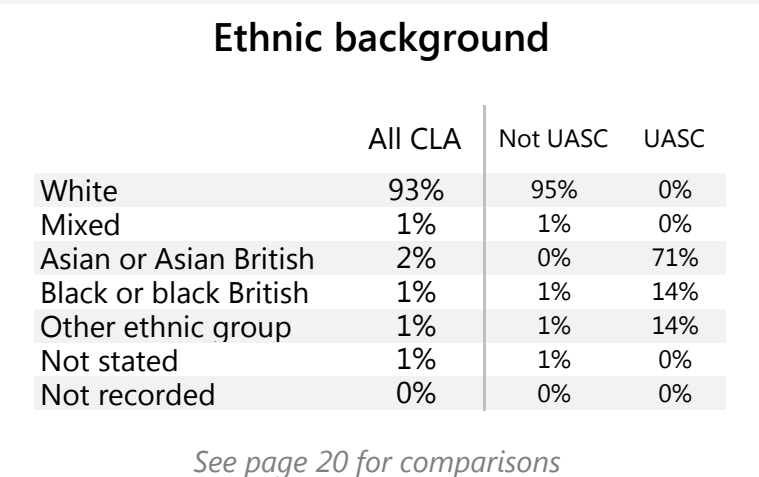
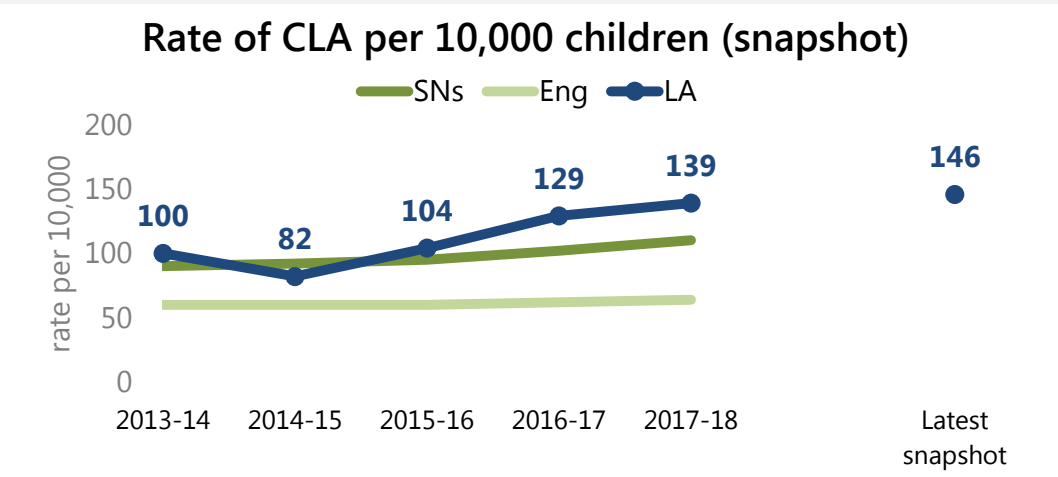


1%
1 of the 102 CLA starters
were unaccompanied
asylum seeking children
(UASC)

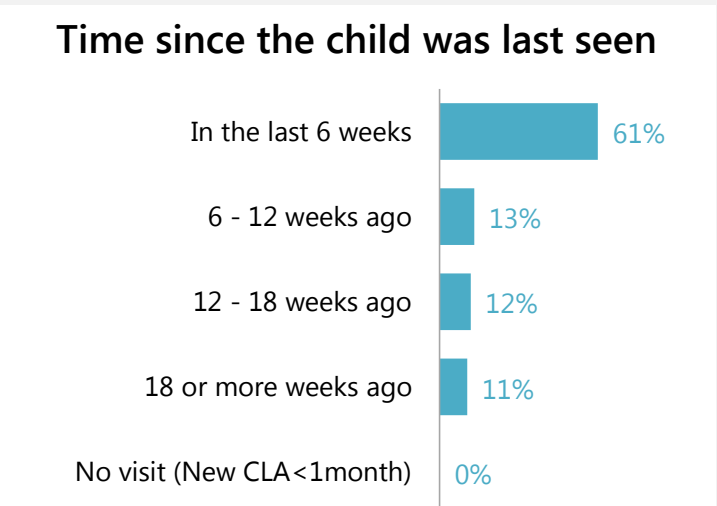
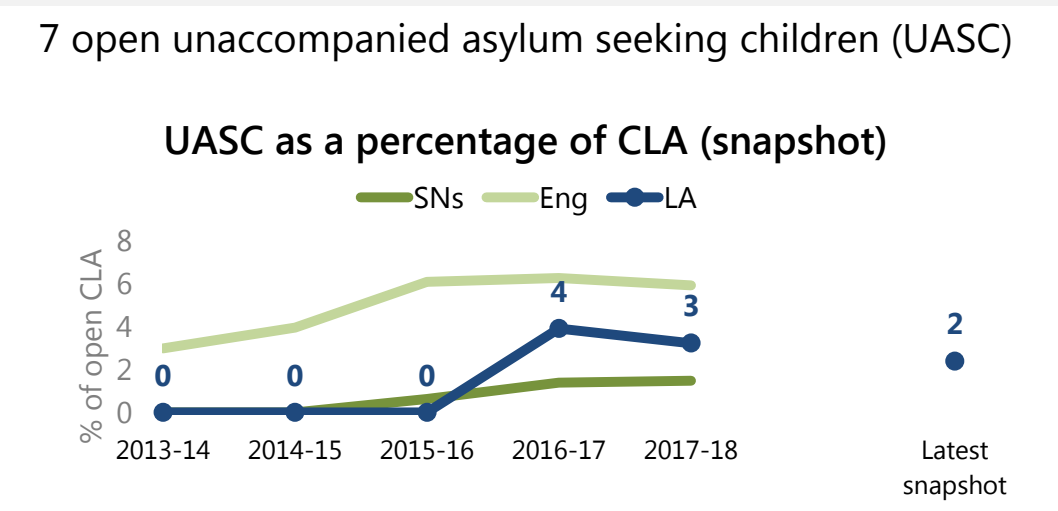
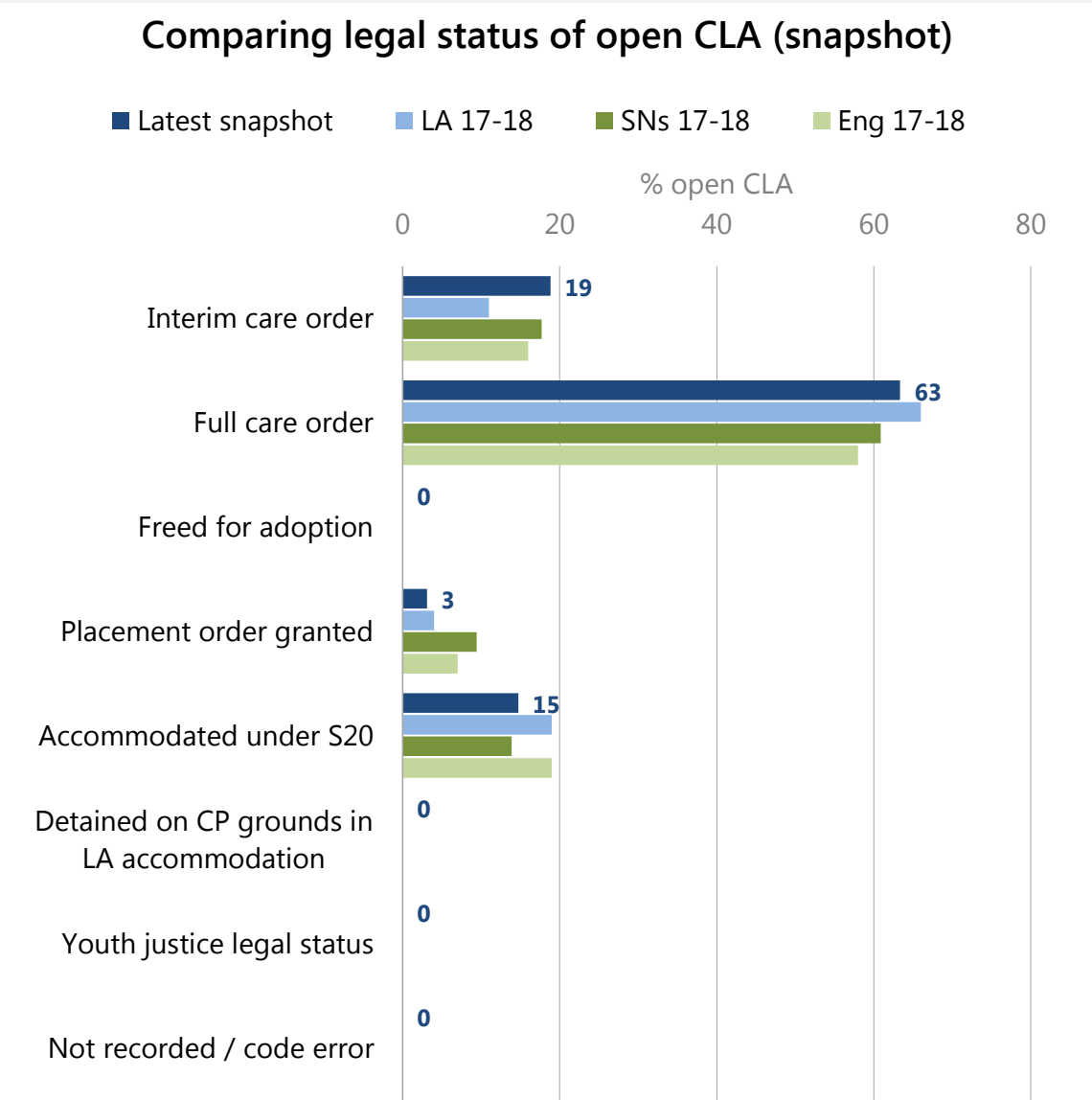
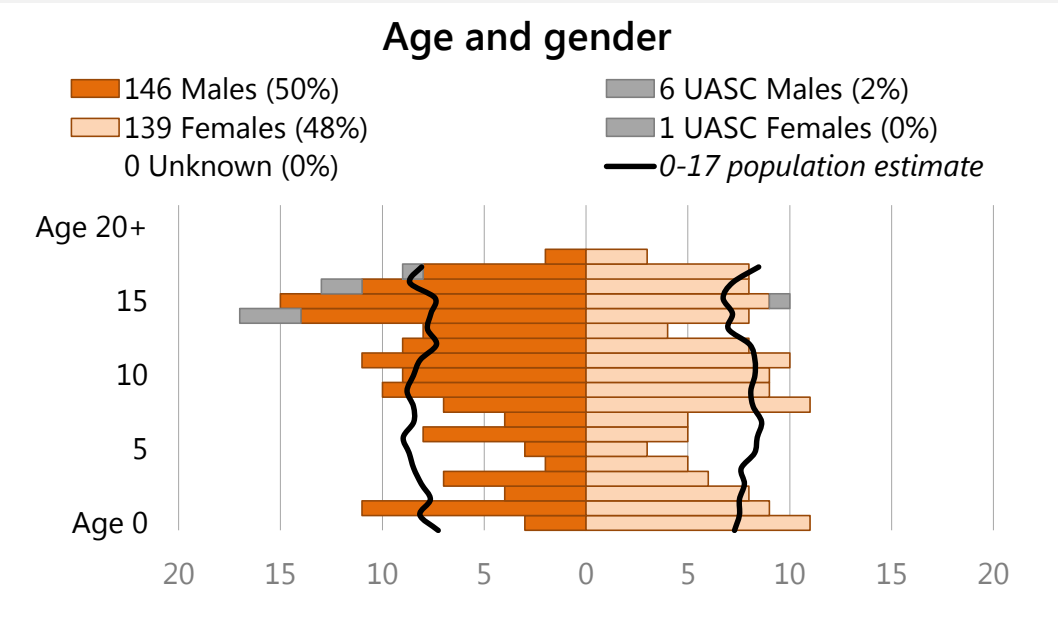
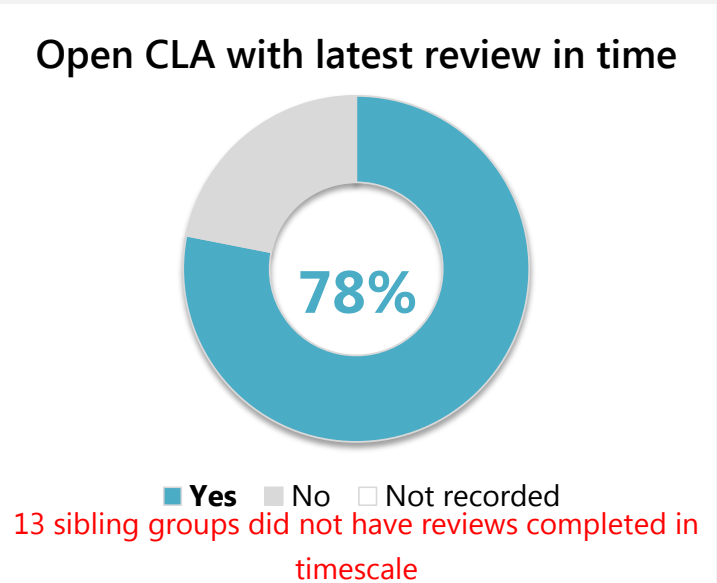
1%
1 of the 102 CLA
starters have
previously been
looked after



292 Children Looked After (CLA) with an open episode of care

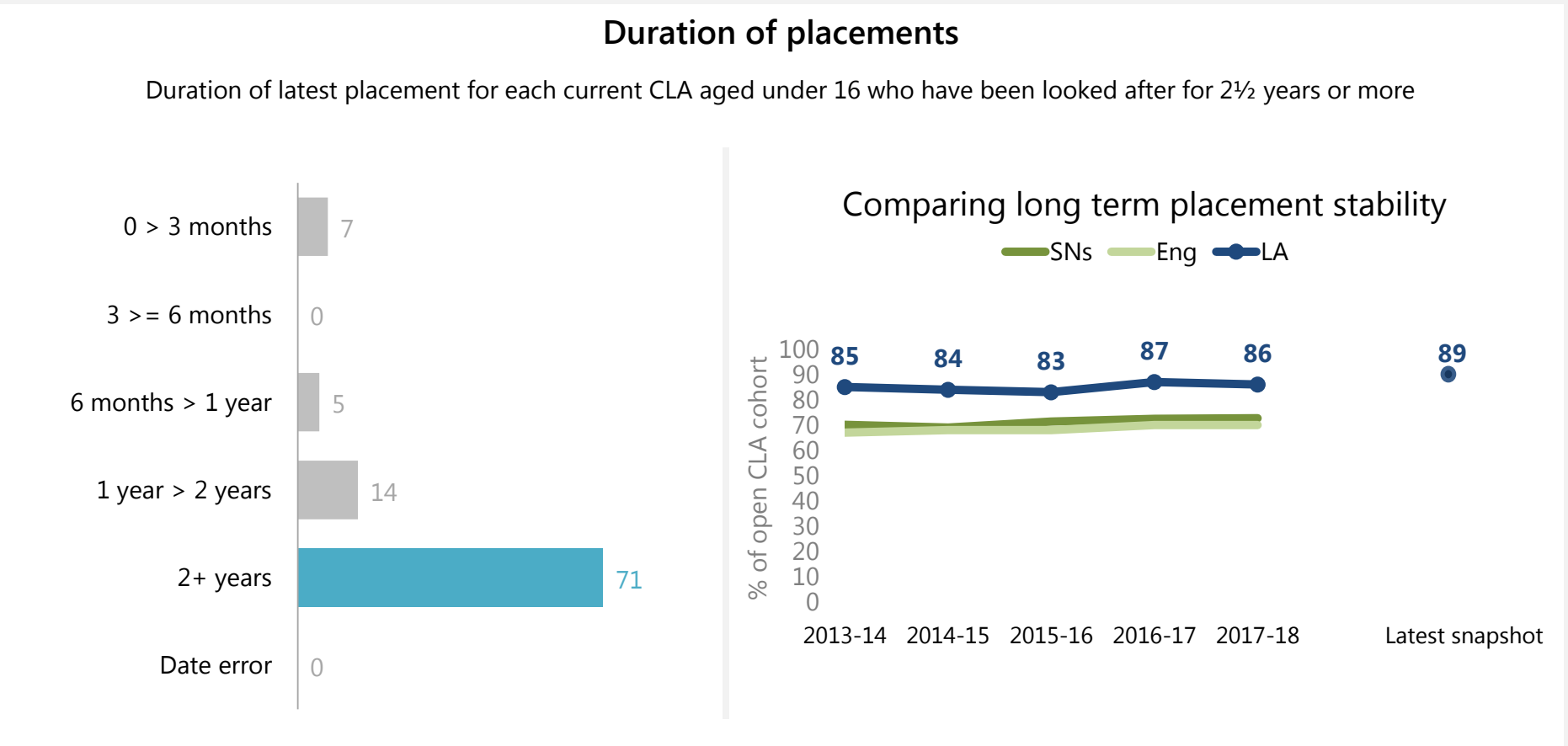
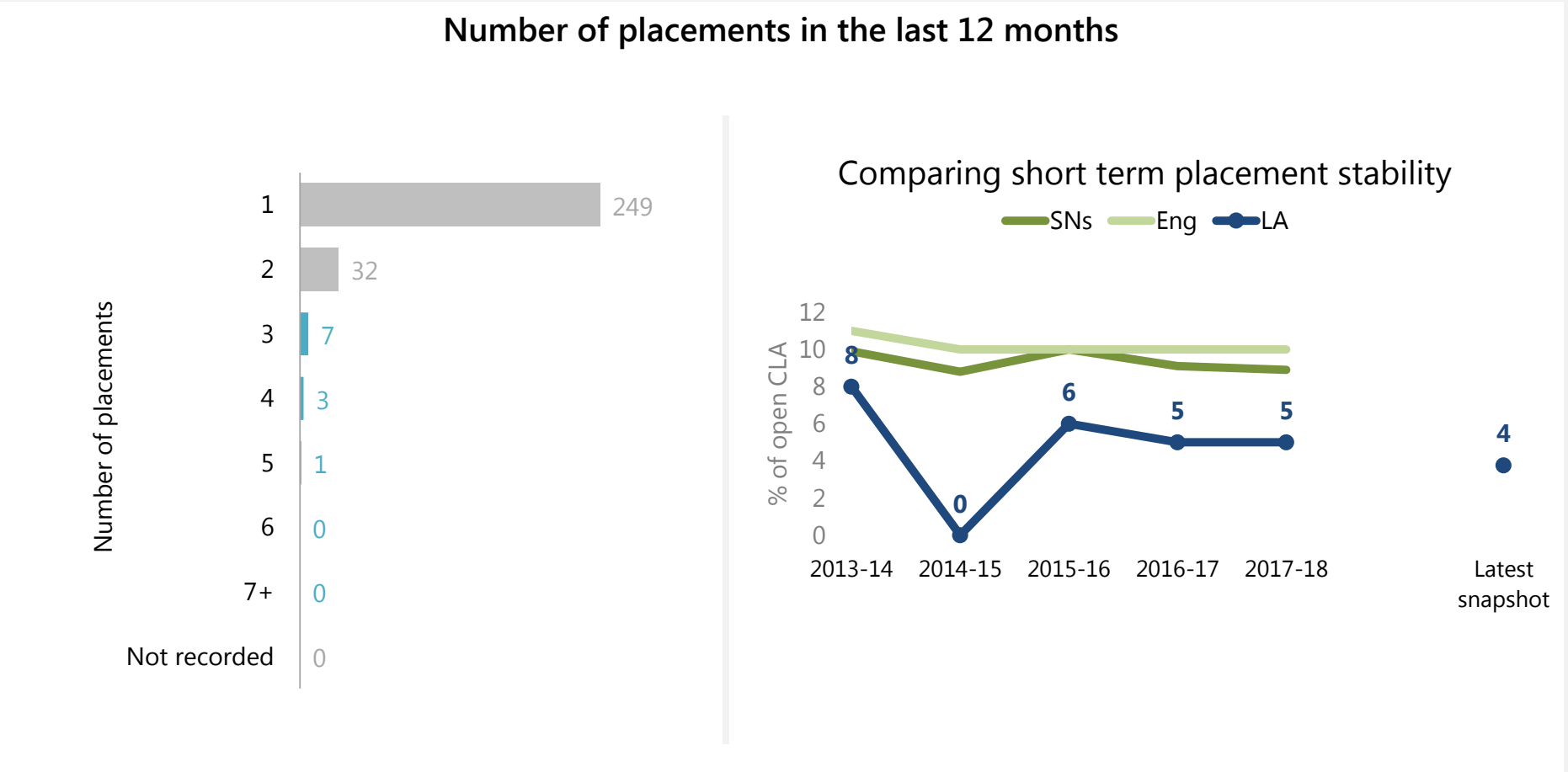
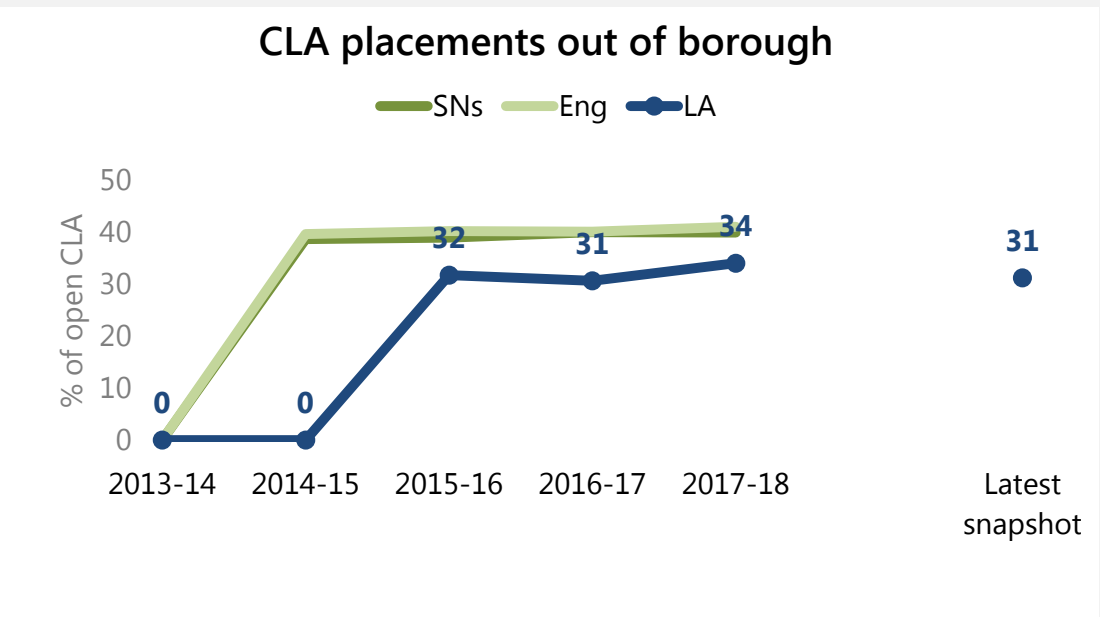
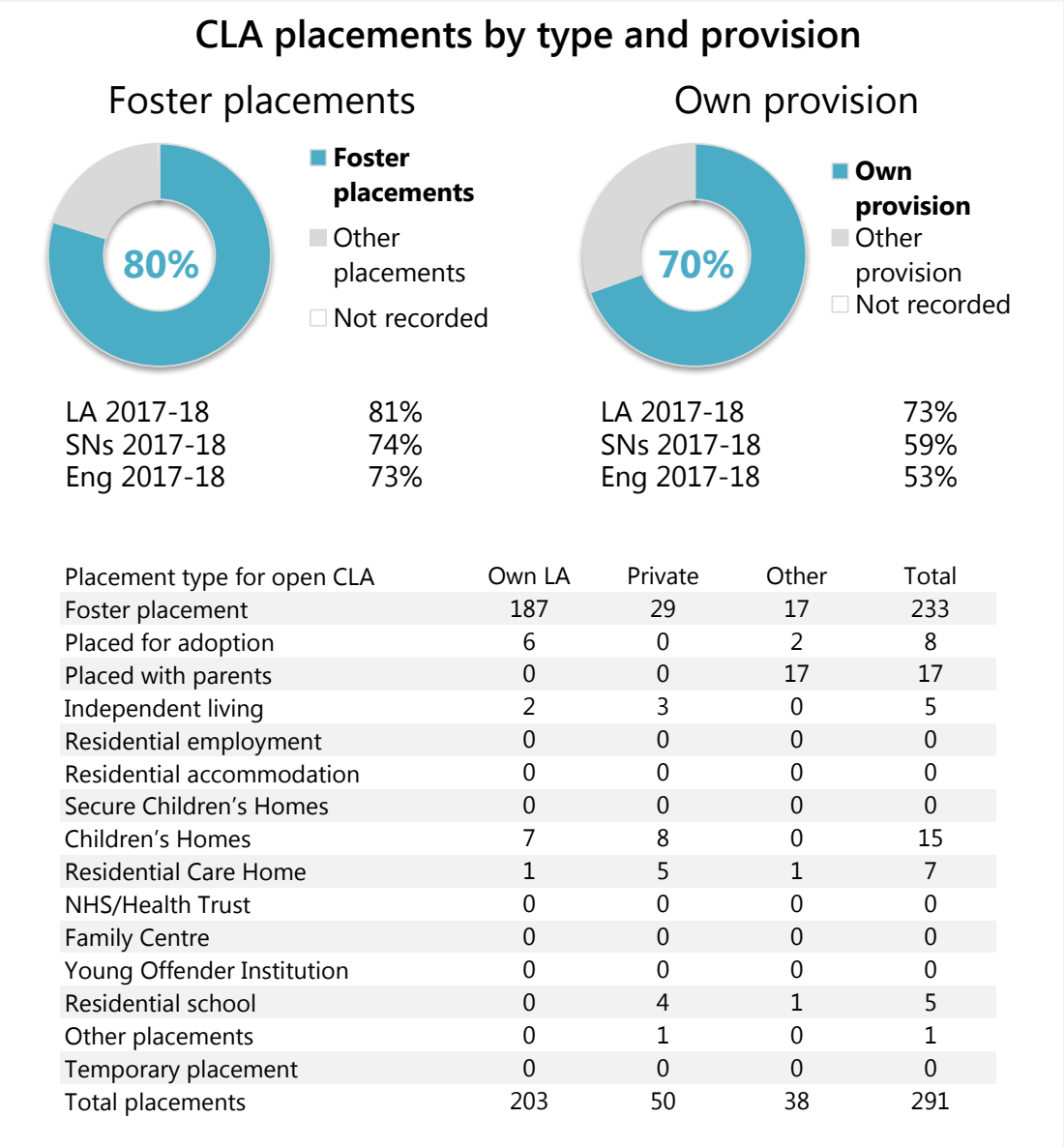


20 children (7%) with a disability



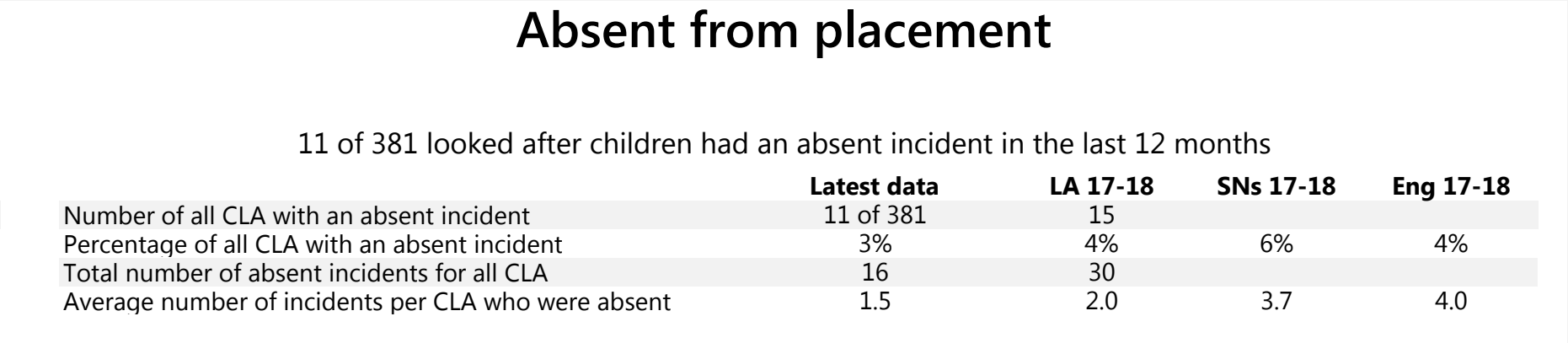
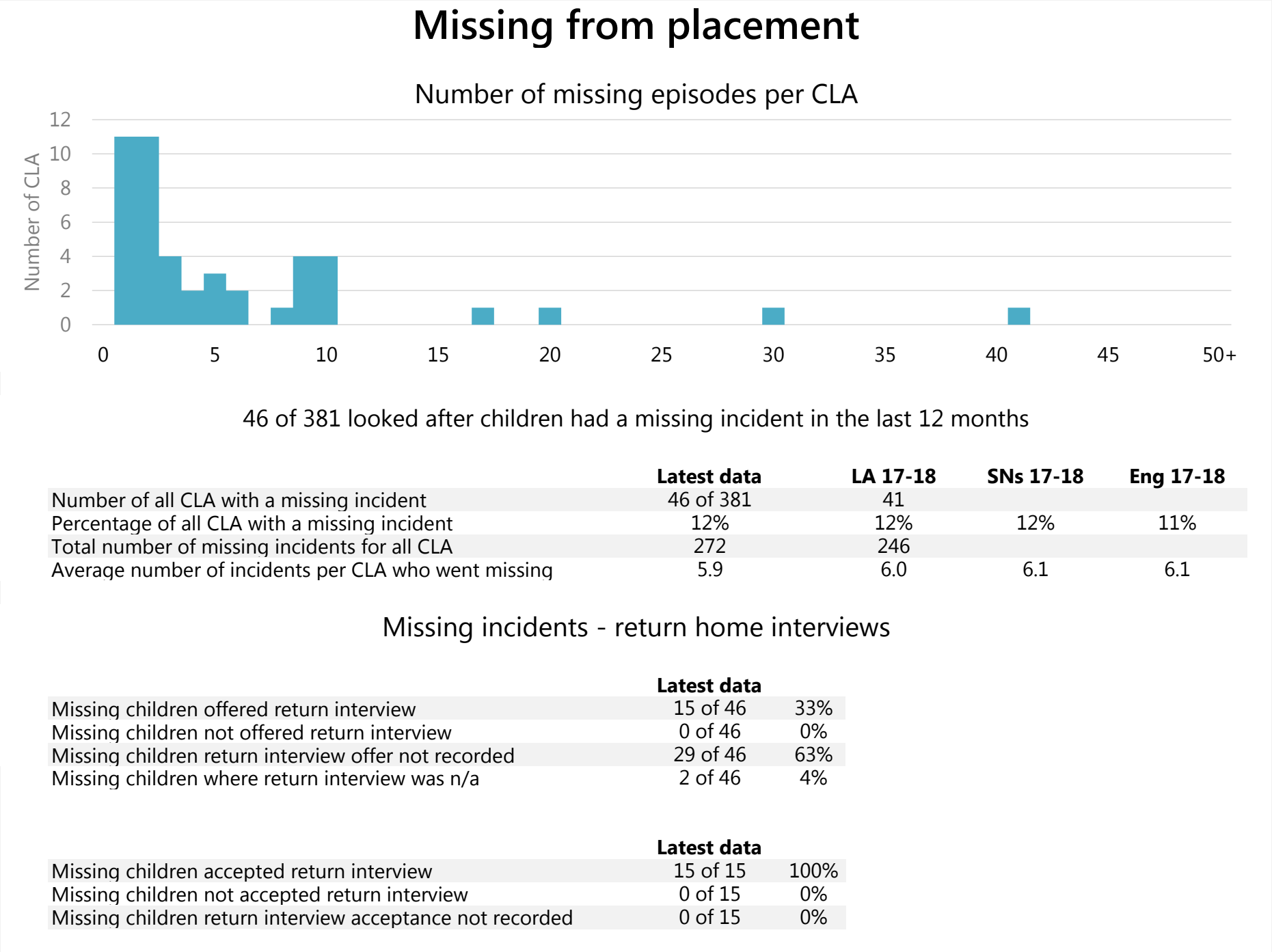
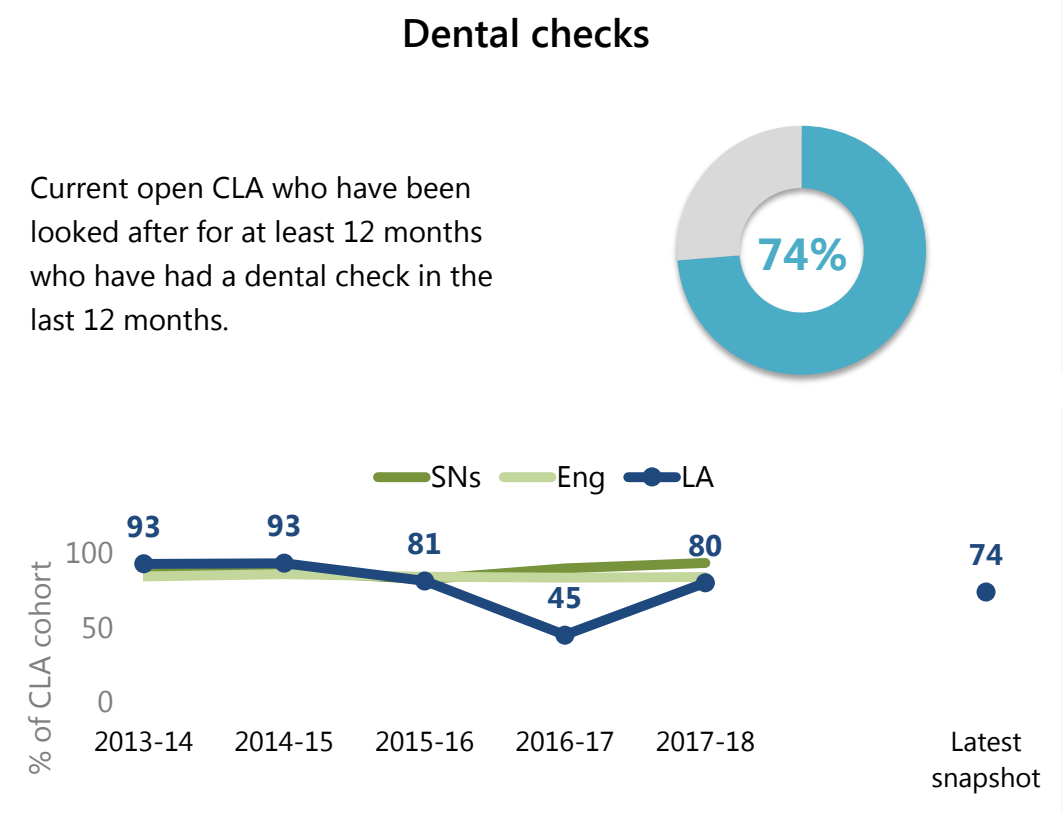
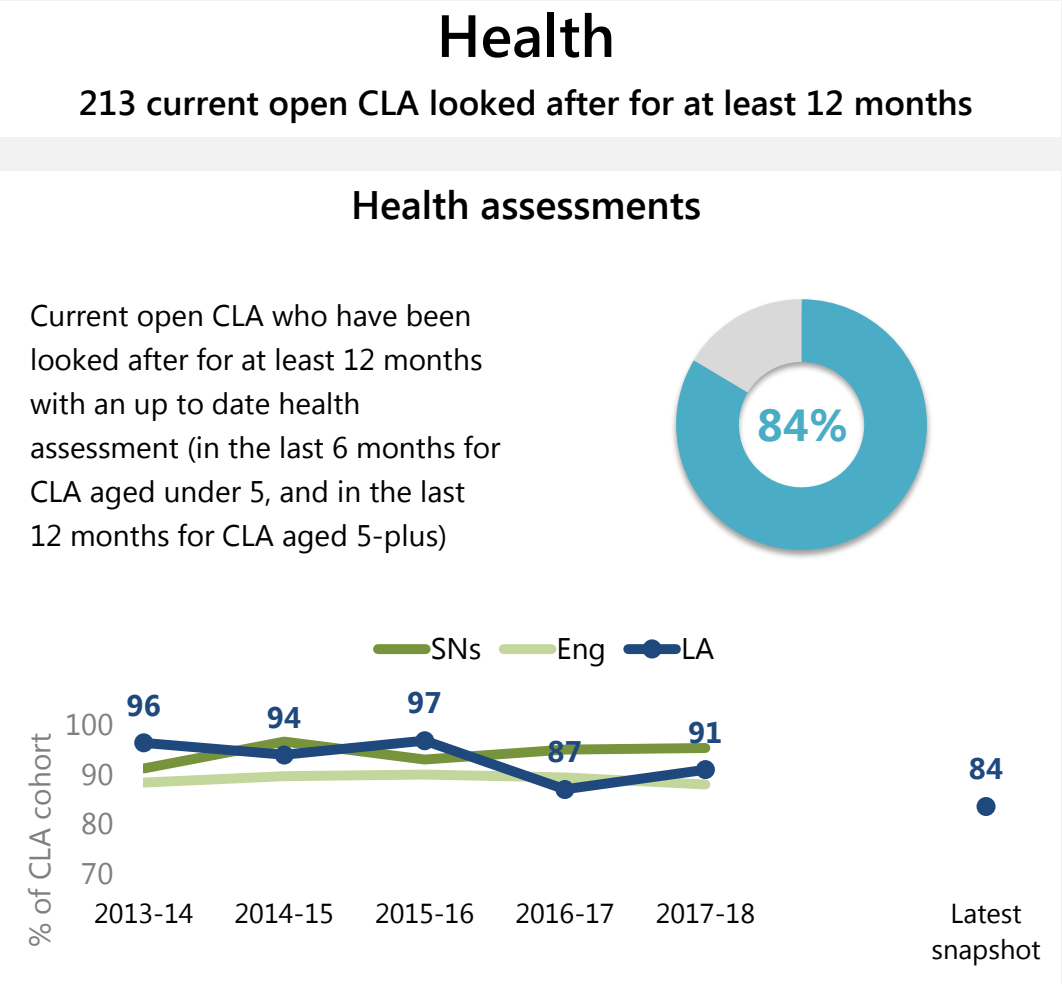
Children Looked After (CLA) placements

Snapshot 31/03/2019



Children Looked After (CLA) health and missing/absent from placement

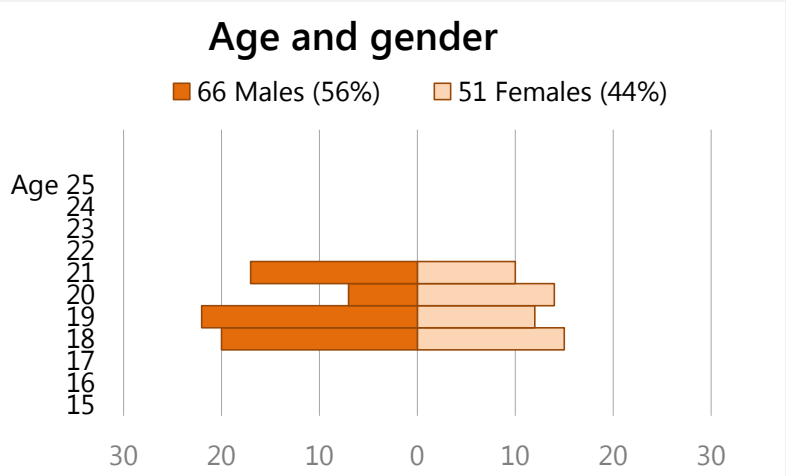
Snapshot 31/03/2019



Care leavers currently in receipt of leaving care services

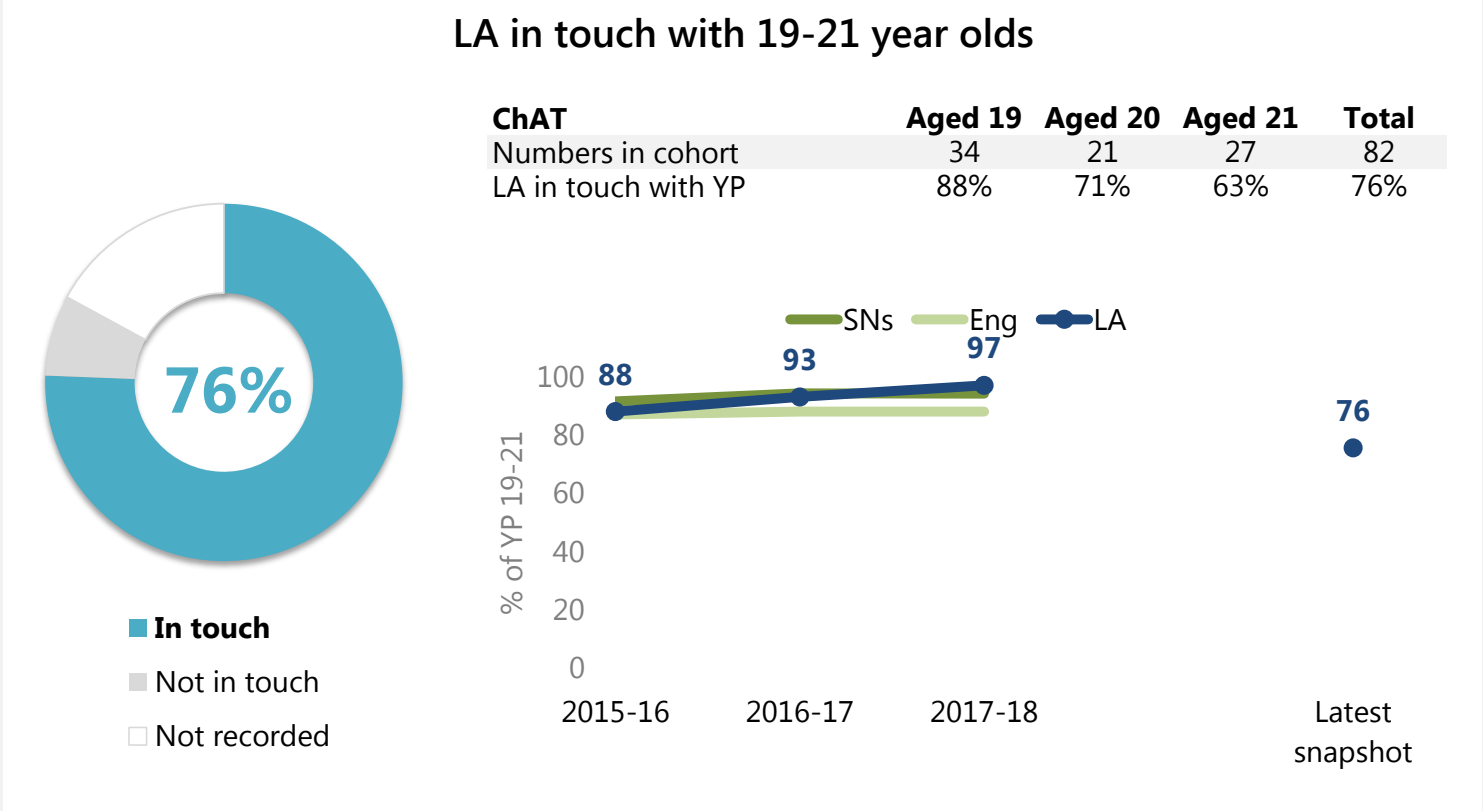
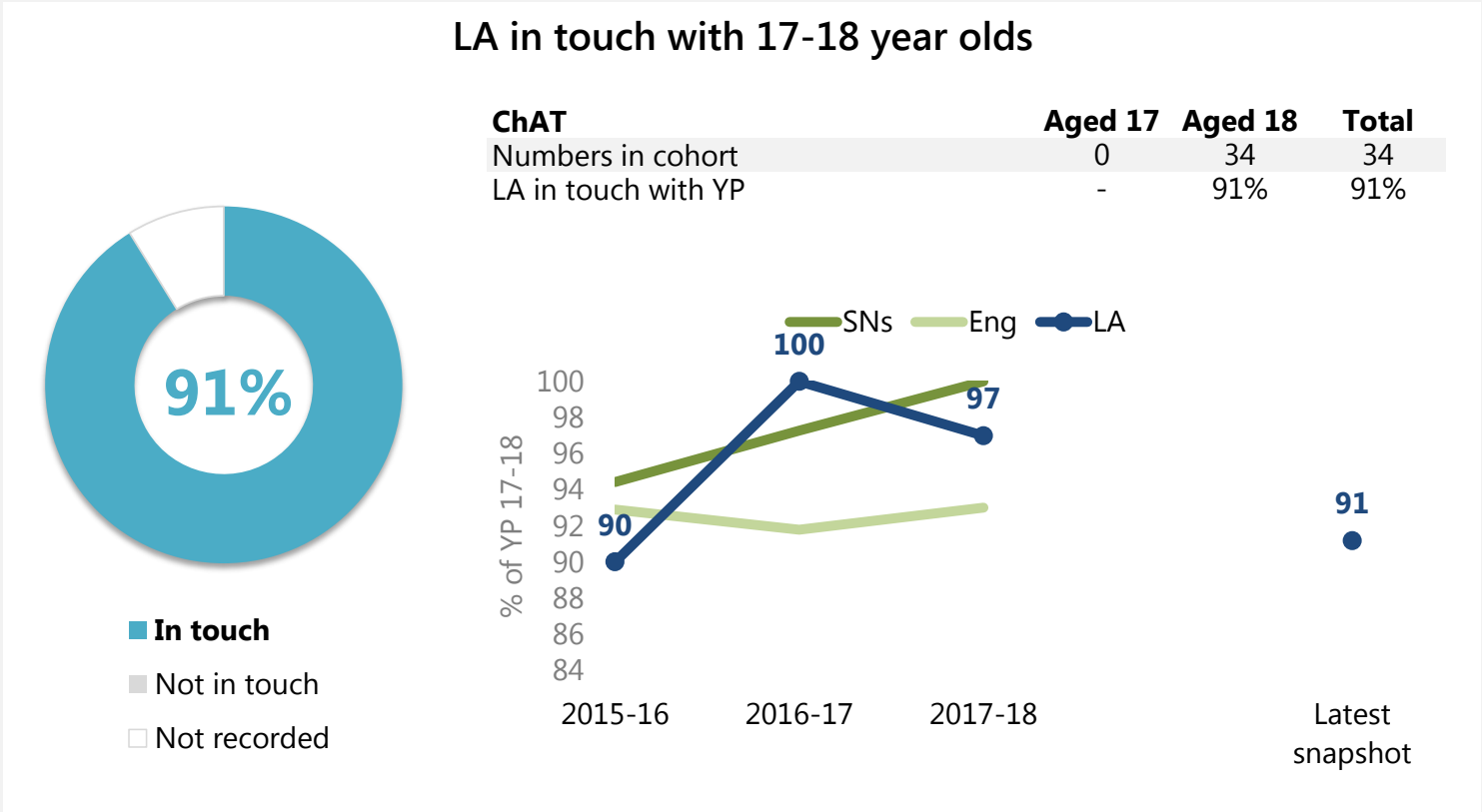
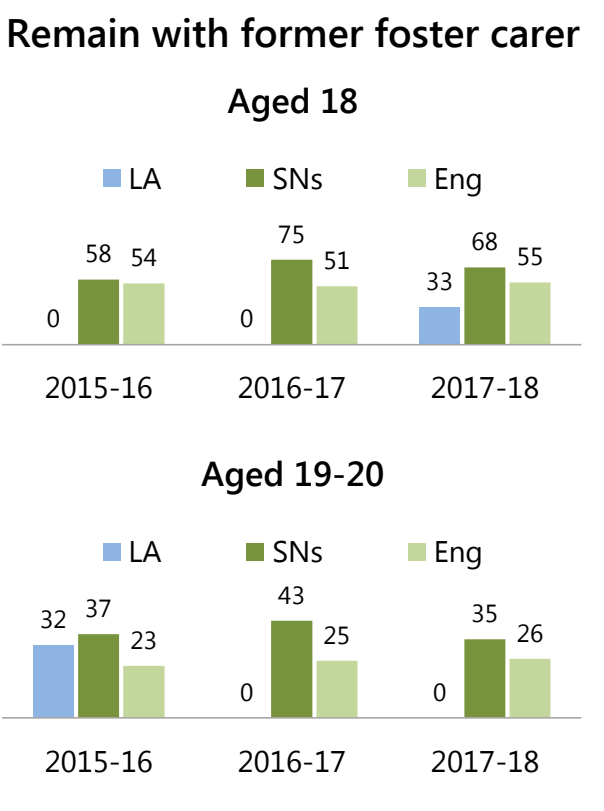
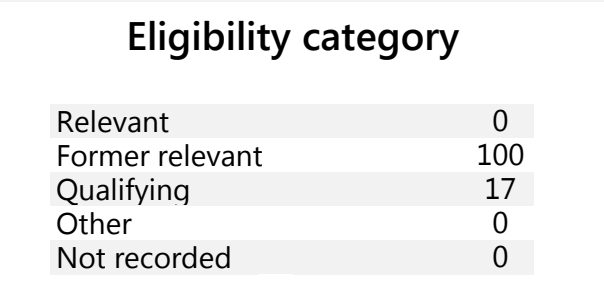
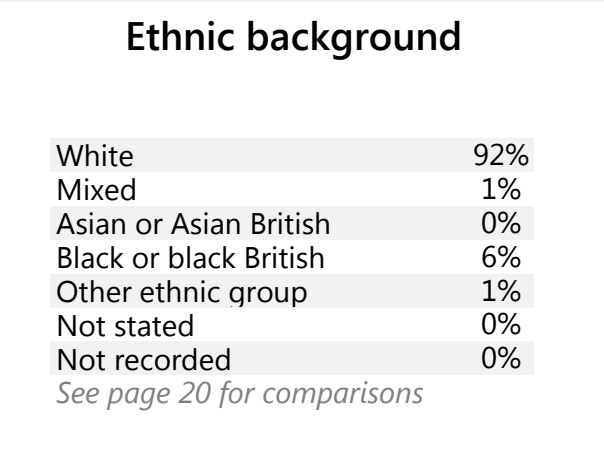
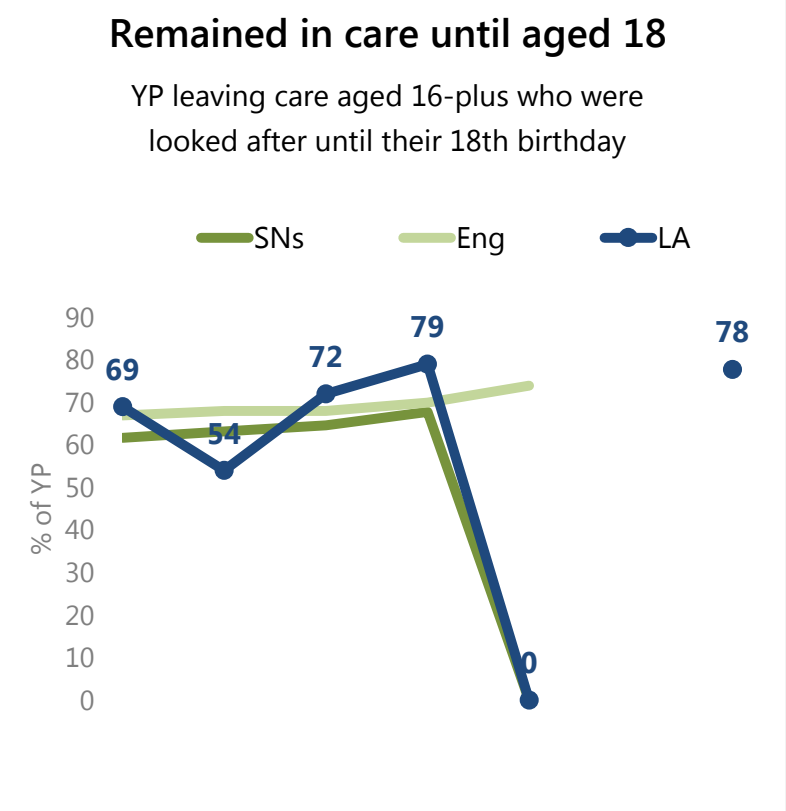
Snapshot 31/03/2019

117 young people leaving care



4 (3%)
young people living in a
House of Multiple
Occupancy (HMO)

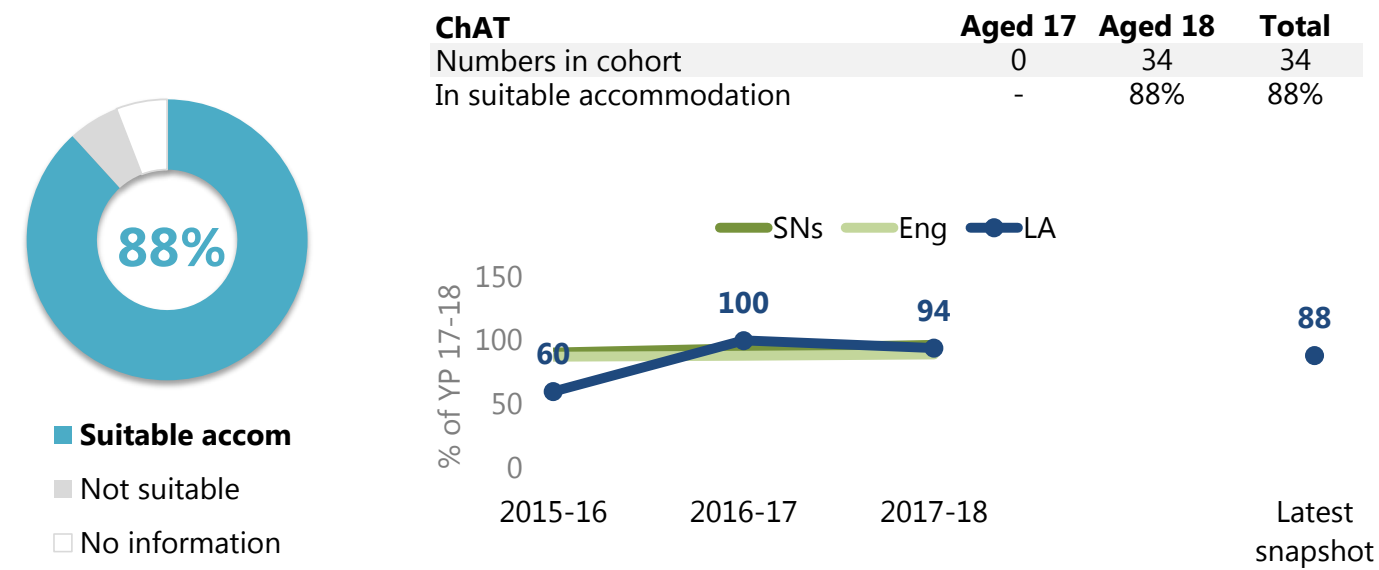
17 (15%)
young people
with a disability



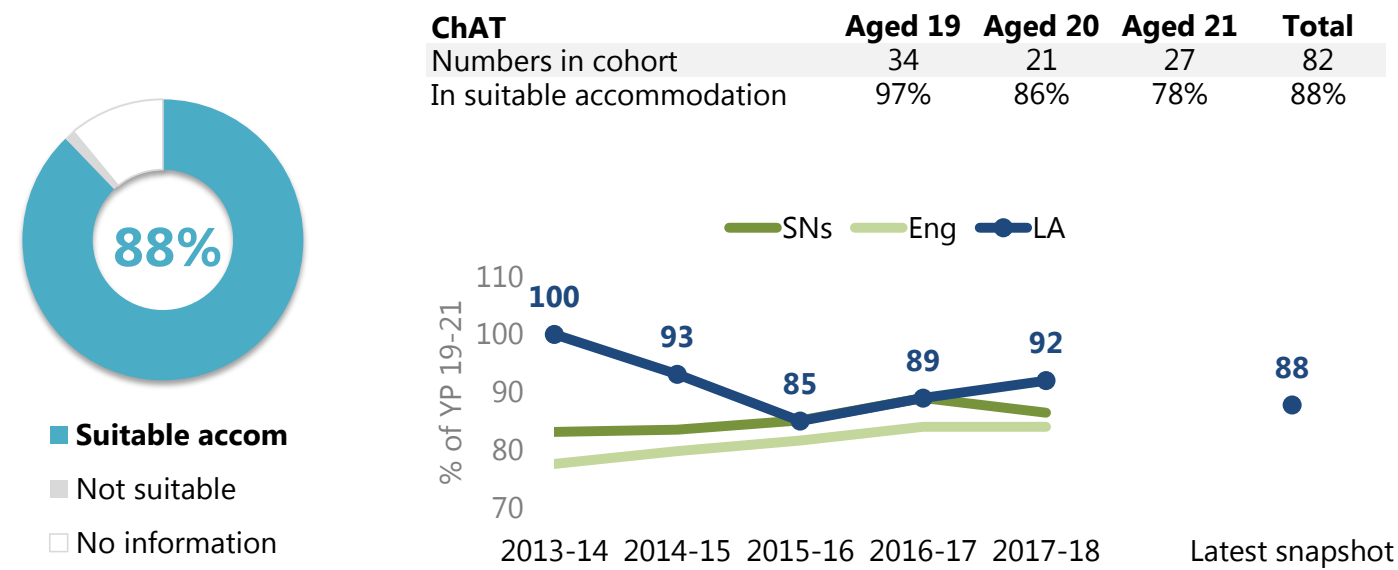
Care leavers accommodation suitability and type

Snapshot 31/03/2019

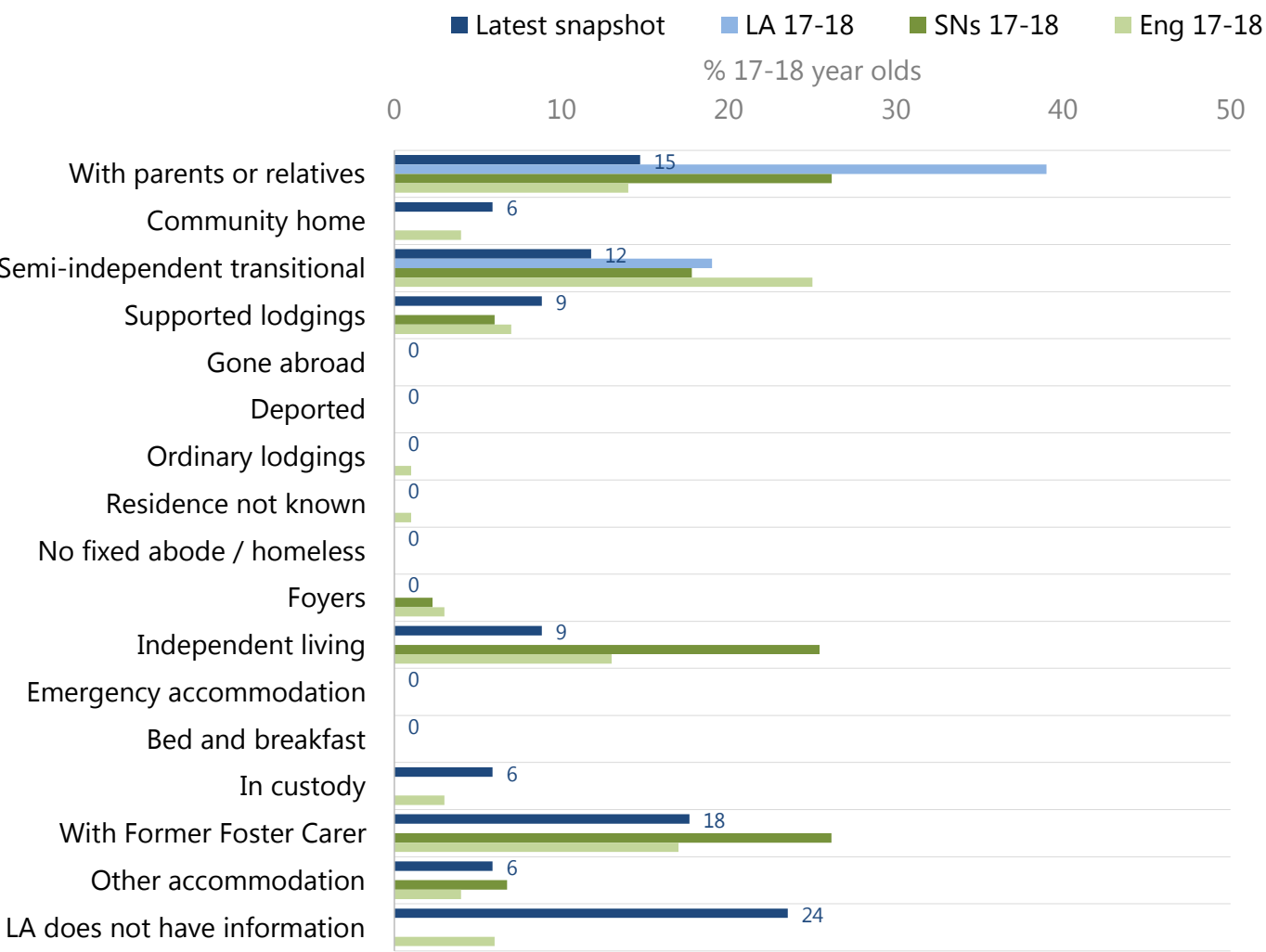
Accommodation suitability of 17-18 year olds



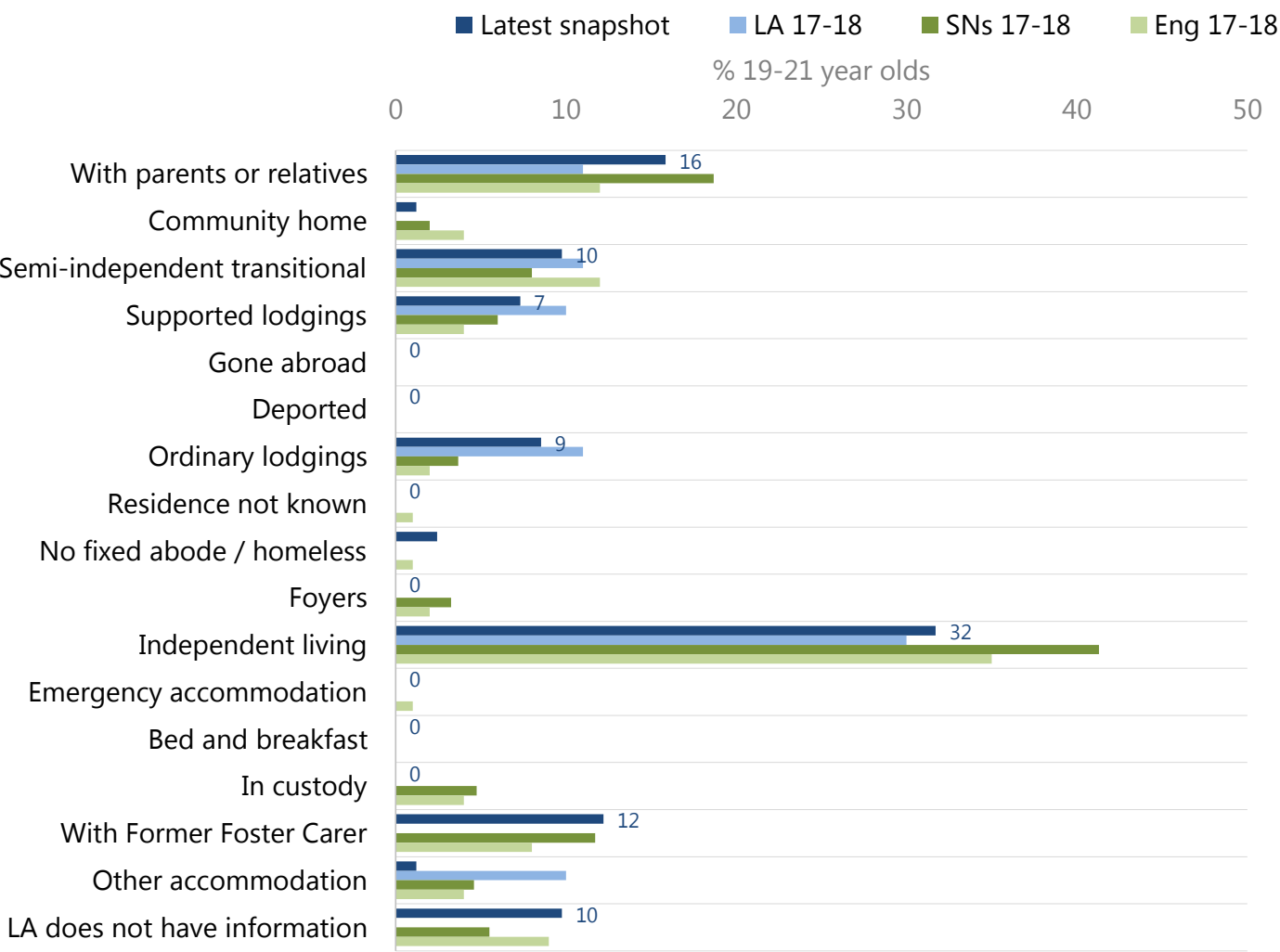
Accommodation suitability of 19-21 year olds



Accommodation types of 17-18 year olds

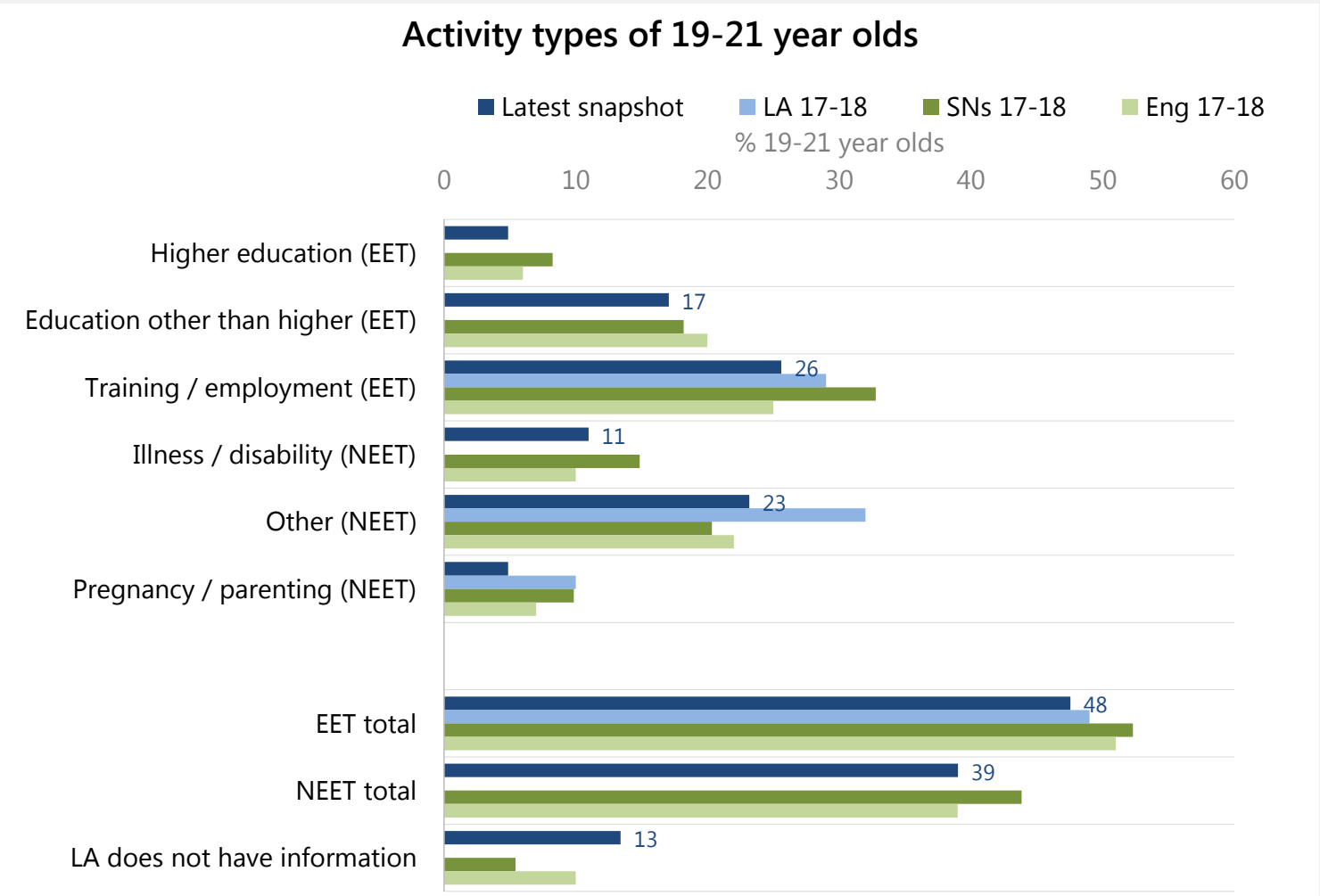
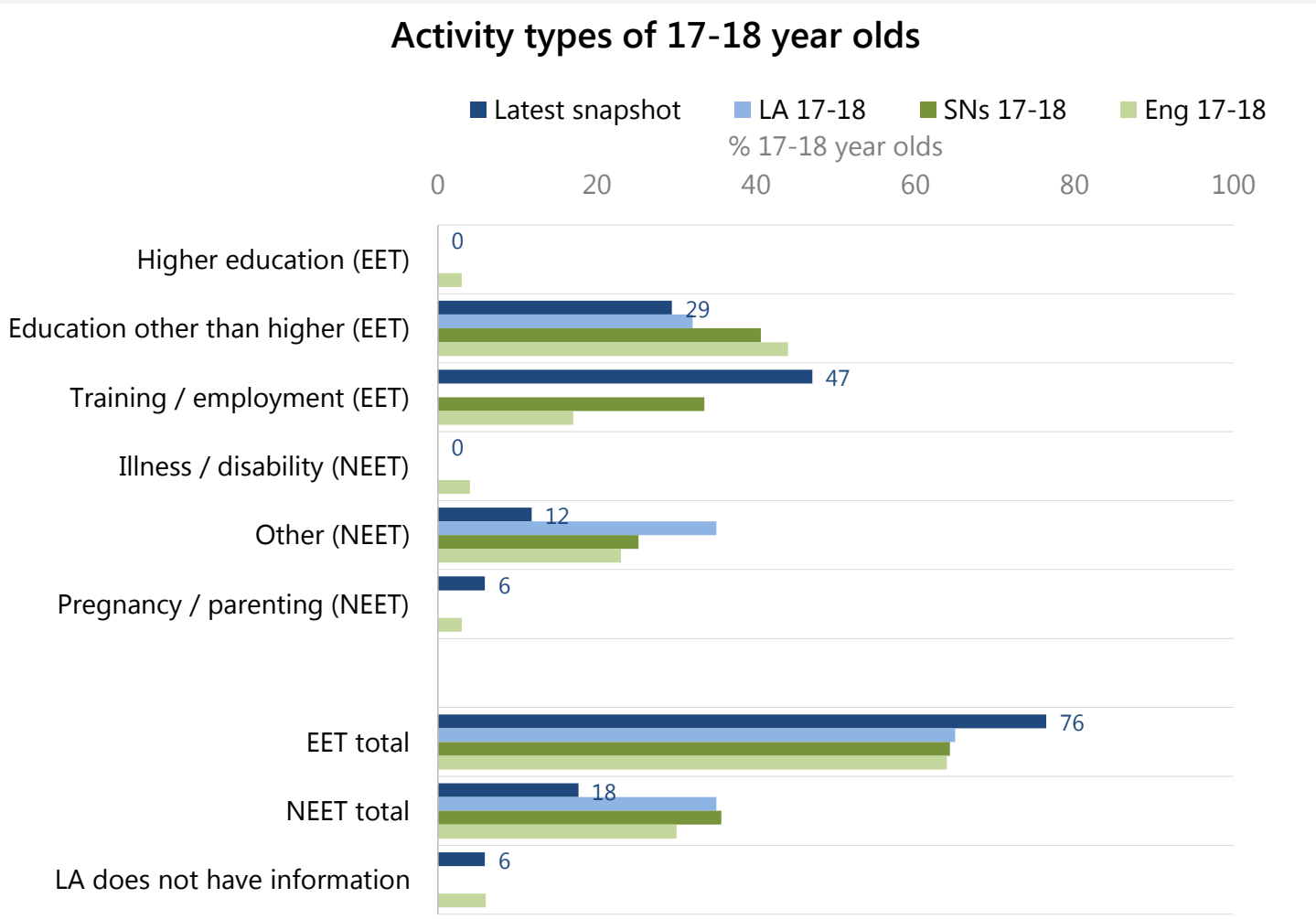
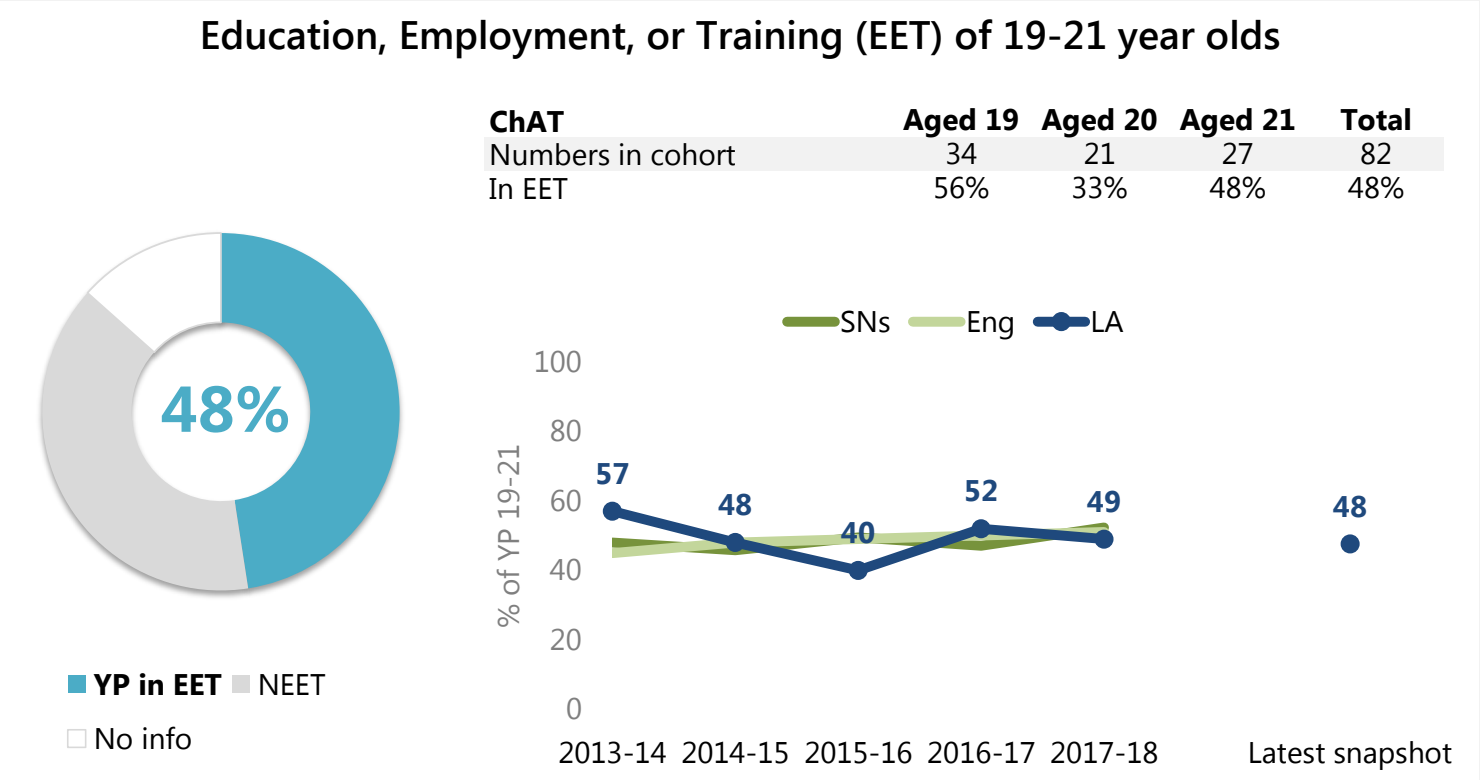
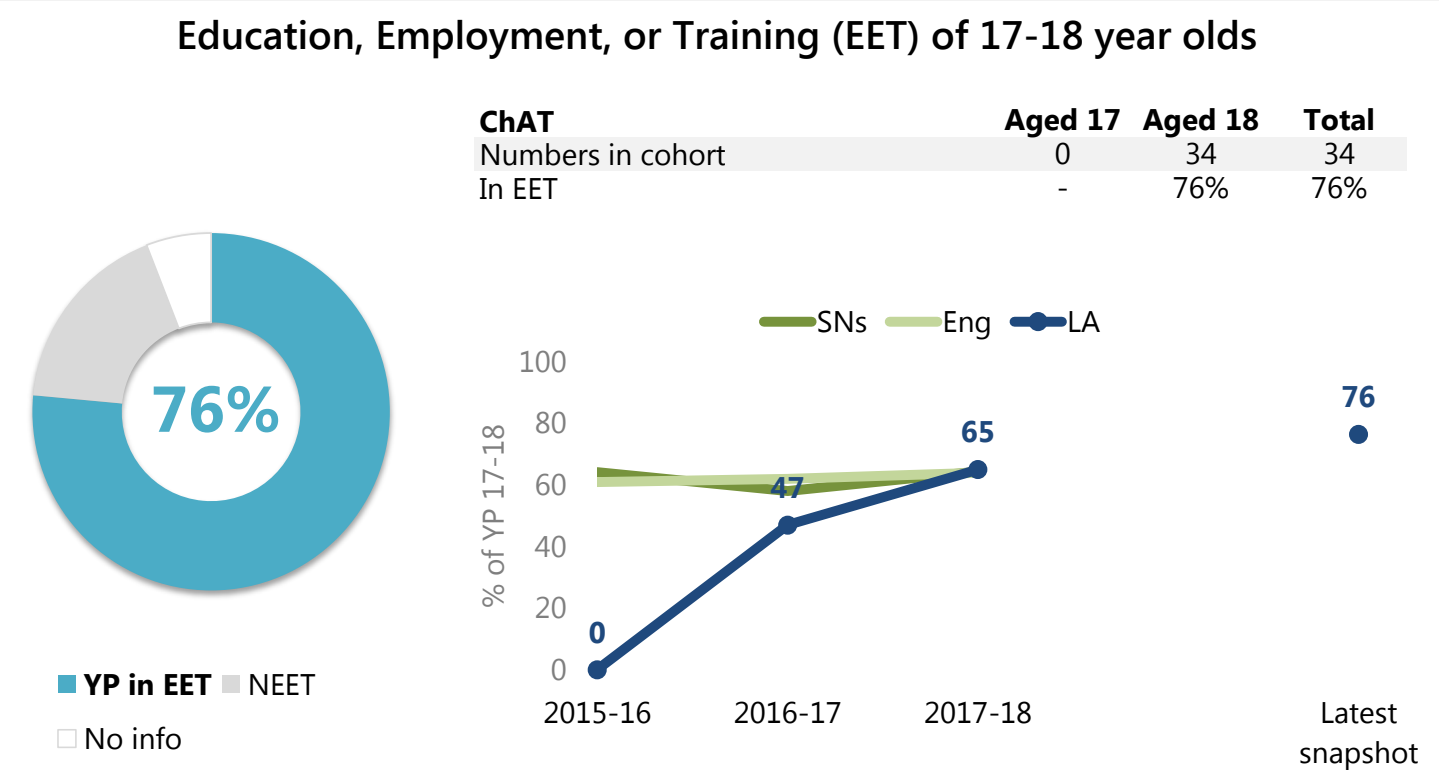


Accommodation types of 19-21 year olds



Care leavers activity (Education, Employment, or Training)

Snapshot 31/03/2019



Children adopted, waiting to be adopted, or had an adoption decision reversed in the last 12 months

from 01/04/2018
to 31/03/2019

26 children

12 Child/ren adopted last 12 months
7 Child/ren waiting to be adopted
(2 Child/ren waiting with placement order)
7 Child/ren with decision reversed

Ethnic background

White	92%
Mixed	0%
Asian or Asian British	0%
Black or black British	0%
Other ethnic group	0%
Not stated	8%
Not recorded	0%

See page 20 for comparisons

Age and gender

13 Males (50%) 13 Females (50%)

Age	Males	Females
Age 0	5	5
Age 5	3	3
Age 10	1	1
Age 15	0	0
Age 20+	0	0

0 children (0%) with a disability

Of the 89 children who ceased to be looked after in the last 12 months, 10 was/were adopted (11%)

Children ceased who were adopted

Age Group	SNs	Eng	LA
0-4	18	18	18
5-9	16	16	16
10-14	15	15	15
15-19	13	13	13
20+	9	9	11

Children aged 5-plus who were adopted

0%
0 of the 58 children aged 5-plus who ceased to be looked after in the last 12 months were adopted

Comparing 5-plus adoptions

LA last 12 months	0.0%
LA 2013-16 (3 yr average)	5.0%
SNs 2013-16 (3 yr average)	5.0%
Eng 2013-16 (3 yr average)	7.0%

Stage 1

Child entered care

Stage 2

Decision that child should be placed for adoption

Stage 3

Placement order granted

Stage 4

Matching child and prospective adopters

Stage 5

Placed for adoption

Stage 6

Adoption order granted

Timeliness of each stage of the adoption process

Average duration of each stage (number of days)

Stage	Average days	DfE target
Stage 1 to 2 (24 children)	169	426 days
Stage 2 to 3 (11 children)	23	
Stage 3 to 4 (10 children)	178	
Stage 4 to 5 (16 children)	11	
Stage 5 to 6 (12 children)	281	
Stage 1 to 5 (16 children)	418	

Range in days between shortest and longest cases at each stage

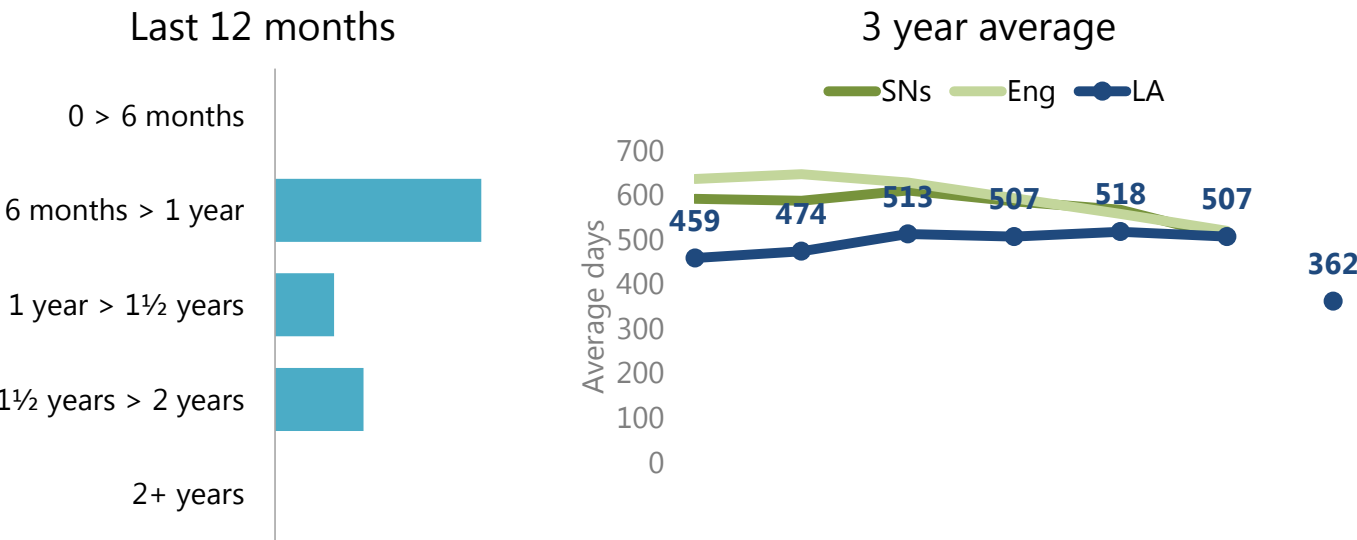
Stage	Shortest case	Longest case
Stage 1 to 2 (24 children)	42	371
Stage 2 to 3 (11 children)	51	51
Stage 3 to 4 (10 children)	88	422
Stage 4 to 5 (16 children)	05	05
Stage 5 to 6 (12 children)	128	479
Stage 1 to 5 (16 children)	230	939

Adoption benchmarking

from 01/04/2018
to 31/03/2019

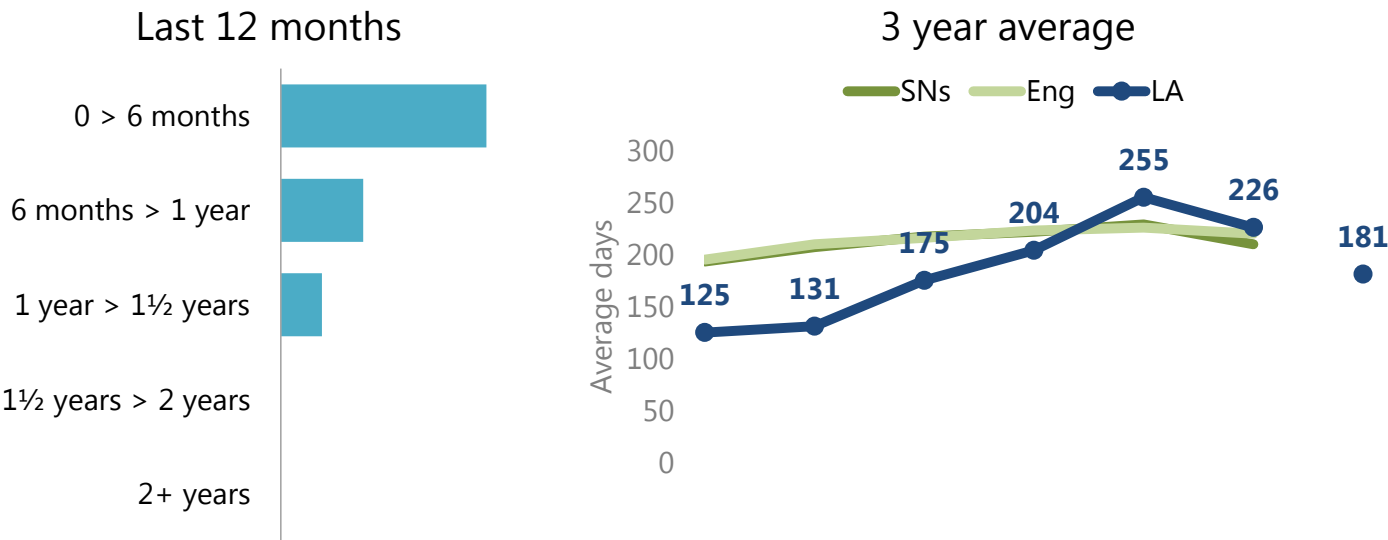
(A1) Time between entering care and placed with family for adopted children

362 days The average number of days from the date the child entered care to the date the child moved in with their adoptive family for adopted children
12 children



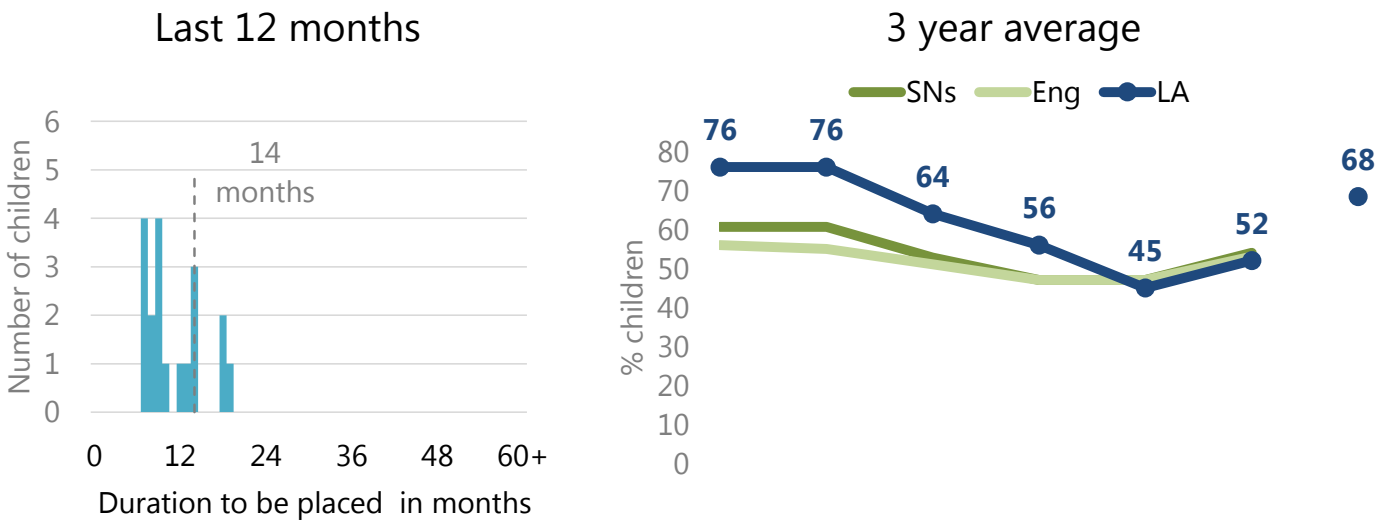
(A2) Time between placement order and deciding on a match

181 days The average number of days from the date of the placement order to the date the child was matched to prospective adopters
8 children



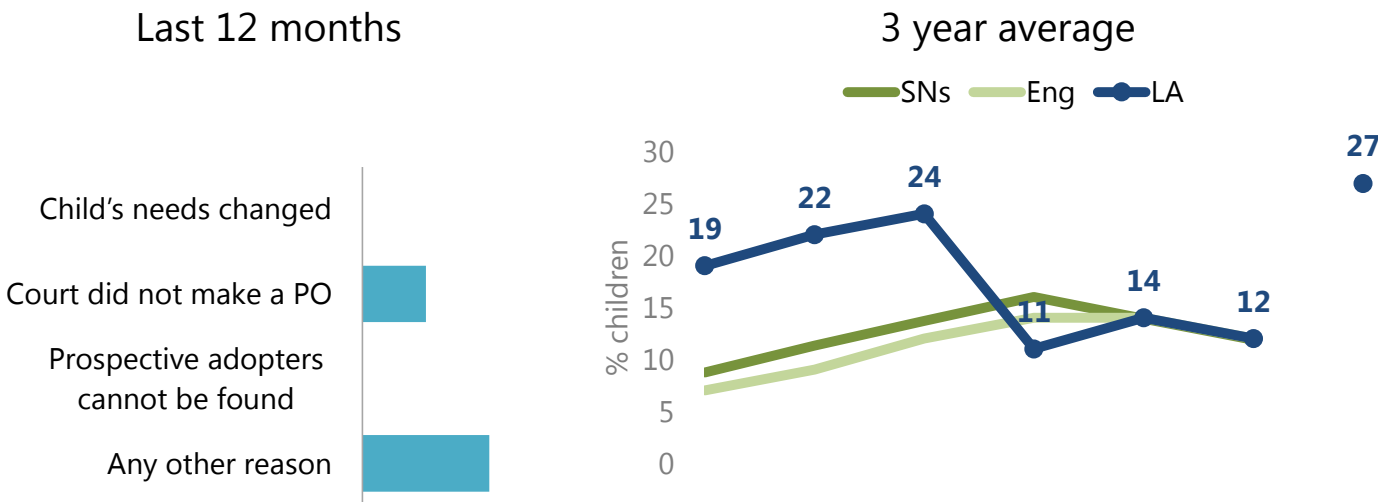
(A3) Time between entering care and placed for adoption

68% Children placed who waited less than the threshold between entering care and being placed for adoption (threshold: 14 months for 2013-16)
13/19 children



(A5) Permanence decision changed away from adoption

27% Children where there was a decision that the child should no longer be placed for adoption
7/26 children
Of the 7 Children - there were 3 x 2 Sibling Groups



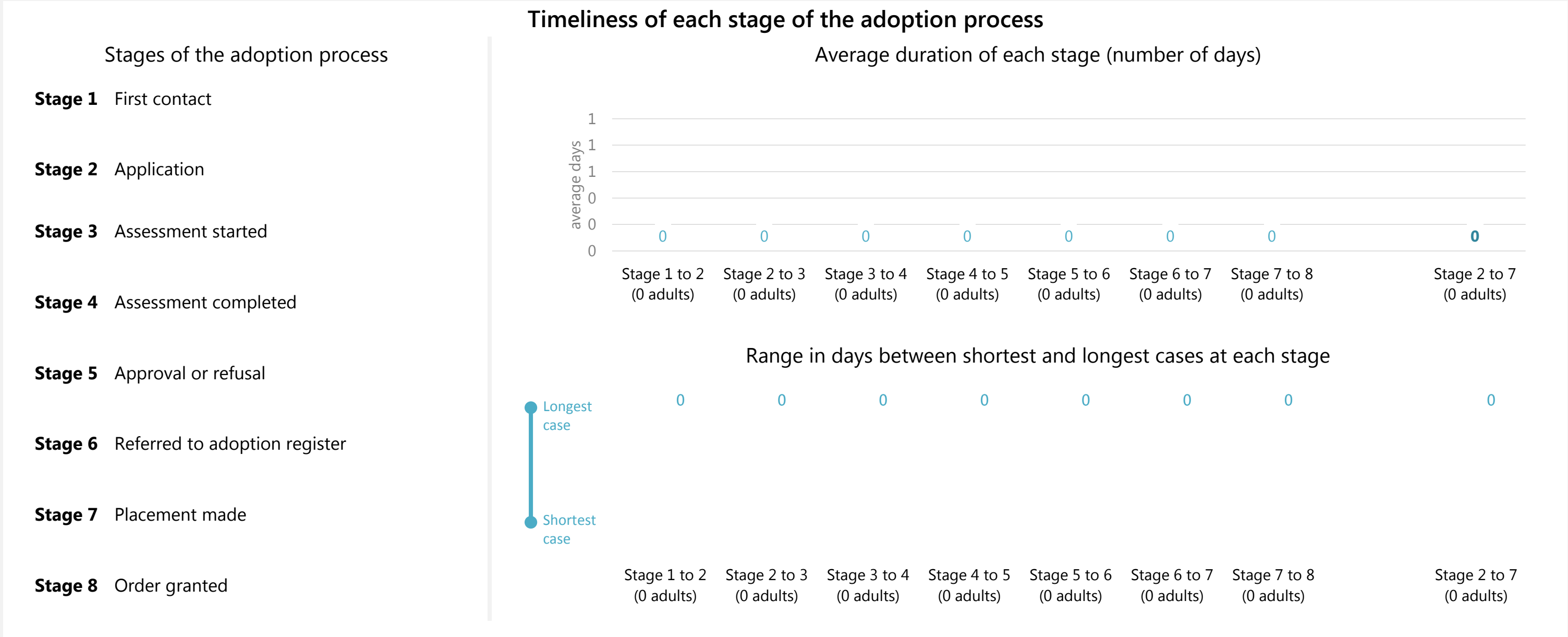
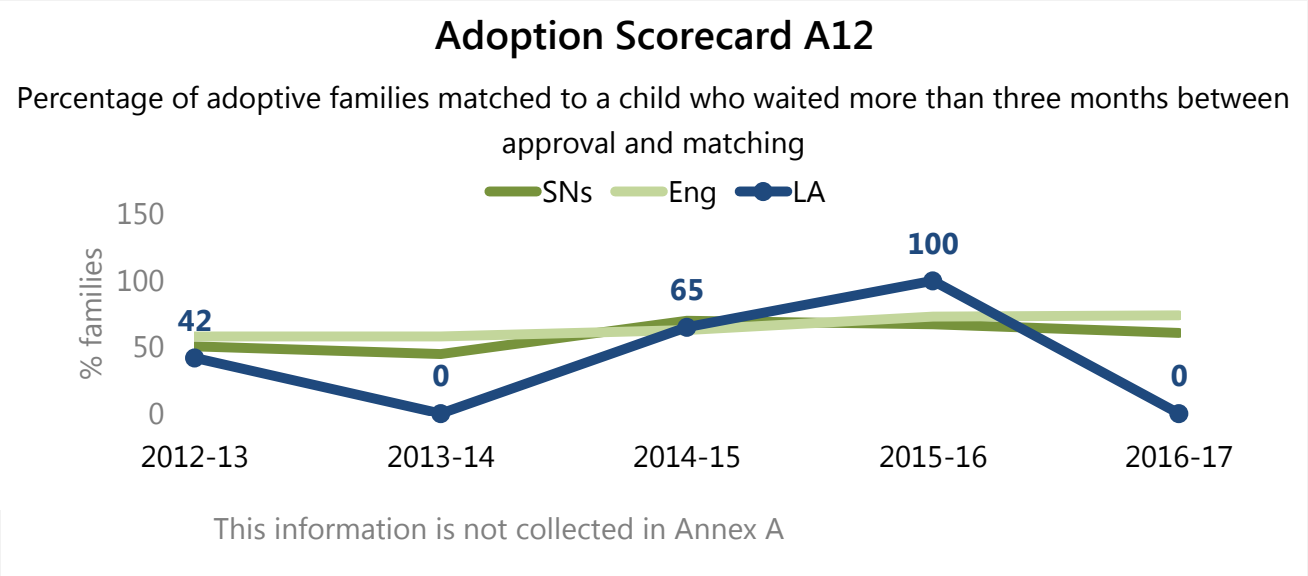
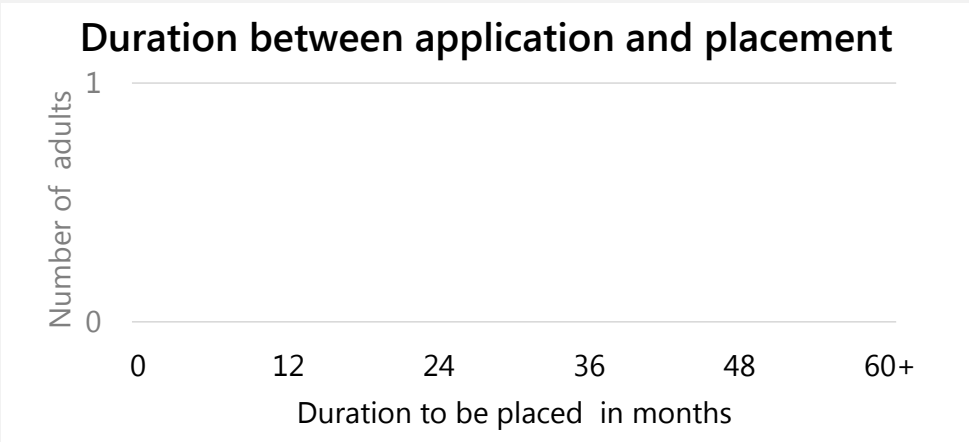
Adults who enquired or applied for adoption, or have had a child placed with them for adoption in the last 12 months

from 01/04/2018
to 31/03/2019

0 total individuals

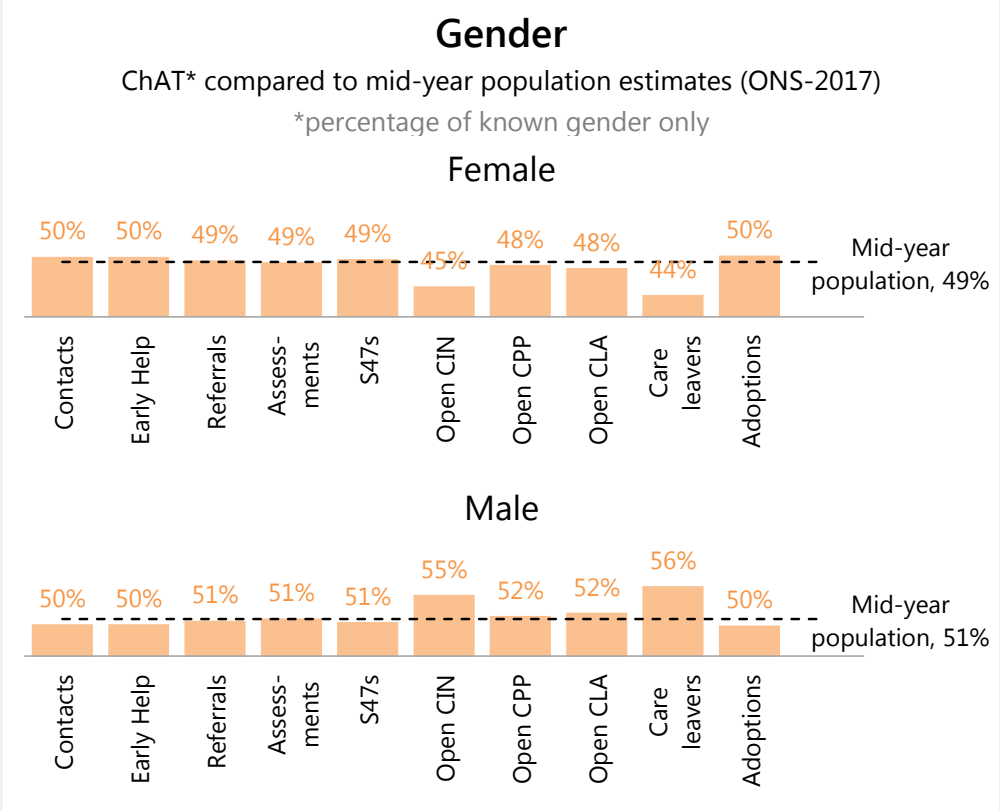
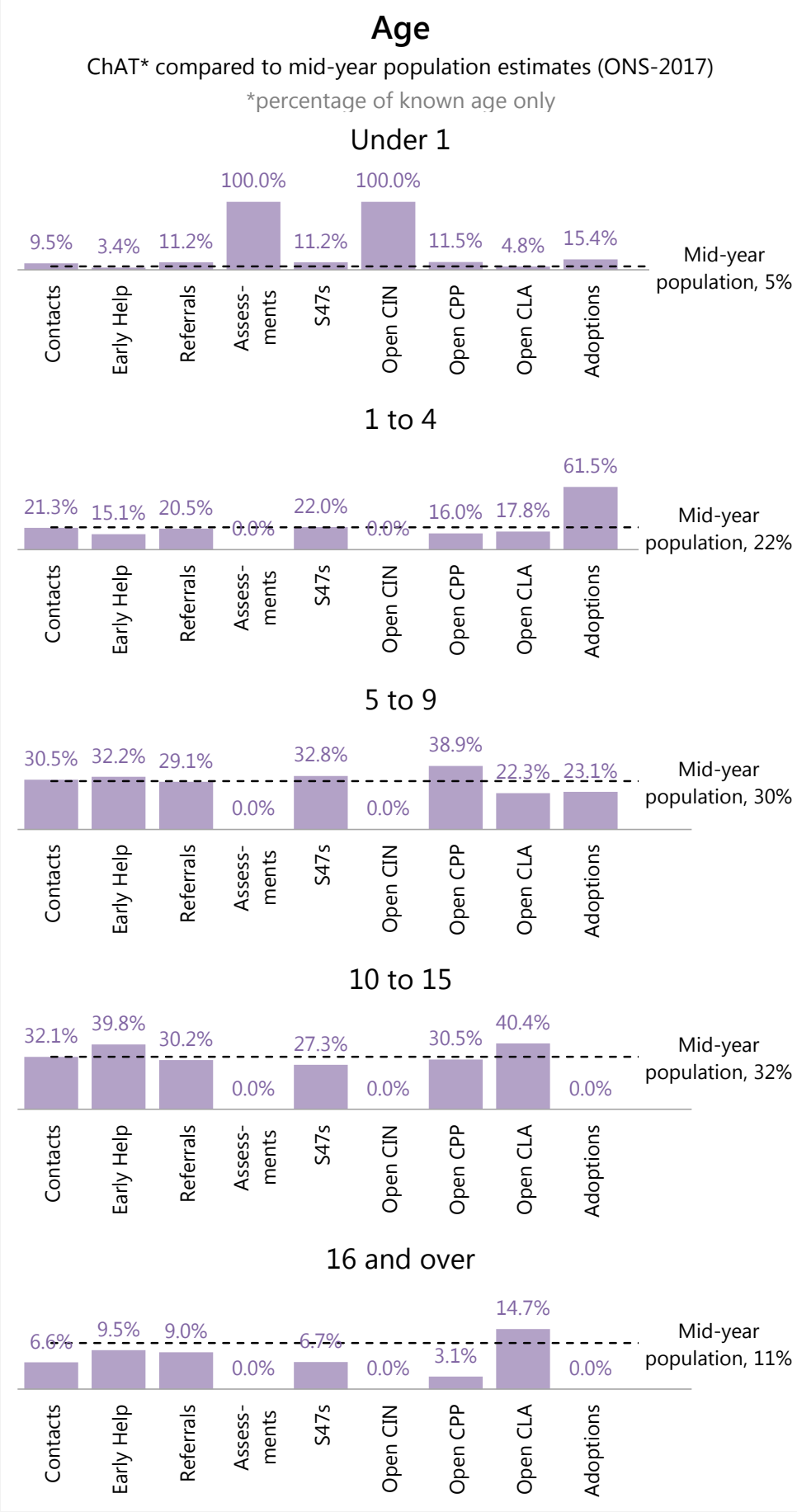
Types of individuals

Enquirer	0
Applicant	0
Adopter with placement	0
Adopter without placement	0
Other	0
Not recorded	0



Demographics of children across all areas of children's social care

Snapshot 31/03/2019



Comparing CLA demographics

CLA figures compared to published population statistics

	LA Latest snapshot			LA 2018			Eng 2018		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
White	94	95	lower -2%	93	95	lower -2%	75	75	no dif 0%
Mixed	1	1	lower -20%	x	1		9	6	higher 54%
Asian	2	2	lower -13%	x	2		5	11	lower -55%
Black	1	1	higher 102%	3	1	higher 491%	7	6	higher 22%
Other	1	1	higher 52%	x	1		3	2	higher 27%

	LA Latest snapshot			LA 2018			Eng 2018		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Under 1	5	5	lower -5%	8	5	higher 58%	6	6	higher 9%
1 to 4	18	22	lower -19%	14	22	lower -36%	13	23	lower -44%
5 to 9	22	30	lower -25%	23	30	lower -22%	19	29	lower -36%
10 to 15	40	32	higher 26%	39	32	higher 21%	39	32	higher 23%
16-plus	15	11	higher 30%	16	11	higher 42%	23	10	higher 122%

	LA Latest snapshot			LA 2018			Eng 2018		
	CLA	Pop	% difference	CLA	Pop	% difference	CLA	Pop	% difference
Male	52	51	higher 2%	57	51	higher 12%	56	51	higher 9%
Female	48	49	lower -2%	43	49	lower -12%	44	49	lower -10%

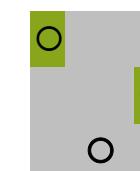
Comparisons of headline figures and performance data to published statistics

The table below shows the Local Authority's latest data for each indicator as calculated in ChAT, and the direction of travel since the latest published statistics (where available).

Decreasing, low is good
Increasing, high is good
No change, not RAG rated



Lowest 25% quartile, low is good
Highest 25% quartile, high is good
Mid 50% range, not RAG-rated



Indicator	Latest data (ChAT)			Latest published statistics for all local authorities					Date
	LA	Direction of travel		LA	SNs	Eng	LA compared to mid-50% range of all LAs		
Referrals received (annual rate per 10,000 of children)	582	Decrease	◀	614	644	553	In range	○	2017-18
Referrals to social care that were within 12 months of a previous referral (%)	8	Decrease	◀	16	18	22	Lower	○	2017-18
Assessments completed (annual rate per 10,000 of children)	724	Increase	▶	683	680	532	Higher	○	2017-18
Assessments completed within 45 working days (%)	73	Increase	▶	72	82	83	Lower	○	2017-18
Children subject to section 47 enquiries (annual rate per 10,000 of children)	217	Decrease	◀	287	242	167	Higher	○	2017-18
Children subject of an initial child protection conference (annual rate per 10,000 of children)	75	Decrease	◀	117	105	67	Higher	○	2017-18
Initial Child Protection Conferences held within 15 working days of the start of the section 47 enquiry (%)	93	Increase	▶	86	86	77	In range	○	2017-18
Children in need (snapshot rate per 10,000 children)	761	Increase	▶	681	478	341	Higher	○	2017-18
Children who are the subject of a child protection plan (snapshot rate per 10,000 children)	65	Decrease	◀	84	70	45	Higher	○	2017-18
Children who became the subject of a CP plan for a second or subsequent time (%)	21	Decrease	◀	26	17	20	Higher	○	2017-18
Children who ceased to be on a CP plan whose plan lasted 2 years or more (%)	6	Increase	▶	5	5	3	Higher	○	2017-18
Children who are looked after (snapshot rate per 10,000 children)	146	Increase	▶	139	110	64	Higher	○	2017-18
Children looked after who had a missing incident in the period (%)	12	Increase	▶	12	12	11	In range	○	2017-18
Children looked after who were away without authorisation in the period (%)	3	Decrease	◀	4	6	4	In range	○	2017-18
Children looked after who had their teeth checked by a dentist in the last 12 months (%)	74	Decrease	◀	80	93	84	Lower	○	2017-18
Children looked after who had their annual health assessment (%)	84	Decrease	◀	91	95	88	#N/A		2017-18
Children who ceased to be looked after in the period who were adopted (%)	11	Increase	▶	9	19	13	In range	○	2017-18
Children who ceased to be looked after in the period due to a Special Guardianship Order (%)	19	-	↑ ↑	-	17	11	Higher	○	2017-18
Children leaving care over the age of 16 who remained looked after until their 18th birthday (%)	78	-	↑ ↑	-	-	74	Higher	○	2017-18
Care leavers aged 19-21 in suitable accommodation (%)	88	Decrease	◀	92	86	84	Higher	○	2017-18
Care leavers aged 19-21 in education, employment, or training (%)	48	Decrease	◀	49	52	51	In range	○	2017-18
A1 - Average time between entering care and moving in with family for children who were adopted (days)	362	Decrease	◀	507	506	520	In range	○	2014-17
A2 - Average time between LA receiving placement order and LA deciding on a match with family (days)	181	Decrease	◀	226	210	220	In range	○	2014-17

CHILDREN'S SERVICES COMMITTEE

9 July 2019



Report of: Director, Children and Joint Commissioning Services

Subject: FOSTERING ANNUAL REPORT 2018-2019 AND
STATEMENT OF PURPOSE MARCH 2019

1. TYPE OF DECISION/APPLICABLE CATEGORY

1.1 For information only.

2. PURPOSE OF REPORT

- 2.1 The purpose of this report is to provide Children Service's Committee with information relating to the activity of the Fostering Service for the year 2018/19. The provision of foster care is a regulated activity and as such there is a requirement to provide the executive side of the Council with performance information on a regular basis and also annually.
- 2.2 This report is also to present to Children's Services Committee the Statement of Purpose for this service.

3. BACKGROUND

- 3.1 The work of the Fostering Service is subject to National Minimum Standards applicable to the provision of Foster Care for our children in care and care leavers. The National Minimum Standards, together with Fostering Services (England) Regulations 2011 and the Children Act 1989 Guidance and Regulations Volume 2: Care Planning, Placement and Case Review, form the basis of the regulatory framework under the Care Standards Act 2000 for the conduct of Fostering Agencies.
- 3.2 The report provides details of the staffing arrangements in the service, training received by both staff and foster carers, and the constitution of the Fostering and Adoption Panel which was in place until May 2018. The Panel then converted to the Fostering Panel with the creation of Adoption Tees Valley when the adoption functions of the local authority moved to the new arrangements. The report also explains activity in relation to the recruitment,

preparation and assessment of prospective foster carers and the progress in relation to the priorities set out in the Fostering Annual Report 2017/18 attached at **Appendix 1**.

3.3 The Fostering Services Minimum Standard 25.7 requires Fostering Services to ensure the executive side of the Local Authority:

- Receives a written report on the management, outcomes and financial state of the agency once every 3 months;
- Monitors the management and outcomes of the service in order to satisfy themselves that the agency is effective and achieving good outcomes for children;
- Satisfies themselves that the agency is complying with the conditions of the registration.

4. PROPOSALS

4.1 The Fostering Service Annual Report provides details of the service's full activity in respect of the following:

- The team;
- An explanation regarding governance and oversight of Hartlepool's fostering service and Hartlepool's fostering panel activity over the year;
- An understanding around how placements are made and our success around stability;
- Information about our recruitment drive to encourage new foster carers to come to Hartlepool, the places where we advertise for new carers and the successes and issues we face;
- Information about how we reward our carers and how we recognise their contribution to a child's life;
- Information about Hartlepool's training programme for foster carers;
- Information relating to support and services Hartlepool foster carers can expect from the fostering service after they have been approved;
- Our priorities for 2019-2020; and
- The voice of Hartlepool foster carers

4.2 It is a requirement of the Fostering Services (England) Regulations 2011 and National Minimum Standards for Fostering Services that each fostering agency produces a Statement of Purpose, outlining its aims and objectives, a description of the services and facilities that are provided, how the service is managed and its fitness to provide fostering services. The Statement of Purpose for Hartlepool's Fostering Service is attached at **Appendix 2** to this report.

5. RISK IMPLICATIONS

- 5.1 The fostering service needs to adhere to the Statement of Purpose and provide the executive side of the council information relating to the fostering service on a quarterly basis.

6. FINANCIAL CONSIDERATIONS

- 6.1 There are no financial implications arising from this report. The Fostering Service has a set budget to support the year's activity. This also supports the recruitment of potential carers.

7. LEGAL CONSIDERATIONS

- 7.1 There are no legal considerations arising from this report. The Fostering Team and Service adhere to the National Minimum Standards, Fostering Services (England) Regulations 2011, and the Care Standards Act 2000 for the conduct of Fostering Agencies. The Fostering Service is inspected by Ofsted as part of its Inspection of Local Authority Children's Services.

8. CONSULTATION

- 8.1 Foster carers are regularly consulted and their views and comments are reflected in the Annual Report. Foster carers are subject to reviews by an independent reviewing officer. As part of this process children and young people, and their social worker, provide feedback in terms of practice in the foster home.

9. CHILD AND FAMILY POVERTY (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 9.1 There are no child and family poverty implications arising from this report.

10. EQUALITY AND DIVERSITY CONSIDERATIONS (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 10.1 The Fostering Service practises in a sensitive and responsive way towards foster carers. The Fostering Service works with carers from any ethnicity, faith or belief, gender, identity, language, race and sexual orientation. This is detailed within the Statement of Purpose.

11. STAFF CONSIDERATIONS

- 11.1 There are no staff implications arising from this report.

12. ASSET MANAGEMENT CONSIDERATIONS

- 12.1 There are no asset management considerations arising from this report

13. RECOMMENDATIONS

- 13.1 Children's Services Committee is asked to note the report in relation to the work of the Fostering Service in the annual report for 2018/19.
- 13.2 Children's Services Committee is asked to note the Statement of Purpose.

14. REASONS FOR RECOMMENDATIONS

- 14.1 The Fostering Service is required to fulfill its statutory responsibilities to children in care by the local authority and provide regular reports to the Children Services Committee to enable the Committee to satisfy themselves that the agency is complying with the conditions of the registration.
- 14.2 Children's Services Committee has an important role in the scrutiny of activities of the Fostering Service to ensure that performance in this area is of good quality, caring and robust and relates to the statement of purpose.

15. BACKGROUND PAPERS

- 15.1 None

16. CONTACT OFFICERS

- 16.1 Karen Douglas-Weir, Head of Services for Children in Care and Care Leavers, karen.douglas-weir@hartlepool.gov.uk (01429) 405584 (Direct) / (01429) 405588 (Reception)



Contents

Foreword	3
Introduction	4
Team Structure	6
Governance and Oversight of Fostering	7
Preparation for Placement	9
Recruitment	15
Foster Carer Retention	19
Training	21
Post Approval Support and Participation	23
Priorities for 2018-2019	26
The Views of Hartlepool Foster Carers	27

Foreword

I am delighted to introduce the Annual Report of the Hartlepool Borough Council Fostering Service. Fostering children is the cornerstone of our services for children and young people looked after and the Council and our children looked after could not achieve what we do without the dedication, commitment and support of our foster carers. Fostering in Hartlepool is a real success story; our recent successful recruitment campaign has resulted in us expanding the number and range of placements, providing placement choice for placing Social Workers and also enabling us to continue to provide high quality foster care placements that enable children and young people to remain within their home town. With over 80% of all our children and young people in foster care within the provision of the Local Authority.

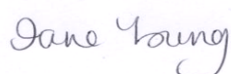
The Ofsted inspection of services for children which was undertaken in July 2018 considered our fostering service and commented as follows:

“The retention of foster carer’s is extremely good. Foster carers are well trained and supported. There is a strong focus on family finding and placement matching has been maintained. Family placement social workers are proactive and tenacious. They work effectively with social worker teams to identify children early who may need a placement. This is resulting in children being matched with permanent carers quickly.

We continue to strive to ensure that every looked after child in Hartlepool experiences high quality care and stable relationships, is nurtured and grows up with a sense of identity and belonging. This is our absolute priority and one which underpins all our work with children.

The stability of care placements is key to children and young people achieving positive outcomes and our last year’s performance stability remained high, over 80% of our children and young people experiencing stability in their placement which is consistent over the last years. This ensures that our children have stable foster homes from which to achieve their dreams, aspirations and goals.

I look forward to another successful year and would like to thank all our foster carers for the support, commitment and high quality of care they offer to our children and young people.



Jane Young

Introduction

The annual report of the Fostering Service for Hartlepool Borough Council (HBC) provides information about the activity of and outcomes achieved by the service during 2018/19. The report will reflect on the work of the team and service provided, identify changes that have taken place within the service and detail the statistical information in respect of the Fostering Service from 1 April 2018 to 31 March 2019. Finally the report will set out priorities for service development during 2019/2020.

The Fostering Services National Minimum Standards 2011 places a requirement upon Local Authority Fostering Services to ensure that the Executive side of the Council receive 3 monthly reports on the management and outcomes of the service. This Annual Report provides a full review of the service and interim progress reports will be presented to Children's Services Committee on a quarterly basis throughout the coming financial year.

The aim of the fostering service is to recruit, train and support foster carers to provide high quality placements for the children of Hartlepool. This is achieved through the following objectives:

The Fostering team actively works in partnership with children, young people, their families and other stakeholders involved in promoting positive outcomes for children and young people looked after by Hartlepool Borough Council in order to deliver a high quality foster care service;

The Fostering team actively seeks to involve foster carers, children and young people looked after and children of foster carers in the development and continuous improvement of the service;

The Fostering team recruits, assess, trains, supervises and supports a suitable and diverse range of foster carers to provide quality care and placement choice for children and young people;

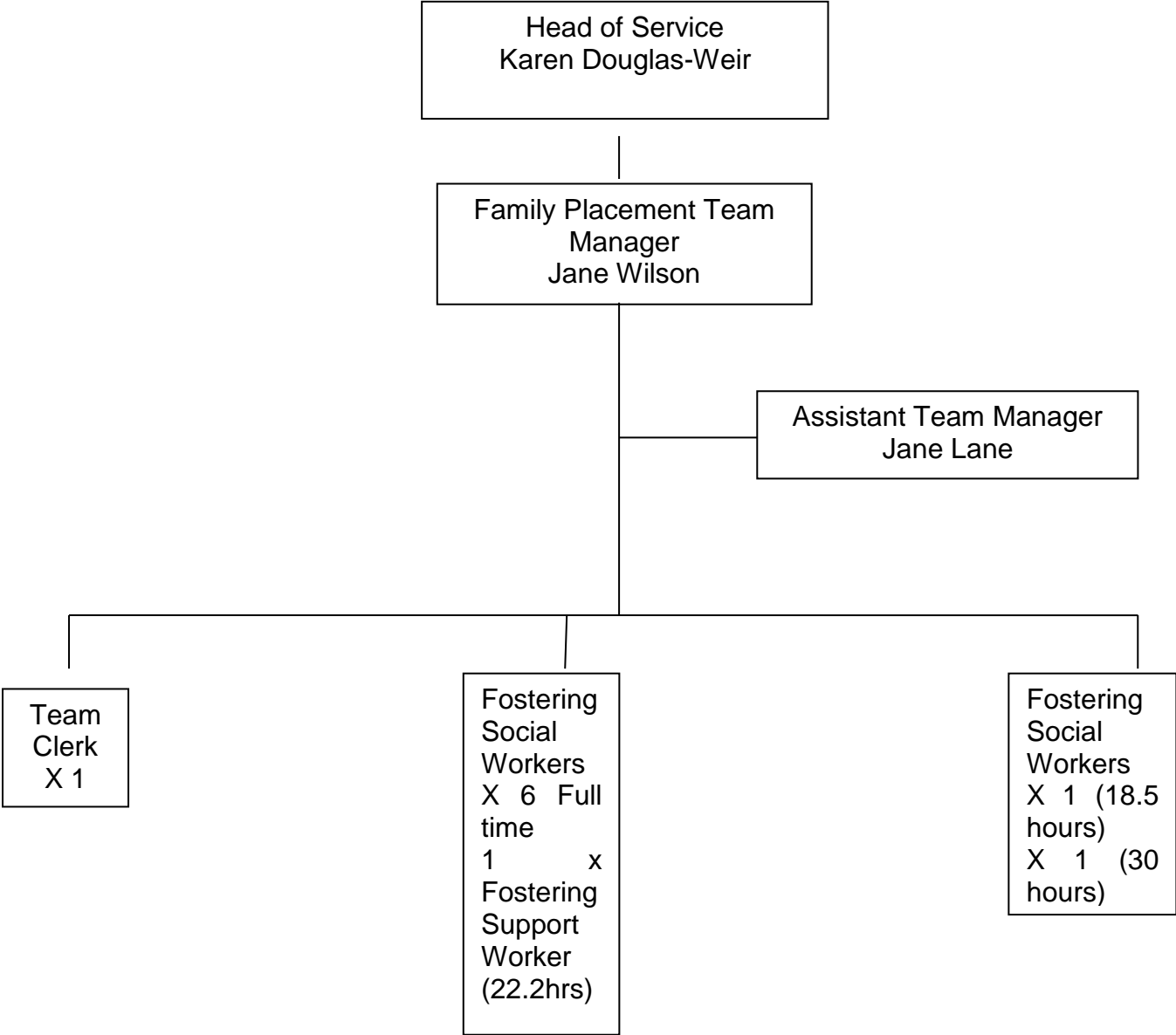
The Fostering team provides stable placements and continuity of care for children by ensuring that carers and children and young people who are cared for receive appropriate support, leading to good outcomes;

Ensuring that, wherever possible and appropriate, brothers and sisters will be accommodated together;

The individual child's needs/wishes and feelings are paramount and taken into consideration in relation to placements.

Fostering Team Structure

The following table provides information relating to the staffing structure of the Fostering Service:



Governance and Oversight

Ofsted undertook an inspection of Social Care Services (children's) from 23rd to 27th July 2018. The overall judgement from this inspection was 'Good' with 'Outstanding' for 'the experience and progress of children in care'. The key findings which relate to the Fostering Service are contained within the following excerpts from the Ofsted report;

'Placement stability is very good. There has been a strong and effective focus on providing children and young people with long-term stability during childhood and beyond. The vast majority of children and young people live in foster care within the town or close by. A very small number of children live in residential homes, all of which have been judged by Ofsted to be good or better. Most children under 16 years have lived in the same placement for more than two and a half years. The number of children placed at a distance is very low. If children and young people need to be placed at a distance, this decision is subject to robust scrutiny by senior managers. High priority is given to visiting these children. Social workers go to great lengths to maintain meaningful contact with children. Great care is taken to ensure that their health and educational needs can be met before placements are made.'

'The retention of foster carers is extremely good. Foster carers are very well trained and supported. Despite some recent workforce changes in the family placements team, a strong focus on family finding and placement matching has been maintained. Family placement social workers are proactive and tenacious. They work effectively with social work teams to identify children early who may need a placement. This is resulting in children being matched with permanent carers quickly. Children and young people are well prepared when a match is identified. The strong and trusting relationships they have with their social workers provide emotional security when it is needed most. This is contributing to children developing a sense of belonging and it promotes placement stability'

The Fostering Regulations and National Minimum Standards 2011 set out the expectations in relation to the management, performance and governance of a fostering service.

Hartlepool Borough Council has established an appropriately constituted Fostering Panel which, in accordance with the Regulations, is chaired by an Independent Person and has established a 'central list' of persons who have the appropriate qualifications and/or experience to consider the cases submitted to the Panel for ratification.

This central list includes the Independent Chair, Vice Chair, seven Agency Social Workers, an Elected Member, four Independent Members, who are all either foster carers or adopters for Hartlepool or other Local Authorities. The Panel also receives advice from the Local Authority Legal Advisor, Medical Advisor and Panel Advisor. The Assistant Director of Children's Services, is the Fostering Agency Decision Maker, and as such, makes the final decision in relation to foster carer approval, Connected Person's approval, children's best interest decisions and matches. The agency decision maker is robust in their quality assurance and decision making, ensuring that the best interest of children is always at the heart of everything we do.

From 1st April 2018 to 31st March 2019, Panel has met nineteen times. The panel made the following recommendations to the Agency Decision Maker on the following fostering matters:

- For twenty eight children there was a recommendation to agree a plan for long term fostering for a child looked after
- The matches of fifteen children with a long term foster carer were recommended
- Nineteen, foster cares have been approved , eleven of these are connected carer households
- Twenty one foster care reviews
- Nine Foster Carer and five Connected Care Persons Resignations

The table below highlights Fostering Panel activity for 2017/2018 then 2018/2019:

Year	2017/2018	2018/2019
Recommendation to agree a plan for long term fostering for a child looked after	40	28
Matches considered by the Panel	8	15
Recommendations for approval of prospective Foster Carers	5	8
Recommendations for approval of connected person Foster Carers	18	11
The Fostering Panel considered and	15	21

endorsed the recommendations of Foster Carer Reviews		
Resignation of Foster Carers	7	9 and 5 connected carers
Panel met	23	19

Preparation for Placement

The Fostering Service operates a duty system for responding to placement requests. Supervising Social Workers will liaise with the Social Worker to ensure that there is a thorough understanding of the child's needs so that they are able to match him/her to the most suitable carer.

It is our procedure that children and young people requiring permanent placements are matched at panel prior to introductions taking place. For children and young people already in a placement and where a request is made for this placement to become permanent, the foster carers are considered within the family finding process. A thorough assessment of their suitability to meet the long term needs of the child/young person is undertaken and presented to panel.

A thorough matching process is undertaken prior to placements being made and where time allows, a placement planning meeting is held prior to the child being placed, involving foster carers and the child's parent/s.

In some instances it is necessary for a child to be placed at short notice to safeguard and promote their welfare. On these occasions a planning meeting is held as soon as is practically possible following the placement.

The team takes into account the assessed needs of the child and their (and his/her family's) wishes, and wherever possible maintains sisters and brothers together in the same placement.

The service benefits from a 'family finder' role; that person becomes involved with children who have a plan for permanence through long term fostering at the earliest opportunity. The family finder identifies appropriate matches for the children, looking firstly at internal provision before exploring matches with independent fostering providers. Hartlepool continues to provide good placement choice and stability with our foster carers, with the majority of the

young people matched with foster carers in the period 2018/19 being matched with in-house foster carers.

The family finder also attends a monthly permanency tracker meeting. The function of this is to ensure all children's plans are carefully considered and the timescales are adhered to.

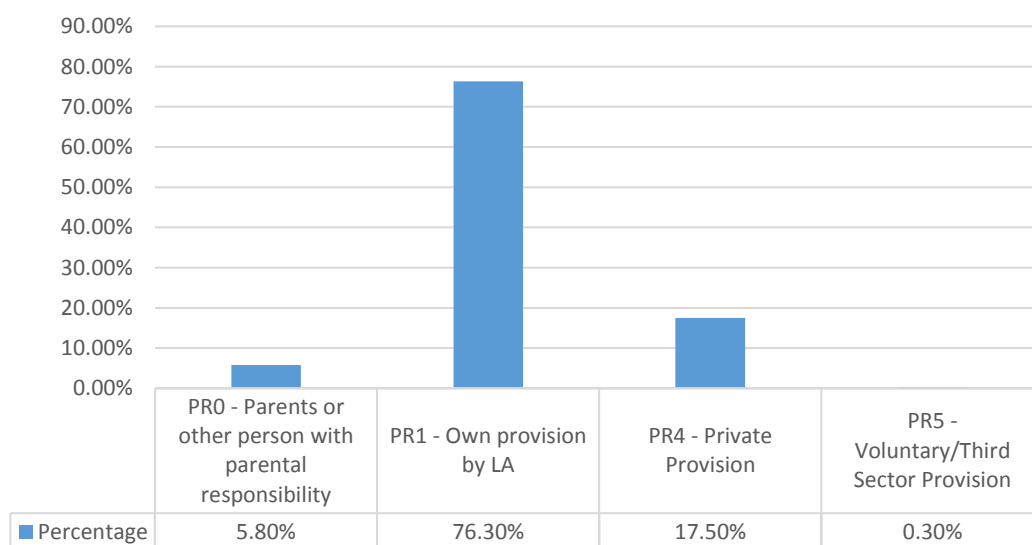
Profile of Children and Young People Cared for in Hartlepool

Number of children in Care (Rate per 10,000)



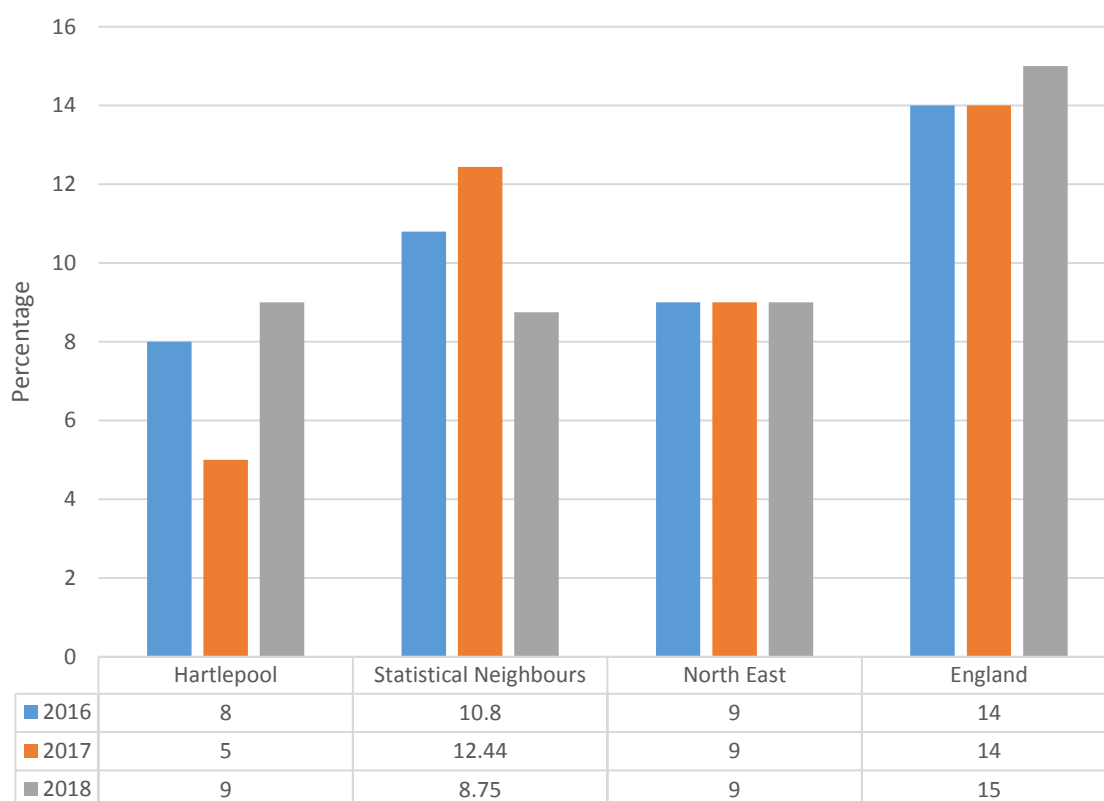
Hartlepool has one of the highest number of children in care per 10,000.

Placement Type and Provision



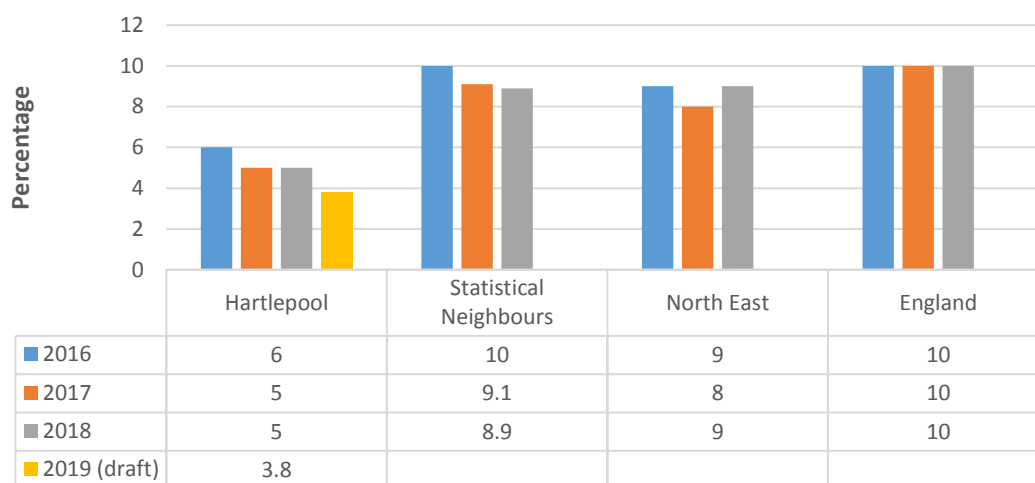
This demonstrates the high use of fostering placement, and 70% of children are living in in- house provision.

Percentage of children looked after as at 31 March, placed more than 20 miles from their homes, outside Local Authority boundary.



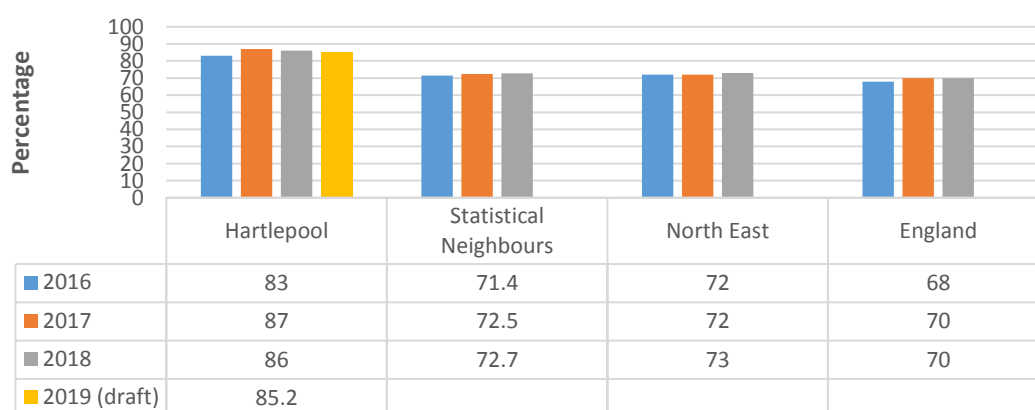
This shows the use of placements outside of Hartlepool is lower than our statistical neighbours and the England average.

Percentage of children as at 31 March with three or more placements during the year.

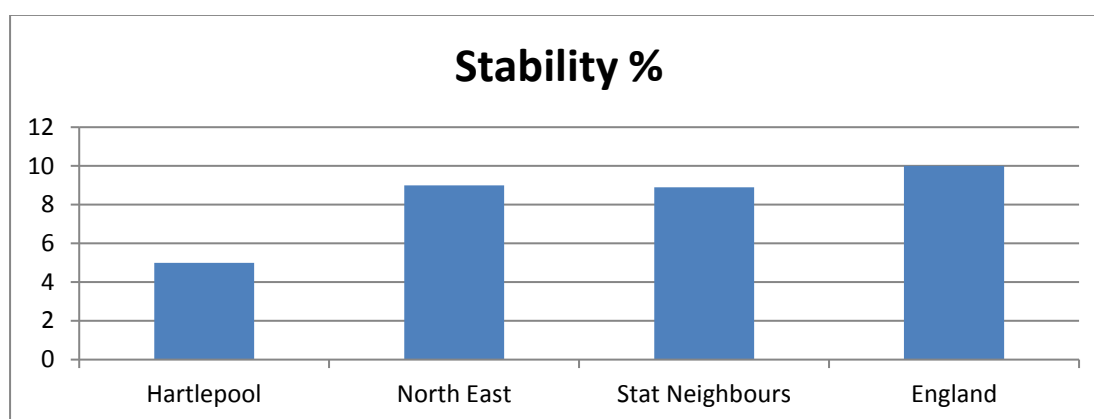


Hartlepool ranked 2 nationally

Percentage of looked after children in same placement for at least two years, or are placed for adoption and their adoption and their adoptive placement together with their previous placement, last for at least two years.



This table demonstrates good performance relating to placement stability for children and young people.



Despite the continued rise in the number of children becoming cared for in Hartlepool, our stability figures, for all cared for children, have remained good at 5% over the last two years, as compared with 9% (North East), 8.9% (Stat Neighbours) and 10% (England). As demand for placements increases, it is imperative that the pace of Foster Care recruitment is improved to ensure that the choice and range of potential families for our children is increased proportionately. This will enable us to continue making good 'matches' so that children and young people experience the safe, nurturing and predictable care which allows recovery from adverse childhood experiences. Such stability is crucial to them building the resilience necessary to become happy, fulfilled adults who make a positive contribution to their community.

Recruitment

The Fostering service has a recruitment strategy which uses a range of mediums to market the service to attract new foster carers. This activity takes place locally within Hartlepool and through collaboration regionally and within the Tees Valley on longer, more extensive campaigns.

The Fostering Team Manager attends a quarterly Regional Managers Meeting which shares good practice ideas and bench marking in relation to recruitment, training and key issues/ trends relating to , for example, demand around Connected Care Assessments and how this impacts upon recruitment of 'mainstream' Foster Carers. The aim of this forum is to create collaboration to improve service delivery, for example reciprocal arrangements for applicants attending Skills to Foster training and sharing the cost of staff training when a specialist training topic is commissioned.

In 2018 Hartlepool reviewed the recruitment strategy. The fostering team and public relations have worked closely to review the fostering content and material which is to appeal to potential Foster Carers for children of all ages.

This saw the creation of a new rebrand and logo, the Hartlepool residents voted on this through various means, this supported the team spreading the word but also encouraged the community to get involved. The rebranding, posters are placed around the council, in bus shelters and the hope is for this to be on buses which drive around the area. During initial visits and the Skills to Foster Training sessions, Social Workers are encouraging enquirers/applicants to consider caring for older children and groups of sisters and brothers, which remains an area of need, both locally and regionally.

Local recruitment activity within the last 12 months has consisted of;

- Articles in Hartbeat magazine
- Bus shelter advertising
- A radio interview involving an experienced Foster Carer
- A town wide leaflet drop which went out with Council Tax letters
- Posters in all council buildings and in key venues across the town - GP surgeries, libraries, community centres, schools, Foster Carer's windows
- Designed and produced 'pop up' banners
- Designed and produced roadside banners
- Plans for wraparound article in Hartlepool Mail
- Plans for advertising on Hartlepool School buses

The following is the new logo - on the poster this includes the Fostering Team's telephone number.



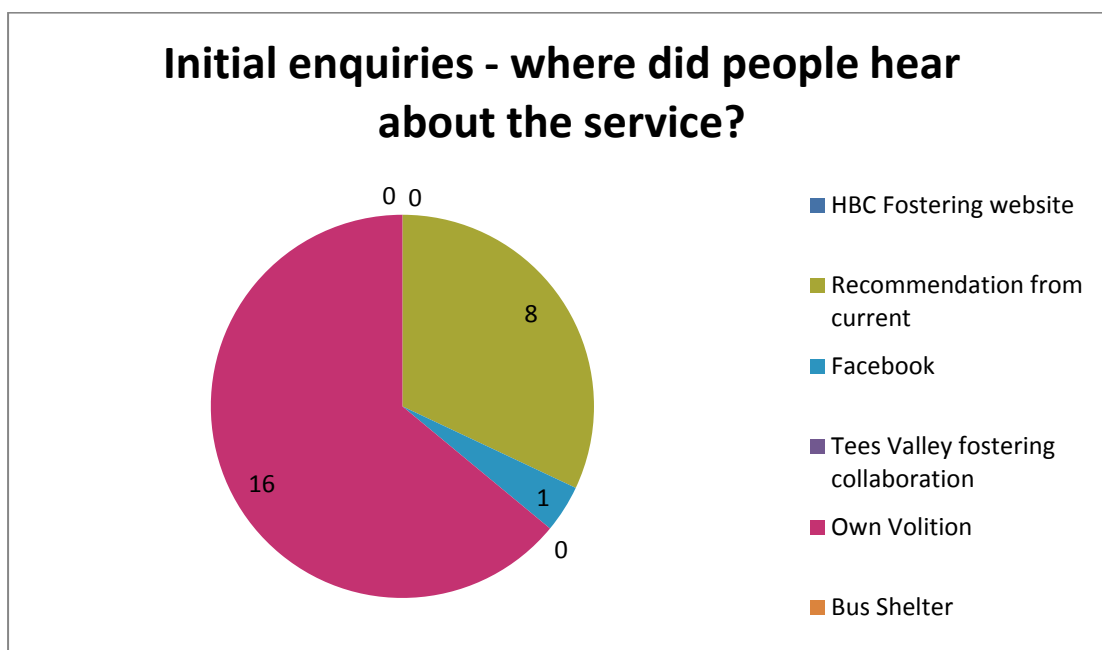
A significant challenge each year is the recruitment of new foster carers to offset the foster carers who retire from the service and to increase placement availability and choice. In 2018/19 the fostering service accepted the resignation of 14 Foster Carers (9 'mainstream' and 5 Connected Carers) and approved 8 new Foster Carers and 11 Connected Care Foster Carers.

Throughout 2018/19 there has been a continued increase in the number of children becoming cared for and the fostering service has strived to meet need using Hartlepool's own Foster Care provision.

There were 6 Foster placements available as of the 31st March 2019, there were specific matching considerations in respect of children already in placement, and in some cases limitations as to the carer's placement approval, which can prevent a placement being a suitable match for a child.

The table below details Foster Care capacity as at 31 March 2019

Number of foster carers	151 (of whom 42 are connected carers)
Number of placements available	164 (excludes connected placements)
How many children in placement?	187 (of which 44 are placed in connected care placement) 11 Young people in Staying Put placements
How many vacancies?	6
How many not able to use/on hold?	4



The table below details the recruitment activity for 2018/19

Initial enquiries - where did people hear about the service?	<p>28 Initial enquiries</p> <p>Where stipulated:</p> <p>HBC Fostering website - 0</p> <p>Recommendation from current carers - 8</p> <p>Tees Valley fostering collaboration - 0</p> <p>Hartbeat - 0</p> <p>Facebook - 1</p> <p>Own Volition - 16</p> <p>Bus Shelter – 0</p> <p>Team's Learning from the above is that enquirers are asked more specific questions relating to the trigger which prompted their call</p>
Information pack sent out	28 packs sent out
Initial visits - How many proceeded?	<p>24 home visits completed</p> <p>13 proceeded to the Skills to Foster Training</p>
Preparation Groups held:	<p>15th/16th and 17th May 2018 - 5 applicants 2 proceeded</p> <p>14th and 15th August 2018 – 4 applicants 1 proceeded</p>

	<p>20th and 21st November 2018 - 7 applicants attended 5 proceeded</p> <p>5th and 6th February 2019 – 3 applicants attended 1 proceeded</p> <p>It is important to note that the conversion rate from enquiry to approval is very low at 10% as Fostering Network has highlighted in their benchmarking work. The Fostering Team follows up each family or individual who withdraws from the process to ensure that there is learning for the service and nothing more that could have been done to retain them as prospective carers.</p> <p>In this reporting year, each of the withdrawals is for a combination of; personal (family) reasons, gaining other employment and, a greater realisation of the enormity of the Fostering task.</p>
--	---

Hartlepool Borough Council recognises the invaluable contribution that Foster Carers make to Through care Service, and as such views Foster carer retention as a significant priority.

Foster carers are consulted on all aspects of the service and their views inform planning. A yearly consultation questionnaire is sent to all foster carers.

In 2018 the dedication of all Hartlepool Foster carers was again recognised at the annual Foster Carer celebration event which was attended by approximately 50 foster carers, Social Workers, The Mayor of Hartlepool, Councillors and the Assistant Director of Child & Adult Services. 10 foster carers received Special Recognition Awards after being nominated by the professionals they work with for making an exceptional contribution to the life of a child they have looked after over the last 12 months. The other awards were presented for long service - with 2 foster carers receiving 10 Year Service Awards.



The annual Fostering Christmas party was held at the Borough Hall in Hartlepool and was attended by over 150 children and their foster carers. Santa Claus made his annual appearance and the feedback for the event was excellent.

7.3 Appendix 1



Feedback from the foster carers;

- **“Thanks for a lovely party - kids really enjoyed it”**
- **“Thanks for a lovely party we all really enjoyed it and great to catch up with people”**
- **“Fantastic party thank you for putting this together enjoyed by all our family”**
- **The Fostering team also took 220 looked after children/young people and their fostering families to the pantomime, which was a fabulous night and enjoyed by all.**
- **“Fantastic night at the pantomime well done Hartlepool Placement Team”**
- **“Girls loved it, so did we”**
- **“What a fantastic night the kids absolutely love the pantomime thank you”.**
- **Kids loved the pantomime two very happy little ones”**

All of the Council's experienced foster carers have completed the DfE Training, Support and Development Standards for Foster Carers and new carers are working on the standards and on target for completion within required timescales.

Prior to approval, all prospective carers undertake a 3 day preparation course run by the team following the BAAF Skills to Foster Programme, approved foster carers play an important part of this training meeting with prospective carers and co-delivering aspects of the training. The Preparation Training is regularly reviewed to ensure that the material remains up to date, is relevant and reflects recent research. All foster carers undergo a full home study assessment which also assists them in preparing to become foster carers and to care for other people's children.

Post approval training includes access to all courses available to the children's workforce in Hartlepool and three mandatory training days for foster carers. In 2018/19 the bespoke training days covered:

- PACE Training
- Voice of the Child
- Mental Health Training for parents/carers
- Foster care conference – Inspirational speaker – care leaver / experienced person, PACE, mindfulness and attachment

The fostering team facilitates a bi-monthly support group for foster carers, this groups consists of informal discussion and support as well as the provision of information, guest speakers and an opportunity to offer peer support. These support groups take place on a morning or an evening. Within the last year topics have included advice relating to;

- Tax from the Fostering Network
- House Insurance and general enquires,
- Internet Safety mobile Apps,
- update guidance from Health Visiting services,
- Introduction to PACE and;
- The Importance of record keeping.

The Sons and Daughters group is a group specifically for the Children of Foster Carers. Its aim is to offer direct support to this important group of young people who are a crucial influence upon and support to the Fostering Service. The group offers a safe place for them to share any concerns or ideas in relation to being part of a Fostering Household. The children and young people also assist the children of new applicants to Foster in their journey, as a 'buddy'. The group is offered every school holiday. This alternates from activity based sessions in the community such as Clip and Climb at the Billingham Forum, Sambuka's lunch, Ice Skating and outdoor activities at Summerhill to working group session for participation/feedback to inform service delivery.

Foster carers have access to the Council Children's Services Practice Manual which is a resource for the whole children's workforce that provides information of policy, procedures and regulations and training and support materials.

Post Approval Support and Participation

The fostering service is located at Church Street where the following support and participation activities are available:

All foster carers have an allocated Supervising Social Worker and receive a monthly supervision and support visit. Supervising Social Workers also make two unannounced visits a year to foster carers, this undertaken by a different member of staff to the foster carers allocated Social Worker.

The Fostering team communicates regularly with carers; all carers have a council e-mail account whereby information can be securely sent and received between carers, the fostering team and the children's social workers.

The Fostering team also hosts a private facebook group for approved foster carers, to communicate with each other, share experiences, advice and knowledge with other foster carers. This has proved to be an excellent communication tool with foster carers, and 99 foster carers have signed up to the group.



The Department commissions services for Looked After children and Foster Carers from the Child and Adolescent Mental Health Service. Carers have access to support in relation to individual young people for whom they are caring and psychologists have attended support groups to discuss general issues and challenges relating to caring for children looked after.



The Fostering Team has a duty worker throughout the working week who is available to respond to any calls from carers. In addition to this, foster carers have access to the Emergency Duty Team, the commissioned out of hours service and an out of hours telephone support service provided by a Head of Service on a rota basis. Foster carers can contact the support phone line at any time.

Foster carers are represented on the Council's Corporate Parent Forum and participate fully in these meetings.

The Fostering Team encourages Foster Carers to share their views and expertise in relation to the Fostering task so that their voice directly influences service development. In February 2019 a Foster Care Survey was designed and distributed and the head line messages from carers have either already been responded to or have been included in the priority actions for 2019 – 2020. The focus of the survey was support, training and participation.

The Survey:

Survey Feedback



Training – key messages;

- **Prefer face to face training to e-learning**
 - Outlined training they would like to have
 - Notification of training – preferably by e-mail or an annual booklet
- **Support – key messages**
 - Can struggle to attend due to work commitments – need to vary times
- **Sons and Daughters Group**
 - Most carers said their children don't attend as they are now adults
 - Others asked for more information about the group
- **Improving Contact**
 - More via facebook with updates on training or events
 - More prompt communication in relation to the child in their care

Hartlepool Foster Carers Have Your Say



- Fostering handbook needs to be up dated.
- **Summary of key Issues raised by carers;**
 - Contacting social workers can be difficult via telephone
 - More clarity about expectations regarding contact with parents and delegated authority
- **Developing the Fostering Service**
 - Several carers said they would want to be involved in service improvement

The fostering service takes a lead role in ensuring that children, young people and carers have time to spend together and celebrate their achievements. We hold an annual Celebration Evening and Summer Barbeque for children and young people who are looked after. Foster carers are very supportive ensuring attendance and participation of children and young people.

- Recruit at least ten additional Foster Carers
- Engage approved Foster Carers in work to improve services and to increase the range and choice of Foster Carers
- Target recruitment to attract foster carers for older children and sibling groups and those with more challenging behaviours.
- Increase the number of Supported Lodgings Providers by at least 4.
- Extend the Skills to Foster preparation training programme to better reflect the 'Hartlepool Offer' to children, young people and Foster Carers ie presentations from Care Leavers, the Head of the Virtual School, CAMHS.
- Improve the range and accessibility of training and support for Foster Carers in line with the information carers shared with us in the Foster Care Survey completed in February 2019.
- To continue use of the family finding post to help early identification of (wherever possible) Hartlepool Carers to offer permanence to children and young people as early as possible
- To work with the Independent Reviewing Officer Service to improve the Foster Care reviewing process so children and young people have stable, secure and predictable care and outcomes are improved as a consequence.
- To continue to demonstrate how much Hartlepool values the role Foster Carers play in supporting its children.
- To use the feedback from consultation with Foster Carers to develop future priorities – for example, reinstating support groups across the year and at varying times to maximise attendance and provision of an annual training booklet.
- Review the provision of the 'Children who Foster' (sons and daughters group) for children of foster carers.
- To encourage carers who have the correct skills and experience to provide placements for older children and those who have complex needs.
- To continue to work collaboratively with the neighbouring authorities to share resources and expertise in foster carer recruitment.
- Review Special Guardianship Support offer to promote and encourage foster carers to apply for Special Guardianship Orders where it is in the best interests of the children for whom they are caring.
- Review the Foster Care Handbook and provide a specific area for this within the on line Policies and Procedures Manual

The Views of Hartlepool Foster Carers

Some quotes from Foster Carers, Social Workers and Young People

Why We Foster with Hartlepool

- **“We want to help children and families that are at a disadvantage compared to others.”**
- **“Apart from it being our own town we asked friends who were foster carers for Middlesbrough, Stockton and Redcar and all said Hartlepool was better. National statistics at the time we started with you showed Hartlepool was one of the best in the country.”**
- **“To help make a difference to our children of our town great support of our supervising social workers.”**
- **“Fostering isn’t a job in the usual sense. It’s tough, it’s constant, it’s emotional – but it’s one of the most rewarding things I’ve ever done. Seeing a child smile, being happy and feeling safe.”**
- **“We wanted to foster locally as we wanted to give back to our own community and we know that sometimes more difficult to place young people are offered through private agencies. We also like that all support services are local and easily accessed it’s easy to nip to the office for a form etc. and contacts, presentation evenings and training are local and easy to get to.”**
- **“We chose Hartlepool as we wanted to give something back! Hartlepool was the obvious choice for us ... and boy, are we glad we did it!”**

What Does Hartlepool Fostering Team Do Well?

- **“Always someone at the end of the phone”**
- **“Training and support for foster carers”**

- **“Excellent events and opportunities for us to get together with other carers”**
- **“Someone always there to try and help and not just during working hours either”**
- **“Support we get both emotional and academic. The speed of placements. The ability to find forever homes, even for the most challenging of children.”**
- **“Support, advice and easy to talk to”**
- **“Good listeners, support and training.”**
- **“Support at weekends from your own social worker.”**
- **“As relatively new carers I have to say the support we have received with our first placement has been fantastic! I think you all do a fabulous job ... keep it up!”**

What Could the Hartlepool Fostering Team Do Better?

- **“Improve communication between foster carers and other professionals.”**
- **“Better understanding of how emotionally attached we and our families do become, it’s more than a job, it’s our life.”**
- **“These kids come into our homes as part of our family and sometimes we just need listening to.”**
- **“Communication, and professionals to realise we have a family and other commitments other than the child in place.”**
- **“More appropriate training, especially on unaccompanied young people.”**



WE CARE ABOUT OUR CHILDREN, YOU COULD TOO

**HARTLEPOOL BOROUGH COUNCIL
FOSTERING SERVICE**

STATEMENT OF PURPOSE

This Statement of Purpose was initially approved by the Elected Members of Hartlepool Borough Council on 29 September 2003.

It was signed on behalf of the Elected Members by the Portfolio Holder for Children's Services.

This Statement of Purpose was reviewed and up dated in March 2019 and is to be approved by the Elected Members of Hartlepool Borough Council.

The Statement of Purpose will be reviewed and revised as appropriate by the Team Manager of the Fostering Service no later than April 2020.

Contents

Introduction	4
Aims, Objectives Principles & Legalisation Framework For Standards of Care	5
The Service Provided	10
Management Structure	14
Specific Services Information	15
Safeguarding, Complaints & Allegations	16
Procedures and Processes for Recruiting, Approving, Training, Supporting and Reviewing Carers	20
Appendix 1: Relevant Legislation, Regulation and Standard	28
Appexdix 2: Numbers, Relevant Qualifications and Experience of Staff	30

Introduction

It is a requirement of the Fostering Services England Regulations 2011 and National Minimum Standards for Fostering Services, that each fostering agency produces a statement of purpose, including its aims and objectives, a description of the service it provides and the facilities that are provided. This Statement of Purpose gives an outline of those requirements and also how the service is managed and its fitness to provide fostering services. It shows the policy and performance framework that underpins our work and shows how the welfare of children will be met and good outcomes achieved for all children in its care. It also demonstrates the systems which we have set in place to recruit, train, supervise and support Foster Carers.

This statement is available to all members of staff, Foster Carers, children and birth parents and is available on the Hartlepool Borough Council Website. A copy of this statement is also to be lodged with Ofsted. The information contained is regularly updated, and will be amended annually.

A separate Children's Guide to the Fostering Service is given to all young people who are to be placed with Foster Carers. This is also available on the HBC website and Practice manual.

Children's Guide

Subject to the child's age and understanding, the fostering service ensures the child receives the Children's guide at the point of placement and that the Foster Carer explains the contents of the Children's Guide in a way that is accessible. The Children's Guide includes a summary of what the fostering service sets out to do for children, how they can find out their rights, how a child can contact their Independent Reviewing Officer, the Children's Rights Director, or Ofsted if they wish to raise a concern. The fostering service will update this guide as required on an annual basis to ensure that information is current and reflects developments in the service. The service would seek to ensure that the guide is available in a format appropriate to the

communication needs of the child concerned and would access council resources such as language translation to achieve this.

Aims and Objectives, Principles and Legislative Framework for Standards of Care

AIM

The aim of the fostering service is to recruit, train and support Foster Carers to provide high quality placements for the children of Hartlepool. The service will support Foster Carers and family Network Carers (Connected Carers) to value, support and encourage children and young people to grow and develop as individuals, to be physically and emotionally healthy and to aim high in their education so that they achieve the best possible outcomes.

OBJECTIVES

- To plan and implement effective recruitment campaigns and strategies in order to attract the number and range of carers identified to meet the complex and diverse needs of the looked after population of Hartlepool and to ensure a choice of high quality foster placements.
- To ensure that wherever possible and appropriate sisters and brothers will be accommodated together.
- To ensure that the individual child's needs/wishes and feelings are paramount and taken into consideration in relation to placements.
- To undertake effective timely assessments of prospective carers including Connected Persons carers within specified timescales to ensure that children are afforded safe and effective placements.
- To maintain and support the Fostering Panel to consider Foster Carer and Connected Persons assessments and make recommendations for approval of prospective Foster Carers, children's plans for long term

foster care, and approval of the match of Named Children with Foster Carers. The panel also considers the first reviews of Foster Carers and subsequent reviews where category changes are being agreed or there have been issues regarding placements.

- To provide pre and post approval training for applicants and carers, equipping them to meet the diverse needs of this group of children and young people.
- To provide regular recorded supervision and support contacts with carers by suitably qualified and experienced staff.
- To ensure that additional and flexible support is available to carers to underpin placement stability and improve outcomes for children in placement.
- To protect children and young people from abuse and neglect through safer recruitment practices and adherence to safeguarding policy and procedures in all areas of the service including for staff, carers and panel members.
- To create stability for children and young people in foster care through robust matching processes and a good standard of consistent and effective support.
- To have a Staying Put policy and procedure in place in order that young people are encouraged to remain in placements post 18.
- To achieve better life chances for children who are cared for, particularly in relation to health, education, employment and leisure activities.
- To promote the development of skills and expertise within the fostering community, to create a culture of aspiration for our children.

- To maintain and promote contact with family members, where appropriate, through creating opportunities for positive family time.
- To prepare young people adequately for when they eventually leave their foster placement.
- To increase the number of supported lodgings providers, providing greater placement choice for young people.
- To create lifelong attachments with carers in order that children and young people continue to be supported into adulthood.
- To work in partnership with children and young people, their parents and carers and social workers.
- Provide an environment where each child and young person is helped to make the best of his or her abilities emotionally, physically, educationally and socially.

PRINCIPLES

The work of Hartlepool Fostering Service is based on the following principles:

1. **Child focussed** – the child's welfare and needs are at the centre of the fostering process and their wishes and feelings are sought and taken into account in all aspects of their care.
2. **Partnership** – the Fostering Service will work in partnership with children and their parents, Foster Carers and their families, and social work staff and other professionals when delivering the service.
3. **Anti-discriminatory practice** – the Fostering Service will respect human rights and will ensure that there is fair and equal access to all its services.

The services it provides will be free from discrimination, prejudice and racism. The service will value diversity and promote equality.

THE STANDARDS OF CARE

The Fostering Service will in its delivery support Hartlepool Child and Adult Services in meeting the child focussed standards which set out what children in foster care need as detailed in **the Fostering Services: National Minimum Standards 2011:**

Standard 1: The child's wishes and feelings and the views of those significant to them

- Children know that their views, wishes and feelings are taken into account in all aspects of their care; are helped to understand why it may not be possible to act upon their wishes in all cases; and know how to obtain support and make a complaint.
- The views of any others who have important relationship to the child are gathered and taken into account.

Standard 2: Promoting a positive identity, potential and valuing diversity through individualised care

- Children have a positive self view, emotional resilience and knowledge and understanding of their background.

Standard 3: Promoting positive behaviour and relationships

- Children enjoy sound relationships with their foster family, interact positively with others and behave appropriately.

Standard 4: Safeguarding Children

- Children feel safe and are safe. Children understand how to protect themselves and are protected from significant harm, including neglect, abuse and accident.

Standard 5: Children Missing from Care

- Children rarely go missing and if they do, they return quickly

- Children who do go missing are protected as far as possible and responded to positively on their return.

Standard 6: Promoting good health and wellbeing

- Children live in a healthy environment where their physical, emotional and psychological health is promoted and where they are able to access the services to meet their health needs.

Standard 7: Education, employment and leisure activities

- Children are able to enjoy their interests, develop confidence in their skills and are supported and encouraged to engage in leisure activities
- Children are able to make a positive contribution to the foster home and their wider community

Standard 8: Promoting educational achievement

- The education and achievement of children is actively promoted as valuable in itself and as part of their preparation for adulthood. Children are supported to achieve their educational potential.

Standard 9: Promoting and supporting contact

- Children have, where appropriate, constructive contact with their parents, grandparents, siblings, half-siblings, wider family, friends and people who play a significant role in their lives.

Standard 10: Providing a suitable physical environment for the foster child

- Children live in foster homes which provide adequate space, to a suitable standard. The child enjoys access to a range of activities which promote his or her development.

Standard 11: Preparation for a placement

- Children are welcomed into the foster home and leave the foster home in a planned and sensitive manner which makes them feel loved and valued.

- Children feel part of the family. They are not treated differently to the Foster Carer's own children living in the household. The child's needs are met and they benefit from a stable placement.

Standard 12: Promoting independence and moves to adulthood and leaving care

- Children are prepared for, and supported into, adulthood so that they can reach their full potential and achieve economic well-being.

Children Looked After Strategy

In addition to the national standards, Hartlepool Fostering Service has adopted the visions and aspirations for children who are cared for, detailed in the Children Looked After Strategy which underpins the Team's approach to service delivery. These include:

- The vision to ensure that every looked after child in Hartlepool experiences high quality care and stable relationships, is nurtured and grows up with a sense of identity and belonging.
- When a child becomes looked after, there must be sufficient range of accommodation options available to be able to match the child to a placement that will meet his/her needs.

The Service Provided

The services provided specifically by the Fostering service fall into two main areas:

1) those provided to registered Foster Carers and potential Foster

Carers including Connected persons carers: -

- initial visits to people expressing an interest in becoming Foster Carers.
- preparation training for applicants.
- competency based assessments of applicants.

- support systems for approved Foster Carers and Connected Persons carers including allocated Supervising Social Worker and regular supervisions.
- post-approval training and development for Foster Carers and Connected Persons carers.
- consultation with carers over the development of the service.

2) those provided to children requiring a foster placement

- a duty social worker available during office hours Monday to Friday
- provision of a range of foster care placements for children looked after by Hartlepool Borough Council
- the provision of carers for use by the Emergency Duty Team for placements at evenings, weekends and bank holidays.
- Consultation with looked after children on all aspects of the service.

The Fostering service also works in conjunction with a number of other agencies and professionals to ensure a cohesive and effective package of support is available to children who become looked after. The agencies and partners involved with looked after children and young people including carers and young people are represented on this forum and are fully involved in its activities. The Child in Care Council plays a critical role in service development and has a valuable contribution to make in terms of feedback. The authority is committed to learning from the experiences of its children in care and to seek improvements.

Provision of Therapeutic Services

The Fostering Service receives a discreet service the Therapeutic Social Work team and in addition commission a service from the Child and Adolescent Mental Health Service (CAMHS). These services provide therapeutic input to children and young people in foster placement, consultation to carers and other professionals. CAMHS comprises of clinical psychologists, psychiatrists, child and adolescent mental health practitioners and social workers with expertise in children's mental health.

In addition the members of the Therapeutic Social Work Team work closely with carers and often work directly with them in conjunction with the child in placement. The key objectives of the work is to provide a regular, easy to use guidance and support service to all Foster Carers and to improve placement stability for children in care. They also provide training to Foster Carers, Connected Persons carers, social workers and other professionals.

Provision of Health Promotion Support Services

There are three named nurses identified for Looked after Children and Young People who oversee Children's Annual Health Assessments and have a proactive role in the health promotion of Young People. They will provide support to foster carers in addressing a range of health issues which may affect children in care. They also provide advice and support to young people on an individual basis on issues such as contraception and sexual health

A dedicated consultant paediatrician advises the Fostering panel on medical issues for prospective Foster Carers and children with a plan for long term fostering.

Provision of Educational Support Services

The Fostering service has strong links to the educational support services for Looked after children and in particular works closely with the Virtual Head teacher who has a strong commitment to the children in care..

Provision of Leisure, Sport, Cultural and Religious Activity

Foster Carer training and supervision promotes the importance of leisure provision for looked after children and young people, and the expectation that carers will seek out and support new experiences and activities to enhance children's self-worth, social development and independence. The council has a leisure offer for all children in care which is promoted by the supervising social worker and the foster carers and children have welcomed this .

We aim to support all young people in their religious and cultural beliefs and customs. We ensure that information is available to provide understanding of

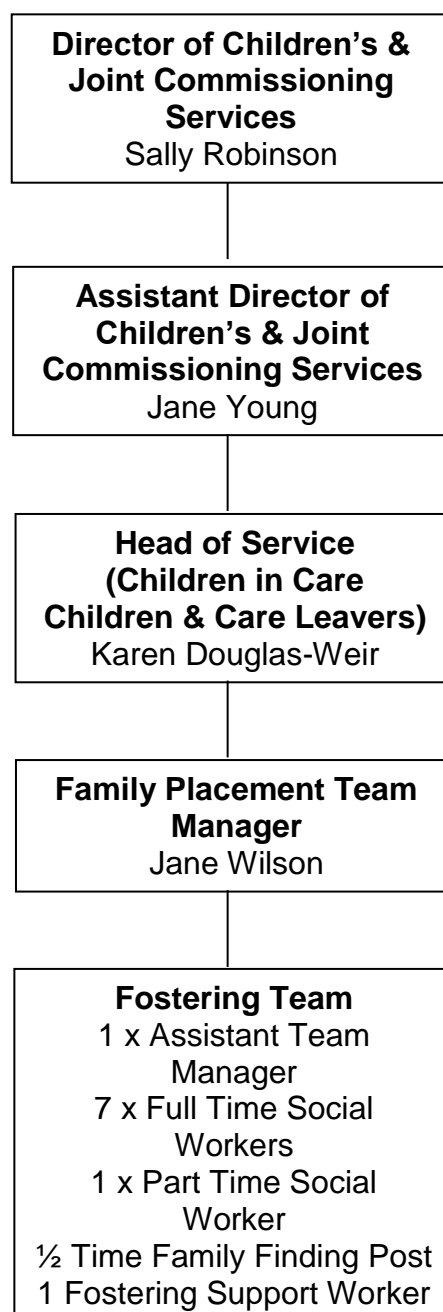
different cultures and religions. We provide resources that may be needed to ensure young people are able to practice their beliefs and customs.

We are committed to directly challenging racism and ensure that all young people who access our services are aware of our policies in relation to anti-oppressive practice and anti-racism. We will ensure that all people are treated equally, regardless of age, sex, sexuality, ethnicity, disability or religion. We have supervising fostering social workers to help carers with issues with trans-racial and unaccompanied asylum seeking placements.

Preparation for Adulthood / Pathway Planning

The Through Care Team and the Fostering Service work closely with other professionals to provide a holistic approach to meeting young people's needs. Hartlepool is committed to supporting care leavers and ensuring that they are able to build the skills and ability to eventually live independently. The service is committed to the ethos of 'Staying Put'. We acknowledge that young people mature at different rates and we will support where possible young people to remain in their foster placement beyond 18 years of age in order to experience normal family life if this supports them more effectively.

The Fostering Service of Hartlepool Borough Council is provided by designated workers from the Family Placement Team who are part of Children's and Joint Commissioning Services



Specific Service Information

NUMBERS OF FOSTER CARERS

The number of Foster Carer approvals achieved 1 April 2018 – 31 March 2019 comprised of 8 approvals of mainstream carers and the approval of 11 Connected Person Carers. In the period 2018 - 2019 the fostering service accepted the resignation of 9 mainstream carers and 5 connected person carers. One Foster Care provider was de-registered because they were no longer suitable to be approved to provide Foster Care for Hartlepool.

The total number of Foster Carers approved by Hartlepool Borough Council on 31 March 2019 was 151, which number is comprised of 109 'mainstream' Carers and 42 Connected Carers.

NUMBERS OF CHILDREN PLACED

The total number of Looked After children cared for by Hartlepool as at 31 March 2019 was 292, of whom 184 were placed in Hartlepool's own foster placements. In March 2018 the latter number was 180. 11 young people were in a Hartlepool staying put arrangement at this time. There were 8 young people in Supported Lodgings placements.

DESIGNATION OF CARERS

The majority of carers are 'mainstream', offering either short or long term care to children and young people up to the age of 18 years.

A banded payment scheme is in place ranging from band 1 to band 4. Progression is based on experience, competencies and training. This scheme also includes the potential to make the payment of a specialist fee for placements for children with more complex needs, or for groups of brothers and sisters.

Of the carers approved as of 31 March 2019, the Fostering Service had 23 designated as providing specialist placements, due to the complex needs of the children placed.

Hartlepool currently has one carer whose remit is to specifically provide 'parent and child' placements and carers who have the capacity to provide such placements in very specific circumstances. This is an area which continues to require attention so that our resources are able to meet the demand for these placements in the most effective manner.

Safeguarding, Complaints & Allegations

Protecting Children from Harm

Hartlepool Fostering Service operates a safer recruitment process for all staff employed by the agency and panel members. In addition, there is a rigorous vetting and assessment process undertaken with all potential carers.

Enhanced Disclosure and Barring checks are repeated every 3 years for all carers and in addition all staff and panel members are required to confirm that they have had sight of, and will adhere to, the General Data Protection Regulations, Data Protection Act 2018.

NUMBERS OF CHILDREN PLACED

The total number of Looked After children cared for by Hartlepool as at 31 March 2019 was 292, of whom 184 were placed in Hartlepool's own foster placements. In March 2018 the latter number was 180. 11 young people were in a Hartlepool staying put arrangement at this time. There were 8 young people in Supported Lodgings placements.

DESIGNATION OF CARERS

The majority of carers are 'mainstream', offering either short or long term care to children and young people up to the age of 18 years.

A banded payment scheme is in place ranging from band 1 to band 4. Progression is based on experience, competencies and training. This scheme also includes the potential to make the payment of a specialist fee for placements for children with more complex needs, or for groups of brothers and sisters.

Of the carers approved as of 31 March 2019, the Fostering Service had 23 designated as specialist placements, due to the complex needs of the children placed.

Hartlepool currently has one carer whose remit is to specifically provide 'parent and child' placements and carers who have the capacity to provide such placements in very specific circumstances. This is an area which continues to require attention so that our resources are able to meet the demand for these placements in the most effective manner.

Hartlepool Fostering Service has policy and guidance underpinning our service on safe caring, health and safety, bullying, management of behaviour and Foster Carer agreements.

Our processes and procedures will ensure that any concern is addressed and monitored by the management team and will inform service developments, for example:

- Issues regarding standards of care,
- breach of foster care agreement
- child protection/safeguarding issues
- Allegations of abuse against foster carers; and
- complaints made about a foster carer

Children will know about these procedures through their social worker and the Children's Guide. They also have access to a Children's Rights and

Advocacy Service independent of the service currently provided by National Youth Advocacy Services (NYAS).

Complaints Procedure

Hartlepool Borough Council Children's and Joint Commissioning Services operate a complaints service which is independent of the Fostering Service.

Foster Carers are given a Complaints and Compliments Leaflet at the outset of the assessment, detailing the process if they wish to make a complaint, and also when they sign the Foster Carer Agreement.

NUMBERS OF COMPLAINTS AND THEIR OUTCOMES

In the year 1 April 2018 to 31 March 2019 there were 2 complaints made against Foster Carers in respect of the standard of care they provided. Out of the 2, 1 withdrew from the Fostering Role and the second went to stage 2 where the outcome concluded and provided recommendations which have been acted upon..

Allegations

All allegations in relation to Foster Carers are investigated and actioned through Hartlepool Child Protection Service reporting to the Local Authority Designated Officer (LADO) on behalf of the Hartlepool Safeguarding Children's Board under the procedures for Managing Allegations against people who work with children or who are in a position of trust. Foster Carers are offered independent support during this process which can be accessed via their Fostering Social worker.

NUMBERS OF ALLEGATIONS AND THEIR OUTCOMES

Between 1 April 2018 to 31 March 2019 there was 1 Section 47 investigation undertaken in respect of an allegation by a looked after child against their carers. The Foster Carers were referred to the LADO and managed via the Managing Allegations against people who work with children or who are in a position of trust. Where necessary, independent assessments of Foster Carers can be commissioned and the recommendation of those would inform

the Foster Carer's review and be presented to panel for consideration. In relation to this incident, the Foster Carers made the decision to resign from the role.

Procedures and Processes for Recruiting, Approving, Training, Supporting and Reviewing Carers

RECRUITMENT:

Publicity

Hartlepool's recruitment strategy is reviewed annually. All enquirers are asked where they obtained the contact details of the service and this information is analysed in order to target specific campaigns.

The team has worked with the Public Relations Team to refresh the Fostering brand and new posters and leaflets are being displayed in council and public buildings in the town, local advertising and editorials in Hartlepool's 'Hartbeat' publication and the council's website. The publicity materials reflect the brand which we hope will assist in our efforts to attract new carers.

Hartlepool Borough Council Media Team helps us promote the service to the press through editorials and we have a page on Hartlepool Borough Council website and a web site for fostering and adoption information where potential carers can register interest in becoming a Foster Carer. There are links with the local radio station and officers and Foster Carers have been interviewed live to encourage the community to offer Fostering services to Hartlepool children.

Response to Enquiries

Enquiries regarding fostering are responded to quickly. An Information pack is normally sent out within one day of the enquiry being received. Once the return slip is received from the enquirer a joint home visit is normally made within three to five working days. Information about the assessment process is given and information about the family is gathered, including their motivation

to foster. They are asked to make a formal registration of interest to proceed to stage 1 of the assessment process. If no response is received within 4-6 weeks then a further contact is made to ascertain their wishes and reason for delaying or withdrawing. If the potential applicants do not respond in a further 4 weeks then the file will be closed.

ASSESSMENT:

Stage One

Stage 1 of the process to become an approved Foster Carer can last 8 weeks. The registration of interest form is signed to give consent to proceed and for statutory checks to be completed for all relevant people in the household. Once the form has been completed and returned, the applicants are required to undergo a number of statutory checks including an enhanced Disclosure and Barring Service check, local authority checks, current employer and NSPCC checks. The purpose of these checks is to safeguard children to be placed. Personal references are also undertaken.

If an applicant has been a Foster Carer in the previous 12 months, a written reference from their previous fostering service is obtained.

A Medical examination is carried out by the applicant's doctor using the Coram BAAF medical form and returned to the Hartlepool Medical Adviser for comments and a recommendation regarding suitability to foster.

All applicants are required to attend a 3 day preparation course. The preparation training undertaken uses the Fostering Networks Skills to Foster programme including, Skills to Foster, Child Development, Separation and Loss, Attachment, Working Together, Safer Care, Moving On, Life Work. There is an evaluation at the end of the course and applicants are requested to give feedback.

If it is decided not to continue with an assessment because of information collected as part of stage 1, the applicant must be informed that they can complain via the fostering service's complaints process. Once all statutory checks and references are completed and no issues have arisen stage two will begin. Stage 2 of the process to become approved Foster Carers last 4 months.

Stage Two

Stage two assessment is using the Coram BAAF Form F. The topics covered include personal background/history/experiences, parenting experiences, birth children's views, the home environment, including dog/pet safety and the applicant's own contributions. In addition to the assessment sessions with the applicants and their family, at least 2 personal referees are interviewed, as are the ex partners of the applicants where it has been agreed that there was a 'significant' relationship. Children of the applicants living elsewhere will also be interviewed, with the agreement of their carer or their agreement if adults.

When all the necessary material is available, the Form F is completed by the social worker using contributions from the prospective Foster Carer. The Form F is read and signed by the prospective Foster Carer and is presented to the Family Placement Panel which meets every 2 weeks. Prospective Foster Carers are encouraged to attend the panel meeting when the application is discussed. The Family Placement Panel considers the Form F and makes a recommendation regarding the application. This recommendation is then approved (or not) by the Agency Decision Maker. Prospective Foster Carers are then notified in writing of the outcome of their application

If an application is not recommended by Panel and the prospective Foster Carer/s do not accept this, they can choose either to make further representations to the Family Placement Panel or to have their application referred to an independent body known as the Independent Review Mechanism. The IRM will review the recommendation made by the Family Placement Panel and make its own recommendation about the prospective

Foster Carer/s suitability, which the agency must then take into account when making the decision about the application.

SUPPORT:

Once a Foster Carer has been approved by Panel they complete a Foster Carer agreement and are provided either with the paper copy of or information to access the Foster Carer Handbook electronically. All Foster Carers are allocated a supervising social worker from the Fostering Service. This person will visit the Foster Carers, provide formal supervision on a monthly basis or at an agreed level dependent upon current placement and carer capability. They will also provide directly, or facilitate access to, any practical, emotional or professional support required.

Foster Carers are provided with equipment to enable them to care for a child in placement.

Foster Carers will be invited to attend a monthly support group that is facilitated by two members of staff from the team. The group is an opportunity to build networks of support amongst other carers, exchange ideas about fostering and to have the opportunity to hear guest speakers on a variety of relevant subjects. This provides a valuable forum for carers to be updated regarding service developments and to network with other professionals.

The Fostering Service operates a duty system within office hours which is staffed by a fostering service worker. Foster Carers can access support and advice from this worker if their allocated worker is not available. An out of hours telephone support service is also provided additional to the Emergency Duty Team arrangements which are in place. This telephone support is provided by the Heads of Service for Children's Services. .

All Foster Carers receive full membership of Fostering Network and access to an independent advice and mediation service should an allegation be made against them.

The agency also provides financial support to the Hartlepool Foster Carers Association which arranges a number of social events throughout the year. Members of the team also meet with representatives of the Foster Carers Association to be kept informed of any issues they wish to raise.

The Fostering Service arranges a yearly Celebration evening event to commemorate the efforts of the longest serving Foster Carers initially those that have been approved for ten years or more and more importantly to demonstrate our gratitude to all our carers for the care that they provide to the children of Hartlepool who are cared for.

The fostering service has a Foster Carer Charter and this sets out the local authority's responsibilities to approved Foster Carers and what it will provide to carers including all support and information. It also sets out the Foster Carers' responsibilities, detailing the expectation of Carers being committed to working in partnership with the local Authority to provide the best possible care for our children and to pursue learning and development so that there is continuous improvement.

TRAINING:

An annual training plan details and supports the provision of sufficient and regular training opportunities for Foster Carers, during the approval process and throughout their Fostering career.

All Foster Carers will attend a preparation training course incorporating the Skills to Foster materials during their preparation and assessment.

An Induction programme involving the completion of the Training Standards and Development (TSD) workbook has been developed and all new Foster Carers will be required to undertake this piece of work within the first twelve months of their approval. Foster Carers will have the opportunity to be supported on an individual basis to complete the workbooks by their Supervising Social Worker. There is also the opportunity for carers to be mentored by more experienced carers.

Foster Carers are required to complete a training portfolio and their Supervising Social Workers are to support each carer to ensure they have a Personal Development Plan which is reviewed as part of the Foster Carer's annual review.

Foster Carers are given support and encouragement to attend all training events that are relevant to their role. Any places available on relevant staff training events are offered to Foster Carers to increase their sense of working in partnership with the professional team and to ensure the best care is offered to children and young people. Carers are provided with information regarding training provided corporately, through Children's and Commissioning Services and through (what was previously known as) the Local Safeguarding Children Board. All carers are provided with a training portfolio to record their training and development activity which, in turn, is used to inform and create their personal development plan.

Where possible Foster Carer representatives are supported to attend specialist training events by external providers such as Coram BAAF and the expectation is that they will then cascade the information to the other carers.

REVIEW:

The registration of all Foster Carers is reviewed on a regular basis. The views of the Foster Carer are sought, together with the views of children and placing Social workers via end of placement reports and within the review documentation. The supervising social worker is responsible for collating the information and adding their own views based on the experience of, and outcomes for, children and young people who have been placed with the carer during the review period. The Supervising Social Worker will also use their observations of the carer during visits and supervision to provide an analysis of, and recommendation about, the Carer's suitability to continue in the role.

The first review is held after six months and then annually thereafter.

Reviews are chaired by Independent Reviewing Officers who are independent of the Fostering Service. The review report is presented to the Fostering Panel by the supervising social worker for consideration after the first review and if there is a proposal to change the approval category or recommend de-registration. Foster Carers have the option to attend panel if they wish.

The registration of Foster Carers may be reviewed by Panel at any time if there are changes of circumstances or events which indicate that Foster Carers are no longer suitable to care for children.

CONFIDENTIALITY AND CONFLICT OF INTEREST;

Foster Carers are provided with full information about the children placed with them and are expected to observe high standards of confidentiality. As an agency we maintain records on carers and looked after children, who are subject to National Standards and General Data Protection Legislation (Data Protection Act 2018) known as GDPR. Staff and Foster Carers are expected to declare any potential conflicts of interest, as are panel members.

DE-REGISTRATION:

Most Foster Carers voluntarily withdraw from the fostering task. The details of their resignation are placed before the Fostering Panel and their de-registration is formally recorded.

There are occasions when the registration of a Foster Carer is reviewed with a view to considering the options available, i.e. changes to approval or de-registration. Foster Carers are offered the opportunity to submit a response or attend the Fostering Panel in these circumstances. If the Foster Carer is unhappy with the decision reached, they are also able to request a review of the decision or to have their case addressed by the Independent Review Mechanism.

THE FOSTERING PANEL:

The Fostering Agency is required by the Fostering Services Regulations to establish a Fostering Panel. The membership, role and functions of the panel are prescribed within the Regulations. Panel membership is now drawn from a central list of members and quoracy dictates that at least five members are present in order to conduct business. These members must comprise the chair or vice chair, 2 social work representatives and, where the chair is not present and the vice chair who is present is not independent of the Social Work Agency, at least one of the other panel members must be independent of the Agency. Panels must also have access to medical and legal advice as required.

Hartlepool's Fostering Panel currently meets every second Thursday in the month and considers assessments of prospective foster and connected persons Foster Carers, annual reviews of carers, Connected Persons Foster Carers, de-registrations and issues in relation to Foster Carers. Although not a requirement within the regulations the Fostering Panel also considers the plan for a child for long term fostering and also matching children long term with carers. The business of the Panel is formally recorded.

The Fostering Panel makes recommendations that are presented to the Agency Decision Maker for consideration. These decisions are recorded and notified in writing to the prospective/existing Foster Carers.

Foster Carers who disagree with the Panel decision regarding their approval, de-registration or changes to category of approval will have the opportunity to request a review of the decision made by the Fostering Panel either through the agency or through the Independent Review Mechanism, which is provided by Coram Children's Legal Centre on behalf of the Department for Education.

The Hartlepool Borough Council Fostering Panel policy and procedures document provides additional information regarding the constitution and running of the panel.

APPENDIX 1

Relevant Legislation, Regulations and Standards and Staff

The work of Hartlepool Fostering Service is delivered within the following legal framework and in accordance with the following standards:

- Fostering Service Regulations 2011
- The National Minimum Standards for Fostering Services 2011 from section 23 of the Care Standards Act 2000
- Children Act Guidance and Regulations Volume 4: Fostering Services (2011)
- Family and Friends Care: Statutory Guidance for local authorities 2010.
- GDPR April 2018.

This Statement of Purpose is produced in accordance with the following standards and regulations

NMS 2011 Standard 16

- 16.1 The fostering service has a clear statement of purpose which is available to and understood by Foster Carers, staff and children and is reflected in any policies, procedures and guidance. It is available to the responsible authority and any parent or person with parental responsibility.
- 16.2 The aims and objectives of the statement of purpose are child focused and show how the service will meet outcomes for children.

The Children Act 1989 Guidance and Regulations Volume 4: Fostering Services (2011)

- 4.1 The Fostering service provider must compile a Statement of Purpose, which sets out the aims and objectives of the service as a whole, and the services and facilities which are provided (including the provision of any 'parent and child arrangements'). The statement must be reviewed and updated as necessary , but at least annually and published on the provider's website (if they have one), with a copy provided to Ofsted. Copies must also be available upon request to anyone working for the purposes of the fostering service, any Foster Carer or potential Foster Carer of the service, and to any child placed with one of the service's Foster Carers and their parents.
- 4.2 The Statement of purpose is a key document which sets a framework for all of the business of the fostering service. it must be consistent with relevant legislation, Regulations, NMS and statutory guidance, be child focused and show how the fostering service will help children achieve positive outcomes. The manager of the fostering service must ensure that the service is at all times conducted in a manner consistent with the Statement of Purpose.

APPENDIX 2

NUMBERS, RELEVANT QUALIFICATIONS AND EXPERIENCE OF STAFF AS AT 1 APRIL 2019

The staff of Hartlepool Borough Council's Fostering Service consists of:

NAME & STATUS	DATE OF APPOINTMENT in Fostering Team			QUALIFICATIONS	RELEVANT EXPERIENCE
Karen Douglas-Weir Head of Service Looked After children and Care Leavers	01	08	15	DIPSW 2000 PQ 1 Practice Teacher Award BA Hons in Social Work practice 2006 Leadership and Management	Safeguarding social worker Transitions Co- ordinator for CWD Team Manager – Children in care and care leavers Adoption and Fostering Panel Adviser
Jane Wilson Team Manager	07	01	19	CSS 1987 CMS 2001	Safeguarding Social Worker Team Manager Fostering Head of Service for Looked after children, Care Leavers, Adoption and Fostering Panel Adviser
Jane Lane Assistant Team Manager	14	03	16	DIPSW 2003 HCPC Registered	Early help Safeguarding Family Placement Social Worker Children & Families Supervising social worker
David Moore Social Worker	03	09	18	BA Hons in Social Work 2013 LLB Hons	Children and Families Children's Safeguarding
Charlotte Austin Social Worker	07	10	13	BSC Hons in SW and LD Nursing 1:1 Practice Educator	Children and families/children with disabilities
Leanne Johnson Social Worker	01	10	17	BA (Hons) in Social Worker July 2011	Children's Safeguarding Drug and alcohol practitioner Family Placement Social Worker

Alison Bousfield Social Worker	01	07	17	MA in Social Work BSc (Hons) Sociology	Children & Families Social Work Safeguarding Senior Practitioner Safeguarding Team
Anne Waites Business Support Officer	09	09	13	NVQ 3 - Business Administration	Child & Adult Services Admin Children & Families
Emma Howarth Social Worker	01	10	11	BA (Hons) Early Childhood Studies degree	Family Placement Social Worker Family Finder
Joanne Colledge	08	06	18	BSc in Social Work 2013	Children's Safeguarding Fostering SW
Karen Hall	01	01	12	NNEB Certificate in management studies Certificate in Social Work support	Placement Support Worker

CHILDREN'S SERVICES COMMITTEE

9 July 2019



Report of: Director, Children and Joint Commissioning Services

Subject: STATEMENT OF PURPOSE FOR EXMOOR GROVE CHILDREN'S HOME

1. TYPE OF DECISION/APPLICABLE CATEGORY

1.1 For information only.

2. PURPOSE OF REPORT

2.1 The purpose of this report is to present to Children's Services Committee the statement of purpose for Exmoor Grove, children's home.

3. BACKGROUND

3.1 The Children's Homes (England) Regulations 2015, set out that the registered person of a children's home must compile a Statement of Purpose for the home and provide a copy of this to Ofsted as well as making the Statement of Purpose available upon request. The Regulations also require the registered person to keep the Statement of Purpose under review and revise it where appropriate.

3.2 The Statement of Purpose for a children's home is important as it sets out how the home is going to meet the needs of the children placed within it.

3.3 Exmoor Grove provides six short break care beds and a place for two children needing residential care. Exmoor Grove provides services for children with a learning disability, acquired brain injury, and/ or a diagnosis of autism. The children will also have needs arising from their behaviour, categorised as mild to moderate.

4. PROPOSALS

4.1 The Statement of Purpose for Exmoor Grove is attached at **Appendix 1**.

- 4.2 The home is managed by Sylvia Lowe, who has been the registered manager for many years.
- 4.3 Exmoor Grove has its own dedicated staff team which supports the children and young people. The children's home has had a recent Ofsted inspection and was judged Outstanding.
- 4.4 The Statement of Purpose for Exmoor Grove provides details about how the home can meet the children and young people's needs; these are set out under nine headings within the Statement of Purpose as follows:
- Quality and purpose of care;
 - Views, wishes and feelings;
 - Education;
 - Enjoyment and achieve;
 - Health;
 - Positive relationships;
 - Protection of children;
 - Leadership and management; and
 - Care planning.

5. RISK IMPLICATIONS

- 5.1 The Children's Homes (England) Regulations 2015 advise that the service must ensure it adheres to the specific functions outlined in the Statement of Purpose.

6. FINANCIAL CONSIDERATIONS

- 6.1 There are no financial implications arising from this report.

7. LEGAL CONSIDERATIONS

- 7.1 There are no legal considerations arising from this report. Inspections are carried out in accordance with the Care Standards Act 2000 and Children's Homes (England) Regulations 2015

8. CONSULTATION

- 8.1 The home consults with the children and young people, and their families to gather feedback in terms of practice in the home. This provides evidence to inform inspection and regulatory activity in the home.

9. CHILD AND FAMILY POVERTY (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

9.1 There are no child and family poverty implications arising from this report.

10. EQUALITY AND DIVERSITY CONSIDERATIONS (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

10.1 The children's home, care and practice is sensitive and responsive to age, disability, ethnicity, faith, or belief, gender, identity, language, race and sexual orientation. This is detailed within the Statement of Purpose.

11. STAFF CONSIDERATIONS

11.1 There are no staff implications arising from this report.

12. ASSET MANAGEMENT CONSIDERATIONS

12.1 There are no asset management considerations arising from this report

13. RECOMMENDATIONS

13.1 Children's Services Committee is asked to note the updated Statement of Purpose for Exmoor Grove Children's Home.

14. REASONS FOR RECOMMENDATIONS

14.1 Exmoor Grove Children's Home is a regulated statutory service providing care for children and young people and Children's Service Committee should be kept informed of its aims and functions.

15. BACKGROUND PAPERS

15.1 Children's Homes Regulations 2015
Exmoor Grove Ofsted Inspection November 2018.

16. CONTACT OFFICERS

16.1 Karen Douglas-Weir
Head of Services for Looked After Children and Care Leavers
Email: Karen.douglas-weir@hartlepool.gov.uk
Tel: (01429) 405584 (Direct) / (01429) 405588 (Reception)

Statement of Purpose

March 2019

EXMOOR GROVE

SC030967



PROVIDING SHORT BREAK AND RESIDENTIAL CARE FOR CHILDREN WITH LEARNING DISABILITIES



Registered Manager:

Sylvia Lowe
16 Exmoor Grove
Hartlepool
TS26 0XE

Tel : 01429 232 634

e-mail : sylvia.lowe@hartlepool.gov.uk

Responsible Person:

Danielle Swainston
Assistant Director
Prevention, Safeguarding & Specialist Services
Hartlepool Borough Council
Level 4
Civic Centre
Hartlepool
TS24 8AY

Tel : 01429 523 732

e-mail : danielle.swainston@hartlepool.gov.uk

Contents

Quality and Purpose of Care	Page
1. A statement of the range of needs of the children for whom it is intended that the children's home is to provide care and accommodation.	5
2. Details of the homes ethos, the outcomes the home seeks to achieve and its approach to achieving them.	5
3. A description of the accommodation offered by the home and its location including:- (a) How accommodation has been adapted to the needs of children (b) The age range, number and sex of young people for whom it is intended to accommodate. (c) The type of accommodation, including sleeping accommodation.	6
4. The arrangements for supporting a young person's cultural, linguistic and religious needs.	7
5. Details of who to contact if a person has a Complaint about the home.	8
6. Details of a how a person, body or organisation involved in the care or protection of a child can access the homes child protection policies or the behaviour management policy.	10

Views, wishes and feelings	Page
7. A description of the homes policy and approach on consulting children about the quality of their care.	10
8. A description of the homes policy and approach in relation to- (a) Anti discriminatory practice in respect of children and their families. (b) Children's rights.	11

Education	Page
9. Detail of Provision to support young people with Special Educational Needs and details of the arrangements for children to attend local schools and the provision made by the home to promote children's educational achievement.	12

Enjoyment and achievement	Page
10. The arrangements for enabling children to take part in and benefit from a variety of activities that meet their needs and develop and reflect their creative, intellectual, physical and social interests and skills.	13

Health	Page
11. The arrangements for ensuring young people have their day to day health needs met.	14
12. Details of any health care or therapy provided, including- (a) Details of the qualifications and professional supervision of the staff involved in providing any healthcare or therapy. (b) Information about how the effectiveness of any health care or therapy provided is measured, the evidence demonstrating its effectiveness and details of how the information can be accessed.	15

Positive relationships	Page
13. The arrangements for promoting contact between children and their families and friends.	15

Protection of Children	Page
14. A description of the homes approach to the monitoring and surveillance of children.	16
15. Details of the home's approach to behavioural support, including information about –	16

(a) The homes approach to restraint in relation to children; and (b) How persons working in the home are trained in restraint and how their competence is assessed.	
--	--

Leadership and Management	Page
16. The name and work address of – (a) The registered provider, (b) The responsible individual, and (c) The registered manager	18
17. Details of the experience and qualifications of staff, including any staff commissioned to provide education and health care.	19
18. Details of the management and staffing structure of the home, including arrangements for the supervision of staff, including staff that provide education or health care.	32

Care Planning	Page
19. Any criteria used for the admission of children to the home, including any policies and procedures for emergency admission.	33

Quality and Purpose of Care

1. A statement of the range of needs of the children for whom it is intended that the children's home is to provide care and accommodation

The children accessing Exmoor Grove service will need to meet the following criteria:-

- The child will have a learning disability/acquired brain injury/a diagnosis of autism.
- The child must also display challenging behaviour categorised as mild to moderate.

The home is both a respite and residential home having 6 respite beds and 2 residential beds. The additional bed will fall into the current registration as no more than 2 residential children or 6 respite placements will be offered at any one time.

With regards to a residential placement, the home will accept referrals only from Hartlepool Borough Council or the local consortium in consultation with senior management and the unit manager to assess the impact on the home of a residential child who is new to service.

The level of respite service provided will be dependent upon the needs of the individual child and family and will be assessed by the social worker and agreed by the local SEND panel in partnership with the unit manager.

We will liaise closely with health professionals to ensure that children who require medication are able to safely access our service.

The service is available to children and young people of either gender, aged from five years, ordinarily up to the child's eighteenth year. However the child may remain in service post 18 up to their 19th birthday if in full time education whilst a suitable adult provision is accessed if there are any issues with the young person accessing an alternative provision. This will ensure a smooth transition and make sure families are not left without vital support.

2. Details of the homes ethos, the outcomes the home seeks to achieve and its approach to achieving them.

The service will ensure that positive outcomes are achieved for all children and young people using the service. These outcomes are identified in "Every Child Matters" as:-

- Helping children to be healthy
- Ensuring children stay safe
- Encouraging children to make a positive contribution
- Supporting children in achieving economic wellbeing
- Ensuring children are given the opportunity to enjoy and achieve.

16 Exmoor Grove is provided by Hartlepool Borough Council as part of a range of resources to meet the needs of children and their families. 16 Exmoor Grove does not operate in isolation and great importance is attached to the need to work in partnership with the range of services and people involved with each individual child accessing the service.

We aim to provide a stimulating, creative and varied environment that promotes the child's development and maximizing their quality of life and opportunities. We also aim to meet the wide range of differing needs by providing short breaks as a positive and flexible service. We aim to work

with young people to promote self esteem, confidence and independence, enabling the young people to make informed choices about their lives, whilst helping maintain them within the family home where possible. In order to provide this service every young person will have an individual comprehensive care plan which will outline the expected outcomes for the young person alongside their required care/needs. This will then be transferred to a working plan for each young person and this will be updated monthly and tracked to ensure each young person is meeting or working towards their own personal targets.

Outcomes

Our young people are

- *Listened to by the adults who care for them*
- *Treated as individuals*
- *Encouraged and supported to develop their independence*
- *Encouraged to develop healthy relationships*
- *Given the opportunity to develop at their own pace with plans formulated specifically to their needs*

Our young people can:

- *Experience safety and stability*
- *Rely on the adults who care for them to keep them safe*
- *Experience ownership of/pride in their environment*
- *Have a positive experience of family style living*
- *Participate in the life of the local community*
- *Form positive attachments*
- *Experience success*

3. A description of the accommodation offered by the home and its location.

Exmoor Grove is situated on a local residential estate a short distance from the town centre. The unit is close to local amenities and there are bus stops nearby and a regular bus service to the town centre. Exmoor Grove is in a good position to access leisure centres, the cinema and local swimming pool.

Exmoor Grove is a purpose built bungalow which has a communal lounge, separate dining room, kitchen and laundry. A large playroom is available which is equipped with toys and games.

There are eight bedrooms all single occupancy. Each bedroom is individually decorated in either a calm muted colour scheme or in a bright colourful one to suit the needs of individual children. Every effort will be made to allow children to choose which bedroom they would like to use and personalise it with their own bed linen and personal possessions.

The unit has recently had an extension added to it this incorporates 2 of the bedrooms one with an en-suite and one with a wet room and a separate lounge. These can be kept separate from the main house to allow our residential children to have a separate private area away from the main unit. The unit now has a fob system to prevent respite children accessing the residential provision unless invited by those children living in the residential side.

There are two bathrooms, and an adapted shower room. Taps in all bathrooms are thermostatically controlled.

The unit has recently had a sensory room fitted for young people with a wide range of sensory equipment.

The property is equipped with a fire alarm system including emergency lighting. There are smoke and heat detectors throughout. Additionally, there are weekly tests of the fire alarms and checks of the

fire extinguishers and they are serviced annually by approved contractor. When equipment has been used or damaged, arrangements are made for its immediate replacement.

Full evacuations are carried out monthly on different days and at different times including one night evacuation per annum to ensure the young people are as prepared as possible in case of a fire. Fire evacuation notices are available in widget format for our young people and are displayed around the home.

There are two offices available for staff.

The bungalow has a large secluded garden which includes a large sandpit with a climbing frame, a large bucket swing and a roundabout. There is a wide variety of seasonal toys available including paddling pools and football posts. The Home recently added a hot tub area and a mud kitchen for sensory play to our garden. The garden has security fencing to its perimeter.

16 Exmoor Grove provides planned, regular breaks and residential care for children and young people of either gender between the ages of five and eighteen. However to ensure a seamless transition to adult services this may be extended past the eighteenth birthday if it is deemed in the best interests of the young person.

Outcomes

- *Our young people have a homely environment*
- *Our young people enjoy going to school and coming home at the end of the day*
- *Our young people are encouraged to have a healthy active lifestyle and to stay safe*
- *Our young people are kept safe from risks of fire and accidents*
- *Our young people learn awareness of risks of fire and importance of drills/evacuations*
- *Our young people live and learn in an environment which is risk assessed and reviewed regularly, where health and safety is taken seriously and issues addressed promptly*
- *Our young people learn how to recognise risks in the environment and to keep themselves safe from harm*
- *Our young people are given the opportunity to undertake a diverse range of home based activities to enhance their personal development and enjoyment.*

4. The arrangements for supporting a young person's cultural, linguistic and religious needs.

The staff in Exmoor Grove will actively promote and respect a young person's culture and heritage. The staff in Exmoor Grove work as creatively as is possible to ensure that the racial, cultural, religious and linguistic needs of young people from ethnic minorities are catered for and regarded as paramount. The main emphasis is to ensure that young people receive the necessary care/opportunities to enable them to feel comfortable in their own cultural setting without experiencing the loneliness and isolation which are part and parcel of the feeling of 'not quite belonging'. This can only be achieved by ensuring that young people develop a sense of their own cultures.

In order to ensure that a young person's cultural, linguistic and religious needs are met, Exmoor Grove has incorporated hours into the staff role to ensure we address the multi-cultural/anti-discrimination, aspect of our young people's needs. They will do this by developing, promoting and monitoring a wide variety of practices in relation to supporting the young person's racial, cultural, religious and linguistic needs. These include; monitoring the home's anti-discrimination, anti-racist practices and for keeping the issues alive; where appropriate, encouraging the appointment of an independent visitor or family of the same ethnic origin who are willing to befriend the young person; researching the availability of clothes and food shops in relation to different religious creeds, the availability of relevant churches; being aware of multi-cultural festivals, shows and dance; ensuring that the home is stocked with multi-

cultural toys, music, books, films and ensuring that all staff are taught how to use multi-cultural toys; ensuring that the home's menu reflects a cultural richness; maintaining awareness on the different health, skin and hair needs of young people from ethnic minorities.

Outcomes

- *Our young people are supported to maintain their faith if they wish to*
- *Our young people are helped to understand and respect other faiths*
- *Our young people's cultural needs are supported*

5. Details of who to contact if a person has a Complaint about the home.

Exmoor Grove is committed to respecting the rights of the young people, those that represent the young people and others that Exmoor Grove serve, through the operation of a fair and easily accessible representation and complaints procedure.

Where problems cannot be resolved informally, no person or persons should feel afraid to formally complain. Under no circumstances will a complainant, or anyone on whose behalf the complainant is acting upon, suffer any negative consequences for using the procedure.

Dissatisfaction or Complaints can be addressed either directly, by telephone or by letter to either:

Jeanette Donkin

The Complaints Officer
Child & Adult Services
Hartlepool Borough Council
Civic Centre
Hartlepool
TS24 8AY
Tel No: 01429 284020

OR

OFSTED
Piccadilly Gate
Store Street
Manchester
M1 2WD
Tel No: 0300 123 1231

OR

Anne Longfield
The Office of the Children's Commissioner
Sanctuary Buildings
20 Great Smith Street
London
SW1P 3BT
Tel: 020 7783 8330
OR

National Youth Advocacy Service (NYAS)
Tel No: 0800 616110

Copies of the complaints procedure are available on first entering the service and are also available within the establishment.

It is acknowledged that many disabled children have difficulty in understanding their rights and making their views known. We are constantly seeking ways to better support and encourage children to more easily express their feelings and opinions and the Home uses both pictures and the Widget system when communicating with young people.

If a young person or any other person feels more comfortable approaching another member of staff, there is no reason why they should not do so, but the Complaints Officer will still co-ordinate the complaints procedure. If the dissatisfaction is about the Complaints Officer, the complaint should be addressed to another staff member who will inform the Personnel Manager.

YOUNG PEOPLE ARE MADE AWARE THAT THEY HAVE A **CHOICE** OF WHO THEY CAN COMPLAIN TO. This includes:

- Parents
- Social Workers
- Key-Workers
- The manager of Exmoor Grove/St David's Walk
- Independent Reviewing Officer
- Teacher
- Any trusted adult or staff member the child feels comfortable with

Informal Procedure

Where possible, Exmoor Grove will always attempt to resolve the complaint without the young person having to go through the anxiety of the formal procedure. This will entail allowing the young person to talk to a trusted adult and discuss the issues. If it is not possible to resolve the complaint in this way then the formal procedure will be started.

Where the formal procedure is required, Exmoor Grove uses 28 day time scales.

Securing Access to an Advocate

Any young person or person wishing to seek an appropriate advocate will be assisted in contacting their Local Authority by Exmoor Grove Manager.

Where a complaint is made, the young person's Local Authority and parents, where appropriate, will be informed. Where the complaint is a safeguarding issue, staff will follow the appropriate procedure of reporting.

Information

Complainants will be kept informed about their complaint and of the outcome, which will be provided in an accessible form taking into account any language or disability barriers.

Definitions

Independent Person: a person who is not employed by Exmoor Grove and has no financial interest in the home.

Outcomes

Our young people

- *Understand how to make a complaint*
- *Feel supported when they want to make a complaint*
- *Experience meaningful responses to complaints they make*

6. Details of a how a person, body or organisation involved in the care or protection of a child can access the homes child protection policies or the behaviour management policy.

A copy of both child protection policy and the behaviour management policy are available on request from the manager of the home. These will be given to parents/carers of young people prior to their initial visit.

Views, Wishes and Feelings

7. A description of the homes policy and approach on consulting children about the quality of their care.

Communication is a particular strength of the home. The home has its own dedicated Communications Mentor and she ensures each child has what they require to be able to communicate as effectively as possible. Those children that have additional needs around communication will have a communication passport which identifies their additional needs and the best way to communicate with them. Each child will also have an individual communication pack which will include the signs and symbols they use on a regular basis in all settings. All staff are trained in Makaton sign language.

Each young person that accesses Exmoor Grove is encouraged to 'have their say' in relation to the care provided. This is encouraged through various discussions, both formal and informal. These discussions include; children meetings, where the young people are encouraged to talk about things that concern them regarding the running of the home, in particular our young people like to have involvement and organise activities and menu choices.

Alongside the children's meetings staff undertake satisfaction surveys with young people, this will centre around meals and activities in particular and we use a simple smiley face format so the children can give us their views and menus and activities will be adapted according to children's preferences.

The children also have monthly key worker sessions which are personal to them and their journey, this allows the child quality time with their key worker to look at areas they want to develop/improve or simply enjoy.

Staff also consult with young people informally on a daily basis for example children chose the activities they want to undertake and were ever possible the staff and young people they wish to undertake the activities with on a daily basis.

Within Exmoor Grove we believe that young people should have a say in who should support them in their journey to a happy and fulfilled adulthood. Therefore, we ask that the young people meet potential staff members and ask questions of the candidates during the interview process. We also believe that family members should also have an input so we have designed a parental questionnaire for potential candidates based on questions family members requested during consultation.

Finally, each young person who resides at the home is invited to personalise their bedroom, from the colour of the walls to the soft furnishings that make a house a home. Young people are also consulted on the décor and furnishings of the communal areas of the home.

Outcomes

- *Our young people are involved in decision making in their home*
- *Our young people are consulted about the quality of their care*
- *Our young people feel respected and valued*
- *Our young people feel they are listened to*
- *Our young people can express their views and recognise that they are acted upon*

8. A description of the homes policy and approach in relation to-

- **Anti discriminatory practice in respect of children and their families.**
- **Children's rights**
-

Within Exmoor Grove we have various Policies and Procedures that the staff follow throughout their day to day support of the young people. One such policy, which is implicit in our support of young people, relates to Equality, Diversity and Rights.

To promote our Policies, the staff within Exmoor Grove ensure that each young person has their Rights upheld. For example, each young person will be encouraged and provided with the necessary resources to practice and preserve their racial, cultural, religious and linguistic background irrespective of their ability, sex or any form of disability. Examples of this include; where a young person wishes to attend a religious service, the staff will identify the appropriate church, synagogue, mosque or temple and plan for the young person to be introduced to such.

Where a young person experiences a disability affecting their movement, the staff will ensure that any activity that is planned accommodates the young person's disability and enables them to feel included.

Alongside these measures, staff believe in developing a cultural richness in all young people irrespective of their cultural heritage. It is believed that this richness has considerable developmental and self-fulfilment advantages as well as developing in, young people, a greater respect for other cultures and, hence, a reduced propensity to develop racist tendencies. The staff therefore organise regular cultural theme evenings and aims at providing group outings and opportunities to experience a variety of cultural music, shows, films, food and festivals.

We work with our young people to help them understand their rights and respect each other rights and learn that we have responsibilities which relate to each other's rights. We encourage our young people to speak up if they feel their rights are not being respected.

If they cannot speak to us we display contact numbers for NSPCC, OfSTED, NYAS and Child line. We also encourage and facilitate our young people to meet with Social Workers and other professionals in private.

Outcomes

- *All young people, family members and team members are treated equally and fairly*
- *We promote equal opportunities and good relations*
- *We believe that all our young people no matter what their circumstances should have the same opportunities as their peers.*
- *We celebrate and value our uniqueness and diversity as well our common humanity*
- *Our young people have the right to feel safe*

- *Our young people have the right to learn*
- *Our young people have the right not to be hurt*
- *Our young people have the right to be heard*

EDUCATION

9. Detail of Provision to support young people with Special Educational Needs and details of the arrangements for children to attend local schools and the provision made by the home to promote children's educational achievement.

In order to help the young people experience a sense of achievement Exmoor Grove place's a strong emphasis on education.

Staff at Exmoor Grove have strong links with both the local special needs primary school, Springwell Primary School and the local secondary school, Catcote Academy. Staff collect and drop off children at the primary school thereby they have the opportunity to speak to teaching staff every morning and evening, this promotes positive communication between the home and school which is beneficial for the young people accessing both the Home and the school.

The staff communicate on a regular basis with the teaching staff from Catcote Academy via home school books and daily communication sheets which staff fill in and send with the young person to school.

Staff at Exmoor support the young people fully in their educational attainment as such they attend parents evening for the young person who resides at Exmoor Grove, they also attend sports days, concerts and plays for all the young people.

Outcomes

Our young people

- *Gain skills and experience*
- *Have ambitions for the future through education*
- *Are engaged in an education programme suitable for their individual needs based on appropriately modified National Curriculum Levels*
- *Can develop their full potential and learn new skills*
- *Develop appropriate learning patterns*

Contact Details

Zoe Westley
Springwell School
Throston Grange Lane
Hartlepool
Tel: 01429 280600

Alan Chapman
Cadcote Academy
Cadcote Road
Hartlepool
Tel: 0142926403

ENJOY AND ACHIEVE

10. The arrangements for enabling children to take part in and benefit from a variety of activities that meet their needs and develop and reflect their creative, intellectual, physical and social interests and skills.

Staff at Exmoor Grove ensure young people are enabled to experience a wide variety of activities that meet their social and development needs. Children are consulted regularly at children's meetings and key worker sessions to ensure our young people are given opportunities based on their wishes and feelings.

Staff ensure young people are able to partake in activities whilst at Exmoor that they may not be able to otherwise, examples of this vary from holidays to Butlins and Euro Disney, to shopping trips which for some of our young people and their families can be challenging experiences.

Staff at Exmoor Grove will support and actively encourage young people in their social interests, staff provide support for young people accessing after school clubs and any social activities that happen whilst the child is accessing our service, such as school disco's, Prom etc.

Staff provide a wide range of both in house and community opportunities for young people to experience and enjoy, including a new hot tub in the garden, a sensory kitchen and a new sensory room in the building. Outside the staff regularly take young people, swimming, fishing, Jump 360, soft play, local parks and the cinema.

Exmoor Grove is a registered ASDAN centre and staff work closely with young people to build on their social interests and life skills to build self esteem and ensure each child is able to maximise their potential and enjoy fully the time they spend at Exmoor Grove. In order for staff to do this each child has an achievements file which catalogues their accomplishments whilst in the service and this provides a written and pictorial record for the young person to keep when they leave the service. It is also a valuable tool for staff who are working with young people to build confidence and self-esteem as it is a clear record of what the young person has accomplished and how they have developed as they age.

Outcomes

Our young people

- *Are fully supported to be part of the wider community.*
- *Are able to undertake activities of their choosing.*
- *Are supported to access after school and community groups they are part of.*
- *Are encouraged to develop important life skills through access to appropriate activities and fun educational opportunities.*
- *Have a record of achievement of their time at Exmoor which is both written and pictorial for them to keep as they grow.*

Health

11. The arrangements for ensuring young people have their day to day health needs met.

Staff at Exmoor Grove aim to promote a healthy lifestyle and there is a no smoking and alcohol policy in operation. Each young person is encouraged to undergo a regular medical examination in order to protect and promote good health.

For any child whom it is appropriate, a record of medication is maintained and parents are expected to sign in the required amount of medication prior to the child's stay. All medication must be brought in original packaging with the child's name dosage and directions clearly printed on the label.

Responsibility for administering medication is allocated on the monthly rota and it is the responsibility of the allocated person to nominate a second member of staff to assist in the dispensing of the medication and to counter sign records.

If a child becomes ill during their stay at Exmoor Grove, parents will be contacted and the child may be sent home.

Should medical assistance be required, families will be notified and if possible the family GP contacted however in the case of an emergency, help will be sought from The Accident and Emergency Department of North Tees Hospital.

Staff at Exmoor Grove are fully aware of the importance of a healthy diet and physical exercise for the young people in their care and constantly strive to promote the importance of both to the young people. Examples of this are: - management and staff have introduced a simple traffic light system for meals to assist children to make more informed healthier choices.

Staff will seek advice, guidance and support from appropriately trained health care practitioners as required. This will be dependent on the needs of the individual young people accessing the service. Examples of health care professionals that Exmoor Grove staff do and have worked in partnership with are:-

- The local Epilepsy Nurse
- LD CAHMS
- Child's GP
- Consultant Paediatrician
- Consultant psychiatrist
- Continence Nurse.
- Diabetes Nurse

12. Details of any health care or therapy provided, including:-

- (a) Details of the qualifications and professional supervision of the staff involved in providing any health care or therapy.**
- (b) Information about how the effectiveness of any health care or therapy provided is measured, the evidence demonstrating its effectiveness and details of how the information can be accessed.**

Exmoor Grove does not as a matter of course carry out any healthcare or specific therapy for any young people accessing the service. If this was deemed to be a requirement of a young person accessing the service this would be discussed at the initial visits and plans would be made for appropriate training of all staff members prior to the child accessing the service.

Outcomes

Our young people have

- *comprehensive physical, mental and emotional health assessments*
- *healthy meals which include our young people's choices*
- *experience of a variety of foods from all around the world*
- *a wide variety of physical activities*
- *enjoy healthy activity and have fun*
- *help to feel good, care about themselves and plan for a positive future*
- *staff who are appropriately trained in all aspects of their care.*

Positive Relationships

13. The arrangements for promoting contact between children and their families and friends.

Contact with Family

Exmoor believes that it is essential for a young person to maintain their family and social networks. The staff, therefore, actively promotes the principles of partnership with parents and carers and encourage as much contact (direct, letters or phone calls) as is deemed healthy for the young person with family and friends. In cases where the Court has ruled contact with any person to be not in the best interest of the young person, the staff will do what is possible to uphold this ruling.

The staff at Exmoor take full responsibility for facilitating direct contact with significant others and provide the following support for young people who reside with us residentially or on a shared care basis:

- escorting young people off site to contact visits and supervising the sessions;
- visits may take place at Exmoor again supervised by staff where appropriate.
- supervised outings with families;
- special festivities, such as organising a Christmas Day for a young person and their family on site. The same can be done for birthdays or other special occasions;
- Exmoor Grove staff, encourage families to join in mealtimes.

Contact with Friends

Exmoor is committed to ensuring that young people are able to develop and maintain both new and old friendships. Consequently, the staff encourages young people to, by mutual agreement, bring their friends home to spend time with them and have dinner.

Where needed, an adult will help the young person to negotiate friends visiting them and help them gain the necessary social skills to maintain friendships.

Outcomes

- *Our residential young people maintain relationships with family and friends*
- *Our young people experience minimal rejection*
- *Our young people understand their family and their position within it*
- *Our residential young people understand why they no longer live within their family*
- *Our short break children understand the reasons why they spend time with us.*
- *Families understand their young people's needs*
- *Our young people experience consistent, safe boundaries*
- *Family contact is a safe and meaningful experience for our young people*

Protection of Children

14. A description of the homes approach to the monitoring and surveillance of children.

Exmoor Grove provide a healthy balance of promoting the young person's right to privacy at the same time as protecting them from harm or risk taking behaviour. With this in mind staffing ratios are determined by the needs of the individual child.

The staffing ratio ensures that the staff are aware of the young person's whereabouts at all times and record this in the group daily log and, when necessary, in the young person's individual daily notes. Furthermore, consent is sought from those that hold parental responsibility for the use of alarms to fire exit doors, when appropriate and to a fob system on the front doors.

Outcomes

Our young people are

- *Safe physically and emotionally*
- *Actively engaged with trusted and reliable adults*
- *Able to have privacy with safeguards*

15. Details of the homes approach to behavioural support, including information about:-

- (a) The homes approach to restraint in relation to children; and**
- (b) How persons working in the home are trained in restraint and how their competence is assessed.**

- (a) At the core of the ethos of the Home is that the promotion of positive behaviour and discipline is primarily based on good quality relationships between children and staff.

In view of the above, the adults recognise the importance of keeping the needs of the young people as paramount at all times. The staff team have recently been trained in PACE techniques and both the manager and deputy manager are PACE level 1 practitioner. PACE parenting is very different to the usual Social learning Theory of parenting which uses reward and punishment as a learning tool for children. The PACE view is that both reward and sanctions can be a source of conflict and turmoil for some children and rather than learning from this model it can actually cause an increase in the behaviour you are trying to modify.

The PACE program ensures that staff will work hard to form those appropriate attachments with the young people using Playfulness, Acceptance, Curiosity, Empathy, in order for them to feel safe. Rewards and praise will now follow a more natural spontaneous rhythm, rather than planned responses to promote changes in behaviour. When dealing with the more challenging behaviour staff will look with the young person at the natural consequences of their behaviour rather than using sanctions or reparation.

Staff will ensure that effective use is made of the young person's Behaviour Management Plan. This will identify early preventative strategies which work for each child; the types of behaviour displayed and their risks; the stress factors leading to the behaviour and most effective strategies, including the restraint techniques if required, to keep the young person and others safe. These plans have been re formulated to take into account the PACE approach.

Two of the units seniors have undertaken training in Theraplay (February 2017) and this will be incorporated in to the day to day plans for young people. This will be particularly beneficial for those young people who have attachment issues.

Theraplay is a child and family therapy for building and enhancing attachment, self-esteem, trust in others, and joyful engagement. It is based on the natural patterns of playful, healthy interaction between parent and child and is personal, physical, and fun.

Theraplay interactions focus on four essential qualities found in parent-child relationships: Structure, Engagement, Nurture, and Challenge.

Theraplay sessions create an active, emotional connection between the child and parent or caregiver, resulting in a changed view of the self as worthy and lovable.

The home has a proactive approach to training and as a result of the need for continuous good quality training in restraint Hartlepool Borough Council has funded two staff members to undertake the approved PRICE Trainer course, with one working in each residential facility. This allows the team to be trained as required. It also provides the opportunity for our PRICE Instructor to undertake monthly clinics for staff following the team meeting to run through any issues they may have had with a particular hold or child or simply to refresh knowledge if the technique has not been used for a while. This allows an ongoing assessment of competence and the trainer receives annual refresher training to ensure they remain competent in teaching others.

Outcomes

Our young people

- *learn to manage feelings and behaviour*
- *build self-esteem*
- *enjoy success and cope with setbacks*
- *gain the confidence to explore the world around them*
- *experience less sense of difference*
- *develop tolerance, conflict resolution, social skills*
- *are cared for by staff that are competent and appropriately trained in de escalation and restraint techniques.*
- *These skills help our young people to gain understanding of themselves and others and what it means to be part of a caring community*

Leadership and Management

16. Name and Work Address of:

Responsible person:

Danielle Swainson, Assistant Director, Child & Adult Services
Civic Centre,
Victoria Road,
Hartlepool,
TS24 8AY
Tel. 01429 523 732

Registered Manager:

Sylvia Lowe
16 Exmoor Grove/St David's Walk
Hartlepool
TS26 0XE
Tel: 01429 232 634
E-mail: sylvia.lowe@hartlepool.gov.uk

Line Management Responsibility:

Karen Douglas-Weir
Head of Service
Child and Adult Services
Hartlepool Borough Council
8-9 Church Street
Hartlepool
TS24 7DJ
Tel: 01429 405 584
Email: karen.douglas-weir@hartlepool.gov.uk

17. Details of the experience and qualifications of staff, including any staff commissioned to provide education and health care.

Name	Sylvia Lowe
Position	Registered Manager
Qualifications	B A Hons History DIPSW DIPHE NVQ 4 Management PQ 1 B A Hons Specialist Award Children and Young People Safeguarding Children, First Aid PRICE Training Fire Safety Medication Training Risk Assessment for Managers Bullying Awareness Training Safer Recruiting for Managers training Level 5 Care Leadership for Health & Social Care PACE Practitioner level 1 Level 5 Managing Medication Systems The Principals of Theraplay
Experience	Sylvia has over twenty years experience in working in a social care setting. She spent five years as a residential support worker in a home for adults with learning disabilities and challenging behaviour. She then moved to the TNEY Trust working for 2 years as a Community Support Worker before being promoted to Area Coordinator, during her 3 years as Area Coordinator Sylvia assisted in the setting up and management of a respite unit for two teenage boys with learning disabilities and significant challenging behaviour. Following this Sylvia moved to Hartlepool Borough Council where she worked as a Social Worker in a children and families team for two years before taking up her current position as Unit Manager of Exmoor Grove/St David's Walk, a position she has held for ten years.

Name	Christine Purvis
Position	Deputy Manager
Qualifications	NVQ 4 Management NVQ 4 Children and Young People Child Protection for Managers First Aid Moving and Handling PRICE Training Fire Safety Medication Training Key worker Training, Bullying Awareness Training PACE Practitioner Level five Managing Medication Systems The Principals of Theraplay
Experience	Christine has over twenty five years experience working in social care. She has worked in a variety of settings including elderly care, adults with learning

7.4 Appendix 1

	disabilities, a supported living setting and eight years in her current position as Deputy Manager of Exmoor Grove/St David's Walk.
--	---

Name	Jodie Belbin
Position	Senior Residential Social Care Officer days CSE Mentor
Qualifications	BTEC National Diploma in Biomedical Sciences, NVQ3 Children and Young People, NVQ 4 Health and Social Care Children and Young People PRICE Trainer Course Jodie has completed all of her required mandatory training including:- First Aid at work, Fire Safety, Safeguarding Children, Moving and Handling, Basic Food Hygiene, Bullying Awareness Medication Training. Autism next steps level 3 Introduction to PACE Level 4 Medication Introduction to PACE Makaton
Experience	Jodie has over nine and half years experience of working with children with disabilities at Exmoor Grove/St David's Walk. Jodie successfully gained a full time senior post October 13.

Name	Sue Rochester
Position	Senior Residential Social Care Officer Outcomes Mentor
Qualifications	CSE O level City and Guilds Practical caring Skills: part 1 and 2 Safeguarding Vulnerable Adults Information Governance Child Protection First Aid Legionnaires Awareness RSA credit Theraplay Level 1
Experience	Sue has currently been appointed to a Senior post. Sue has over 10 years of experience of working with children and young people.

Name	Natasha Darragh Communication Mentor Cultural Mentor
Position	Residential Social Care Officer Senior
Qualifications	NVQ 3 Children and Young People, PRICE training Safeguarding children, basic food hygiene Bullying Awareness Fire Safety Introduction to PACE Makaton Theraplay Level 1

7.4 Appendix 1

Experience	Natasha has worked with young people in both primary and secondary schools on a volunteer basis. Natasha worked on the temporary register for Exmoor Grove/St David's Walk for 1 year before successfully gaining a position in April Natasha has successfully gained a senior role in May 15.
------------	--

Name	Karen McMorris E safety Mentor, Site Safety Officer.
Position	Residential Social Care Officer
Qualifications	NVQ 3 in children and young people NVQ 4 in Social Care completed all mandatory training including Child Protection First Aid Moving and Handling PRICE Training Basic Food Hygiene Bullying Awareness Medication Training Introduction to PACE Makaton The Principals of Theraplay
Experience	Karen has over twenty years experience in residential child care in her current position as a Residential Social Care Officer at Exmoor Grove/St David's Walk.

Name	Stephen Morter Gardening Mentor
Position	Residential Social Care Officer
Qualifications	NVQ 3 Children and Young People. Stephen has completed all his mandatory training including:- Safeguarding Children First Aid Moving and Handling PRICE Training Basic Food Hygiene Bullying Awareness Medication Training Introduction to PACE Makaton The Principals of Theraplay
Experience	

Name	Helen Boyd Bullying Mentor
Position	Residential Social Care Officer
Qualifications	NVQ3 Advanced Health and Social Care NVQ3 Children and Young People Helen has completed all of her required mandatory training including:- First Aid at work, Fire Safety, Safeguarding Children, Moving and Handling, Basic Food Hygiene, Bullying Awareness Medication Training Autism next steps level 3 Play for people on the autism spectrum

7.4 Appendix 1

	Makaton Introduction to PACE The Principals of Theraplay
Experience	Helen has over thirteen years experience of working with children, she spent three years in paediatrics as a physiotherapist's assistant and ten years at Exmoor Grove/St David's Walk.

Name	Peter Leak Gardening Mentor
Position	Residential Social Care Officer
Qualifications	Peter has an NVQ2 Working with Children and Young People; this was funded and delivered by Barnardos. Peter has completed a range of mandatory training including First Aid, Food Hygiene Safeguarding Children. PRICE Introduction to PACE Makaton The Principals of Theraplay Diploma in Children and Young people
Experience	Peter has experience of working with young people in a number of environments such as mentoring in schools, teaching young adults life skills and group sessions as a volunteer at Barnardos.

Name	Christian Wood
Position	Residential Social Care Officer
Qualifications	NVQ3 City and Guilds Positive behaviour support training First Aid training Epilepsy training Autism Awareness training Introduction to PACE The Principals of Theraplay
Experience	Christian has over twenty years experience in the care sector, majority of which within the NHS

Name	Julie Halliday
Position	Residential Social Care Officer
Qualifications	CSE qualifications Diploma Children and Young People Level 3 Manual Handling Working at Heights First Aid at work Health and Safety P.A.T.S training General introduction to working with SEN pupils and vulnerable adults Safe Working Practices in Medication Autism Spectrum Level 3 Play for people with autism spectrum Welcome Host International Tool Box Talk Ladders/Steps Welcome Host Plus Violence and Aggression Personal Safety training

	The Principals of Theraplay Fire Safety Awareness Price training Makaton
Experience	Julie has experience of working in a customer focussed environment in retail/office field. She has worked with young people with disabilities for the SEN team transporting young people to and from school and worked as a member of the bank team here for over a year before getting her permanent position.

Name	Gareth Malcolm PRICE INSTRUCTOR
Position	Residential Social Care Officer
Qualifications	Complaints Policy Awareness 3 day introductory course GCSE qualifications BA in Sport
Experience	Gareth has a interest in working with children with special needs

Name	Gary Salmons
Position	Residential Social Care Officer
Qualifications	Team Teach Understanding, Recognising and Managing Epilepsy Heartstart Preparation for HE Access to HE Diploma in Humanities/Social Sciences BSc in Criminology City Guilds in Children and Young People's Workforce: level 2 The Principals of Theraplay
Experience	Gary has a wealth of experience in working as a support worker for adults with special needs and disabilities.

NIGHT STAFF

Name	Lindsey Cummins
Position	Dedicated Waking Night Officer Senior Achievements Mentor ASDAN Mentor
Qualifications	NVQ level 2 and 3 in Social Care NVQ level 3 Children and Young People Special Needs Assistant Certificate A1 Assessors Award Care of Medicines Foundation Module PRICE Training Fire Safety Manual Handling Key Worker and Working with Parents Training Safeguarding Children First Aid Fire Safety Makaton
Experience	Lindsay has experience of working in a day nursery with children aged between 0-5 years old, she has managed a children's play area and has supported disabled children in the community. Lindsay joined Exmoor Grove/St David's Walk in April 2011. Lindsay was successful in gaining a senior night post in January 14.

7.4 Appendix 1

Name	Angela Young
Position	Dedicated Waking Night Officer
Qualifications	Price 2 day refresher course Price 4 day introductory course Autism Spectrum Next steps level 3 First Aid at Work refresher course Play for people with autism NVQ level 3 Caring for children and young people HBC Social Care First Aid at Work 2 day refresher course (inc paediatric) Introduction to Multi Agency safeguarding and Child Protection Intermediate certificate in safe handling of medicines Medication Refresher Training Administering Medication Training for Exmoor Moving and Handling Professional Practice Safeguarding Children with disabilities Bullying Awareness Safeguarding and Child Protection Induction training Safeguarding Children – Neglect Health and Safety Awareness Fire Awareness NVQ Care: Supported Living The Principals of Theraplay Makaton
Experience	Angela has a wealth of experience in working with children with special needs, she has been with the Council for over ten years.

Name	John Carr PRICE Instructor
Position	Dedicated Waking Night Officer
Qualifications	NVQ 3 Health and Social Care. John is currently enrolled on NVQ 3 Children and Young People. The administration of named medication to named patients. Basic PRICE Advanced PRICE The Duke of Edinburgh bronze award Makaton Introduction to PACE The Principals of Theraplay
Experience	John has worked in the care sector for fifteen years. Working mainly with adults with learning disabilities and challenging behaviour, he also has a close family member who has aspergers and adhd.

Name	Savannah Graver
Position	Residential Social Care Officer
Qualifications	Cache Level 3 Children and Young people and education. PRICE Training, Basic First Aid. Autism Awareness Course. Diabetes Awareness course The Principals of Theraplay
Experience	Savannah has worked for several years in both primary and nurseries as a child care practitioner and a 1:1 with those young people who have additional

	needs. She is also part of a family that fosters difficult to place children with EBD and or learning disabilities.
--	---

Name	Lewis Graver
Position	Residential Social Care Officer
Qualifications	A Levels GCSEs including Maths and English
Experience	Lewis has recently joined the team as bank staff and is interested in building upon his experience with working with children with challenging behaviours.

15 St David's Walk

Name	Jenna Corrigan Children's Meeting Mentor
Position	Senior Residential Social Care Officer – 15 St David's Walk
Qualifications	Nursery Nurse Diploma Cache level 3 Certificate of Professional development in work with Children and Young People with Special Needs. Rebound Therapy Level 3 understanding and supporting individuals on the autistic spectrum Makaton foundation workshop First Aid Training TEACCH training course Picture exchange communication system Introduction to PACE The Principals of Theraplay
Experience	Jenna has eight years experience working with young people with a wide variety of needs in an educational setting. Jenna has undertaken 6 months work as part of our bank team to gain experience in the residential side of working with young people before successfully gaining a post in April 15

Name	Steffi Spence
Position	Residential Social Care Officer– 15 St David's Walk
Qualifications	Level 2 in Food Safety in Catering Safe Handling and Administration of Medication GCSE PRICE
Experience	Steffi has work experience in working on a one to one basis with adults with special needs and disabilities.

Name	Keighley Waggott
Position	Residential Social Care Officer– 15 St David's Walk
Qualifications	BA Childhood Studies Access to HE – Educational Studies NVQ level 2 GCSE's
Experience	Keighley is keen to expand her knowledge and skills in working with children with challenging behaviour.

BANK STAFF

Name	Diane Hornsey
Position	Residential Social Care Officer
Qualifications	NVQ level 3 health and social care. City and Guilds Community Certificate in Mental Health. Basic food hygiene Emergency First Aid Autism Awareness PRICE
Experience	Diane has over twenty five years experience in the care sector working with adults with mental health and learning disabilities.

Name	Michelle Wass
Position	Residential Social Care Officer
Qualifications	L3 Diploma in Children and Young People L2 Health & Social Care L1 ITC Start IT PEG Training Blood Training Safeguarding and Child Protection First Aid Training The Principals of Theraplay
Experience	Michelle has lots of experience of providing care for children within a variety of settings and with a range of disabilities.

Name	Lisa Atkinson
Position	Residential Social Care Officer
Qualifications	First Aid Communication Awareness Safeguarding of Vulnerable Adults Food Hygiene and Infection Control Equality and Diversity Health and Safety including Fire Safety Communication Moving and Handling SOVA HABC level 2 in Moving People Safely Administer medication to individuals and monitor the effects Principles of supporting individuals with a learning disability regarding sexuality and sexual health Promote communication in health, social care or children's and young people's setting Understand how to support individuals with autistic spectrum conditions Understand the context of supporting individuals with learning disabilities EDI level 2 Diploma in Health and Social Care (Adults) Mental Capacity Act Lisa is currently enrolled on the Level 3 Diploma for Children and young People. The Principals of Theraplay
Experience	Lisa has experience in providing one to one care to individuals in sheltered accommodation.

7.4 Appendix 1

Name	Ashleigh Tooley
Position	Residential Social Care Officer
Qualifications	NCFE CACHE Level 3 Diploma in Health and Social Care (Adults) NCFE CACHE Level 2 Award in Employment Responsibilities and Rights in Health, Social care or Children and Young People's Settings. NCFE CACHE Level 3 Certificate in Preparing to Work in Adult Social Care Communication and Interactive Therapy Skills for Care & Skills for Health Dementia Awareness Moving & Handling End of Life Awareness Medication Awareness HABC Level 2 in Door Supervision HABC Level 2 in Security Guarding CACHE LEVEL 2 Diploma in Health and Social Care (Adults) CACHE Level 1 Award in Preparing to Work in Adult Social Care Edexcel Level 2 Mathematics Edexcel Level 2 English
Experience	Ashleigh has lots of work experience with Adults in Social care, she is keen to expand this experience and sees this role as a great opportunity to move into Children's social care.

Name	Beth Bage
Position	Residential Social Care Officer
Qualifications	GCSEs BTEC Diploma First Aid Health and Safety Infection Control Working with others
Experience	Beth joined the as a bank worker and is keen to develop her experience in working with children with challenging behaviour.

Name	Gabrielle Donaldson
Position	Residential Social Care Officer
Qualifications	Customer Service L2 Aerospace Engineering L3 GCSE's including Maths and English BTEC Sport L2 Fire Safety Safeguarding Vulnerable Adults Food Hygiene Non Violent Crisis Intervention Moving and Handling PEG feeding Dementia Downs Syndrome Autism Awareness Epilepsy Data Protection

7.4 Appendix 1

Experience	Gaby has lots of experience working within the social care sector. She enjoys supporting individuals with complex needs; ranging from learning difficulties, challenging behaviours,
------------	--

Name	Georgia West
Position	Residential Social Care Officer
Qualifications	L3 Diploma in Specialist Support for Teaching and Learning in Schools L2 Children and Young People's Workforce Maths grade C Functional skills for English L2
Experience	Georgia enjoys working with children and young people and has lots of voluntary work experience with this group. She is interested in developing her skills and knowledge in this area within a work environment.

Name	Jade Gardner
Position	Residential Social Care Officer
Qualifications	Child Care training Beauty Therapy Autism training E Safety Training Radicalisation training Epipen training Buccolam training Moving and Handling Thrive training
Experience	Jade is keen to develop her knowledge of and skills in working with individuals with challenging behaviour.

Name	Kurt Westgarth
Position	Residential Social Care Officer
Qualifications	Adult Numeracy L1 ICT L2 English and Maths
Experience	Kurt is keen to develop her knowledge of and skills in working with individuals with challenging behaviour.

Name	Laura Dalkin
Position	Residential Social Care Officer
Qualifications	BS Hons in Primary Education A level GCSE Makaton training
Experience	Laura has lots of experience of working with children with special needs in a education setting. She is interested in developing this experience by working with children with challenging behaviour within respite care environment.

7.4 Appendix 1

Name	Lisa Mincher
Position	Residential Social Care Officer
Qualifications	GCSE including Maths and English City and Guilds Access to HE Moving and Handling Autism Awareness
Experience	Lisa is keen to develop her knowledge of and skills in working with individuals with challenging behaviour.

Name	Michael Hopwood
Position	Residential Social Care Officer
Qualifications	Animation of games GCSE including Maths and English BTEC in public service
Experience	Michael is keen to develop her knowledge of and skills in working with individuals with challenging behaviour.

Name	Shaun Haque
Position	Residential Social Care Officer
Qualifications	Introduction to Health and Social Care – Autism awareness, Challenging behaviour, First Aid, Dementia Awareness, Building confidence, Safe guarding children and adults NVQ L3 in Customer Services NVQ L3 Business Studies BTEC National Diploma in Sports A level Biology and English Literature 17 GCSE's
Experience	Shah has lots of experience in the care sector with both children and dults with special needs and challenging behaviour.

Name	Yvonne Ilhan
Position	Residential Social Care Officer
Qualifications	First Aid refresher training Moving and Handling NVQ L3 Adult Social care Dementia Awareness NVQ L2 Direct Care
Experience	Yvonne has may years of work experience working with elderly, disabled and vulnerable individual. She is keen to develop her knowledge of and skills in working with individuals with challenging behaviour.

Name	Lauren O'Donovan
Position	Residential Social Care Officer
Qualifications	GCSE includes Maths & English Level 2 Maths Level 2 English Level 3 Access to Higher Education Safeguarding Children

7.4 Appendix 1

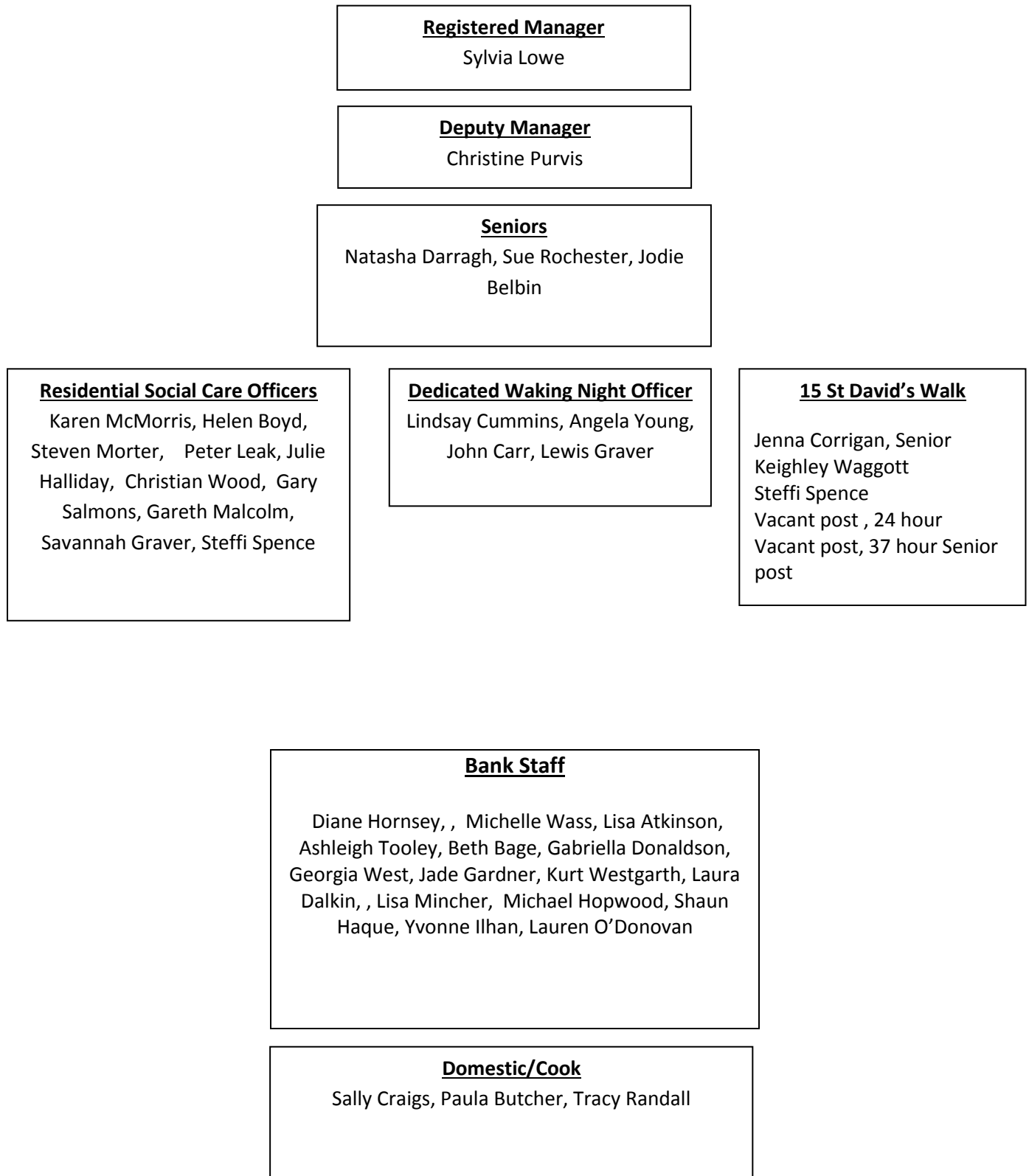
	Moving & Assisting Lone Working Infection Prevention and Control Fluid & Nutrition End of Life Duty of Care Autism Awareness Catheter care
Experience	Lauren is keen to expand on her experience of working in social care.

Name	Trevor Roe
Position	Residential Social Care Officer
Qualifications	
Experience	

Name	Alex Back
Position	Residential Social Care Officer
Qualifications	
Experience	

18. Details of the management and staffing structure of the home, including the arrangements for the supervision of staff.

STAFFING CHART – 16 EXMOOR GROVE & 15 ST DAVID’S WALK



Staff Development and Supervision

Staff members participate in a wide range of courses provided through Children's Services training section. This includes all training specifically required by the National Minimum Standards. NVQ Level 3 in Caring for Children and Young People is the recognised qualification for residential childcare workers.

The training, practice and overall development of each staff member is monitored through formal supervision by the management team, undertaken as both individual supervisions and group supervisions these will alternate each 4 to 6 weeks and a record is kept of each session which is signed by both parties and lists the date and length of the supervision.

Once a year every member of staff has their performance appraised in accordance with Hartlepool Borough Council policy by the manager or deputy manager. The appraisal includes current performance, targets for the coming year and agreed training objectives as part of a personal training plan.

Staff Meetings

Staff meetings take place at least once a month. The purpose of the meetings is to discuss the young people using the service and the service provision.

There is also an opportunity to meet other professionals who can give valuable input in setting up strategies to meet the needs of children who have complex needs.

Outcomes

- *Appropriately qualified and experienced people have responsibility for our young people's care*
- *Our young people have a variety of appropriate role models of both sexes and all ages*
- *Our team meet or exceed the training requirements of the National Minimum Standards.*
- *Young people experience care, and support from a well trained and supported team.*

Care Planning

19. Any criteria used for the admission of children to the home, including any policies and procedures for emergency admission.

Admission to the service follows an assessment of need by a social worker and a decision by the Resource and Placement Panel who will look closely at the assessed needs of the child and how best these needs can be met.

In an emergency situation Exmoor Grove can admit a child without panel approval, but the child must meet the criteria for the service and with the approval of the Head of Business Unit Resources and Specialist Services.

Exmoor Grove can provide overnight stays for eight children and young people at any one time. This number will not be exceeded under any circumstances.

Once it has been decided that a young person will access the service, an individual plan will be formulated with the family, the child and the social worker to introduce the child to the service and facilitate a consistent and smooth transition for the child and reassure parents and carers that the child is comfortable and confident within the unit. A 'Child Appreciation' day will be held, involving the family and all professional's involved in the life of a child/young person.

This plan will be individual to each child; it will begin with a visit to the service by the child with their parents/carers, at this visit a key worker will be arranged for the child. This will be followed by planned tea visits as many as it takes for the individual child to feel comfortable accessing the service. This will then be followed by longer day care sessions and eventually overnight stays if required.

Prior to the visits beginning the child's social worker will be expected to provide all appropriate documentation as set out in the National Minimum Standards this will include all information required for the child's placement plan and to ensure the care provided meets the child's assessed needs. Care will be taken to ensure that the needs of all children will be fully met, and that children will be 'matched' with others and appropriate staffing levels are in place. This is achieved by careful booking arrangements being in place.

After a three month period a review meeting is held to determine how well the introductory period has gone and whether the service is successfully meeting the identified needs of the child. Statutory Looked After Reviews are then held in accordance with legislative requirements. The outcomes following the review are recorded in the child's file and any changes to the placement plan are implemented by the registered person.

Once the young person is successfully introduced to the service their key worker will liaise initially on a minimum monthly basis with the parents/ carers to ensure the young person is fully supported during their time at Exmoor and any potential issues /problems are raised and dealt with as quickly as possible.

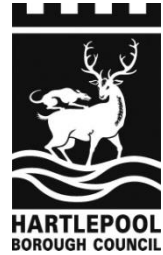
Outcomes

Our young people

- *Have an introduction tailored to their needs, wishes and feelings*
- *Experience a safe and secure home*
- *Have a sense of belonging and of being wanted*
- *Needs are met by an appropriate placement that can be flexible as their needs change.*

CHILDREN'S SERVICES COMMITTEE

9 July 2019



Report of: Director, Children and Joint Commissioning Services

Subject: STATEMENT OF PURPOSE FOR STOCKTON ROAD CHILDREN'S HOME

1. TYPE OF DECISION/APPLICABLE CATEGORY

1.1 For information only.

2. PURPOSE OF REPORT

2.1 The purpose of this report is to present to Children's Services Committee the Statement of Purpose for Stockton Road, children's home.

3. BACKGROUND

3.1 The Children's Homes (England) Regulations 2015, set out that the registered person of a children's home must compile a Statement of Purpose for the home and provide a copy of this to Ofsted as well as making the Statement of Purpose available upon request. The Regulations also require the registered person to keep the Statement of Purpose under review and revise it where appropriate.

3.2 The Statement of Purpose for a children's home is important as it sets out how the home is going to meet the needs of the children placed within it.

3.3 Stockton Road is a residential home offering children and young people a physically and emotionally nurturing environment promoting social learning opportunities, health and wellbeing, and dedicated emotional and behavioural support.

3.4 The home provides medium to long term care for young people who are likely to have emotional, behavioural and / or some learning needs. Young

people with low self-care support needs and non-debilitating physical disabilities may also be accommodated.

4. PROPOSALS

- 4.1 The Statement of Purpose for Stockton Road is attached at **Appendix 1**.
- 4.2 The home is managed by Alan Welsh, who has been the registered manager since Stockton Road first opened in 2013. He is an experienced manager and he has recently updated his training in respect of development dyadic psychotherapy, which supports the understanding of children who have suffered trauma, how this informs the staff team's response to the young people and how to make the young people feel safe.
- 4.3 There are four young people living in Stockton Road, it has its own dedicated staff team which supports the young people through a key worker model.
- 4.4 The children's home has had a recent Ofsted inspection and was judged to be Good.
- 4.5 The home has ten main aims which are as follows:
- 1) To provide stability and continuity through medium to long-term placement.
 - 2) To ensure the children and young people we care for are appropriately safeguarded.
 - 3) To care for young people in accordance with their individual assessment of needs.
 - 4) To promote health, emotional, social, and educational outcomes.
 - 5) To help and encourage young people to maintain and build positive relationships with family members and friends where appropriate.
 - 6) To enable children and young people to express their views and ensure they are listened too.
 - 7) To support children and young people to understand and manage their own behaviour and to understand that of others.
 - 8) To support young people to become resilient and help them to be better prepared for their future and independence.
 - 9) To be a source of ongoing support to young people who have left the home as part of their Pathway Plan.
 - 10) Each child/young person should be valued as an individual and given personalised support in line with their individual needs to facilitate the development of identity, confidence, and trust.

- 4.6 The Statement of Purpose provides the details about how the home achieves these aims.

5. RISK IMPLICATIONS

- 5.1 The Children's Home Regulations 2015 advises that the service must ensure it adheres to the specific functions outlined in the Statement of Purpose.

6. FINANCIAL CONSIDERATIONS

- 6.1 There are no financial implications arising from this report.

7. LEGAL CONSIDERATIONS

- 7.1 There are no legal considerations arising from this report. Inspections are carried out in accordance with the Care Standards Act 2000 and Children's Homes (England) Regulations 2015.

8. CONSULTATION

- 8.1 The home consults with the children and young people, and their families to gather feedback in terms of practice in the home. This provides evidence to inform inspection and regulatory activity in the home.

9. CHILD AND FAMILY POVERTY (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 9.1 There are no child and family poverty implications arising from this report.

10. EQUALITY AND DIVERSITY CONSIDERATIONS (IMPACT ASSESSMENT FORM TO BE COMPLETED AS APPROPRIATE.)

- 10.1 The children's home, care and practice are sensitive and responsive to age, disability, ethnicity, faith, or belief, gender, identity, language, race and sexual orientation. This is detailed within the statement of purpose.

11. STAFF CONSIDERATIONS

- 11.1 There are no staff implications arising from this report.

12. ASSET MANAGEMENT CONSIDERATIONS

- 12.1 There are no asset management considerations arising from this report.

13. RECOMMENDATIONS

- 13.1 Children's Services Committee is asked to note the updated Statement of Purpose for Stockton Road Children's Home.

14. REASONS FOR RECOMMENDATIONS

- 14.1 Stockton Road children's home is a regulated statutory service providing care for children and young people and Children's Service Committee should be kept informed of its aims and functions.

15. BACKGROUND PAPERS

- 15.1 Children's Homes Regulations 2015
Stockton Road Ofsted Inspection March 2019.

16. CONTACT OFFICERS

- 16.1 Karen Douglas-Weir
Head of Services for Looked After Children and Care Leavers
Email: Karen.douglas-weir@hartlepool.gov.uk
Tel: (01429) 405584 (Direct) / (01429) 405588 (Reception)

Statement of Purpose

MARCH 2019

STOCKTON ROAD, CHILDREN'S HOME
HARTLEPOOL



Contents

Caring for Children	Page
1. Statement reflecting the range of needs to be provided for by the home.	4
2. Ethos, outcomes and approaches	4
3. Enjoying and achieving	6
4. Cultural, religious & linguistic needs	7
5. Promoting contact between children, family and friends	7
6. Consulting children and young people about their quality of their care	7
7. Anti-discriminatory practice and children's rights	9
8. Description of the home	9
9. Location of the home	11
10. Policies for safeguarding, preventing bullying and missing children	12
11. Admission criteria	14
12. Complaints, comments and commendations	16

Children's Behaviour	Page
13. The home's approach to surveillance and monitoring	16
14. The home's approach to behavioural support	16

Contact Details	Page
15. The name and work address of: a) Registered Provider b) The Responsible Individual. c) The Registered Manager.	18



Education	Page
16. Provision to support children with special education needs.	19
18. Arrangements for children to attend local schools and promotion of educational attainment	19

Health	Page
19. Health care and therapy provided	19

Staffing Matters	Page
20. Experience and qualifications of staff.	20
21. Management and staffing structure and arrangements for professional supervision	23
22. Description of how the children's home promotes appropriate role models of both sexes.	24

Our service is inspected by Ofsted, the purpose of these inspections is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided.

Stockton Road unique reference Number for any enquiries to Ofsted is

SC472417

1. Statement reflecting the range of needs to be provided for by the home.

Stockton Road is a residential home intended to offer children and young people a physically nurturing environment with social learning opportunities, the promotion of health, wellbeing, and dedicated emotional and behavioural support. The home can provide medium to long term care to young people who are likely to have emotional, behavioural or some mild learning difficulties. Young people with low self-care support needs and non-debilitating physical disabilities may also be accommodated.

Stockton Road Children's home is provided by Hartlepool Borough Council as part of a range of resources to meet the requirements placed upon local authorities by the Children Act 2004. The home operates under the children's home regulations 2015.

2. Ethos, outcomes, and approaches

Stockton Road has a clear vision its ethos and values are shared and promoted by an experienced, knowledgeable and skilled staff team. This involves developing and shaping relationships with young people by knowing and understanding individual needs, characteristics, establishing boundaries and routines, and having key worker systems to offer individualised support. Stockton Road has a clear focus on experiential learning, where young people learn and grow by undertaking new challenges.

Comprehensive and clear care planning will ensure that each young person's needs are met; and offer purposeful and planned care; this will be facilitated through working in partnership with children and young people, their family and friends and other professionals and services.

This is supported by a strong infrastructure internally and externally to ensure a quality service is provided. Progress is routinely monitored and there are clear expectations to ensure sustained improvement in the outcomes for young people.

Outcomes Stockton Road seeks to achieve:

- 1) To provide stability and continuity through medium to long-term placement.
- 2) To ensure the children and young people we care for are appropriately safeguarded.
- 3) To care for young people in accordance with their individual assessment of needs.
- 4) To promote health, emotional, social, and educational outcomes.
- 5) To help and encourage young people to maintain and build positive relationships with family members and friends where appropriate.
- 6) To enable children and young people to express their views and ensure they are listened too.
- 7) To support children and young people to understand and manage their own behaviour and to understand that of others.
- 8) To support young people to become resilient and help them to be better prepared for their future and independence.

- 9) To be a source of ongoing support to young people who have left the home as part of their Pathway Plan.
- 10) Each child/young person should be valued as an individual and given personalised support in line with their individual needs to facilitate the development of identity, confidence, and trust.

Approaches (how we will achieve our preferred outcomes)

- 1) Prior to any admission, full and careful consideration is given to each young person and our ability to meet their individual needs; matching of placements is high upon our agenda and we make careful assessment to the current dynamics of the group and of any potential impact the admission may have. Where it is believed that we can appropriately meet those needs and the impact of such can be managed, will we progress an admission.
- 2) A planning meeting will take place prior to any admission and where possible introductions are made with staff from the home and visits to the child in their current placement. Children and young people are encouraged to be integral part of this process which enables the relationship building process to begin.
- 3) The home is run with a small consistent staff team. Each young person is provided with a key and a co worker who will be central to ensuring day to day needs are captured and responded too.
- 4) Children and young people are empowered to participate in the operational management of the home by attending house meetings, their views and opinions are also a general theme of staff team meetings, and during key work sessions. Stockton road is a investing in children award holder, having been recognised as upholding and promoting the rights of children.
- 5) Each young person will have their own individual residential care plan, which addresses their individual needs with regards to health, education, emotional and behavioural development, identity, family and social relationships, social presentation and self-care.
- 6) Individual risk assessments will be undertaken proportionately which allows young people the rights of age appropriate exploration and positive risk taking.
- 7) Key workers and staff members provide support and ensure the young person's educational needs are met. This will involve creating links and maintaining regular contact with young people's schools, and other educational professionals, training providers and/or employers.
- 8) Health care is important and shortly after admission young people are offered a Health Assessment (if one has not been already undertaken), these are offered annually thereafter. Wherever possible young people can retain their existing doctor, dentist, optician, and any other services they are involved with to allow for continuity of care. A senior LAC Nurse will assist the home in meeting the health needs of the children and young people. There is also a dedicated LAC CAMHS service to support training of staff and provide individual therapeutic input.
- 9) All staff will keep in regular contact with young people's families, and keep them informed of their achievements, incidents, or concerns. Young people are encouraged to have friends in the home, and to participate in activities with their friends.

- 10) Support and encouragement is given to raise young people's own levels of self-awareness and self-esteem through the pursuit of legitimate leisure interests, the development of new skills and through participation with the wider community in order for them to achieve a strong sense of independence.
- 11) The young person's social worker from the Through Care Team will develop a Pathway Plan, in conjunction with the young person and their residential worker to ensure a successful transition into independence as possible.
- 12) On leaving care the key worker will continue to offer support and guidance for an agreed period of time, depending upon the young persons assessed needs and wishes. If it is felt appropriate and requested by the young person, a member of staff from the home may take on the role of the personal advisor and work with the young person to ensure positive long term outcomes are achieved.
- 13) All staff will be fully aware of Local Safeguarding Procedures and will receive regular training. There is a Nominated Service Manager who will offer advice and staff will be trained in appropriate safe care practise. There is also a nominated LADO who ensures that the home operates within procedures for dealing with allegations in accordance with '*Working Together to Safeguard Children*'. 2013.
- 14) All staff including the manager will be subject to the local authorities capability, disciplinary and professional conduct policies and guidance.

3. Enjoying & achieving

At Stockton Road, we place a high priority upon young people enjoying, planning and participating that leads to achieving. To this end the home's budget is constructed to enable experiential learning and various aspects of development to take place. These include driving lessons, home tuition, horse riding, musical interests, travel, local or abroad, major sporting and cultural events, theatre, and peer group activities. In experiencing the above, it is recognised, self-esteem, cultural knowledge and appreciation of the wider world is obtained, as well as lifting future aspirations.

Cultural Awareness: Staff will undertake informal discussions with young people at times when to do so may be conducive to good dialogue. The main activity room has specific information regarding cultures and the effect on discrimination and persecution. Others will be added. Young people will be an integral part of the staff recruitment process at Stockton Road, so to this end discussion have been held and will continue to be held around diversity in all its forms. Local historical examples will be visited and shared that foster a sense of belonging and understanding for young people to understand their own cultural past and formation. One display board in the activity room is given over to promoting the achievements of previously looked after people, thus it is hoped helping to break the stigma that may be felt as a looked after child.

Cultural Diversity: Staff will explore stereotypical or judgemental views and assist young people to realise the source and effects of such views. Travel, historical events and information are a great source of breaking down stereotypical views of the world and of one's own insular views.

Hartlepool has many and varied cultural events and young people will be encouraged to attend such events. Local history and identity is also important as this will be included in trips and celebrations.

Recreation: At Stockton Road, this may mean many things to young people, it is understood and accepted that all young people see recreational activities differently. Our aim is to ensure many differing experiences are had by all they young people leading to some learning from these experiences that

enhances and enriches their futures. No requests will be dismissed without very good reasons based upon risk.

Holidays, hobbies, and new experiences will all be discussed at young people's meetings and as part of the young people's residential placement plan.

The young people also go on caravan holidays and visit theme parks such as Lightwater Valley or adventure parks such as Adventure Point or Go-Ape. Plans are not static, only the caravans are! holidays abroad are also a real option. To date there have been four such tours.

Sport: Young people are encouraged to try new sports, not only at school but also in leisure time. The benefits to self-esteem in doing well in a sport are significant. Current examples are rugby, football, fishing, table tennis club, art, cycling and cooking. If the young people are interested in team games or activities they will be supported in becoming members of the local clubs; this will be facilitated with the key worker and other staff members. The choice is up to the young people living at Stockton Road whether they want to do group activities such as paintballing or develop a hobby privately or a mix of both. Our young people can also go horse riding and can do voluntary work at places such as the Heart Foundation or at the Unicorn Centre.

4. Cultural, religious, and linguistic needs

We recognise that young people are individuals, and we place a positive value on their diversity within the home and the community.

Stockton Road does not instruct or influence young people on which religion, if any, they should follow. We do however recognise the importance that children and young people should be allowed to retain their cultural and religious identity and full support and encouragement will be given in consultation with parents/carers to achieve this. If a child or young person wishes to pursue any particular cultural or religious observances then staff will ensure they are made aware of the local places of worship and any cultural centres appropriate to the young person's religious and cultural heritage. Staff will as required facilitate young people's attendance.

The home will also ensure that any child or young person's special dietary requirements with regards to their religious persuasion or cultural needs will be catered for.

Stockton Road will make every effort to meet individual linguistic needs; however, where it is felt individual needs could not be met due to communication difficulties a decision would have to be made whether Stockton Road would be an appropriate service.

5. Promoting contact between children, family, and friends

The frequency and duration of contact between a young person and their family or any person having parental responsibility will be set out on admission (in their residential placement/care plan), where appropriate parents and significant others will be invited to the meetings. We have enough room here at Stockton road to allow good quality contact with siblings to take place without impacting on the other young people resident here, we promote this option as a pre-cursor to us actively being involved in the contact in other forms such as trips out for the day. This then provides a respite period for parents and a real quality experience for all the children and siblings, examples of this are Forbidden corner, Brimming rocks and Beamish museum.

Having acknowledged the contact arrangements, young people will be encouraged to maintain this contact with their families and friends. Research indicates the high value of this contact to the young person and is especially valued as a foundation for when the young person leaves care and needs support from family.

Young people can make and receive telephone calls in private without asking staff where this is appropriate to do so; this will be discussed with the young person's social worker and a risk assessment made in unison.

Each young person's key worker will make every effort to establish good relationships with parents and significant others. Information and concerns will be shared with families where this is in the best interest of the child.

Young people may also be allowed to have friends who are known to the staff team stay over on a weekend and during holidays, although this will be based on the behaviour of the young person prior to the sleep-over and the behaviour of other young people in the home.

Contact plans are sought from Social Workers to ensure young people know when and at what frequency contact will occur.

6. Consulting children and young people about their quality of their care

Stockton Road will use a variety of methods to consult with children and young people about their quality of care, these will take the form of discussions and chats and more formal meetings such as house meetings and Reviews. On a daily basis staff in Stockton Road will consult with children and young people about activities, food, and the home itself, including decoration and purchasing of items. The suggestion box in the main activity room is also used by young people to put their thoughts and wishes down in writing to be considered by the team.

Stockton Road will also have involvement from the Investing in children's service for advice, up to date guidance and yearly inspections to ensure we are consulting and respecting children's rights. The return of the Ofsted questionnaires is actively promoted and incentives offered for completion. Young people are made aware of advocacy and given written information on how to contact an advocate. All young people are shown and guided through the complaints procedure, this is then signed and recorded on their personal file.

House meetings and Information

These take place at least monthly or as requested by the young people. All those living in the home are invited along with the staff on duty. The staff and young people set a written agenda and minutes are taken. Each item on the agenda is discussed and a solution is proposed or further consultation outside of the meeting may have to take place before a definite outcome can be reached. Staff will always ensure actions are concluded and fed back to young people. The Participation Team and CICC (Children In Care Council) may also be involved in such meetings.

Other ways of providing information is through 1:1 contact with Key Workers, posters, activity planners and group discussions.

Key working

Consultation takes place with children and young people through key working sessions, it is the responsibility of the key worker to take responsibility for ensuring wishes and feelings of children and young people are listened to, their views recorded, and given due regard, sometimes this may involve the key worker being creative to ensure the child's wishes and feelings are captured. At Stockton Road, the key worker will be assisted by a co-worker. Good examples of this can be found in both the consultation file and the investing in children file. Evidence of consultation with parents/carers and social workers is also held in these files.

Reviews of Placement Plans

The Care Planning, Placement and Case Review Regulations 2010 are clear about when the young person's care plan should be reviewed. The purpose of the review is to monitor the progress of achieving outcomes as described in the Care Plan. A Review is held to make decisions and amend the plan as necessary. Reviews take place to ensure the child's welfare and progress continues to be safeguarded and promoted in the most effective way. The home's Registered Manager will ensure plans remain up to date and if necessary will call a Review earlier if they feel it is in the best interest of the child or young person.

The young person is encouraged to participate in the whole process. They are provided with support and assistance when indicating their views and opinions on the required consultation forms, as well as attending the meetings. Young people can also use the services of NYAS (National Youth Advocacy Service) or Independent Visitor if they wish.

At Stockton road a person-centred booklet is completed for the young person with photographs and other useful facts about what they have undertaken since their last review-this is then shared with attendees at the review and promotes an inclusive positive review meeting. The booklets serve as a memoir/ life story keepsake that the children and young people can build upon and enjoy. All photographs and Data used in such compilations is stored in an encrypted hard drive and kept in a safe to ensure confidentiality and Data protection laws are adhered too.

Quality Assurance & monitoring

Quality assurance is the process in which the home ensures the service it provides not only conforms to legislative obligations but serves to monitor the welfare, progress and outcomes for the children accommodated. The home also ensures that the children are regularly involved in contributing to this process and their wishes and views are considered at all times.

To assist in the monitoring of the home independent visits are carried out monthly under Regulation 44 of the Children's Homes Regulations. In Hartlepool, these are currently undertaken by NYAS (National Youth Advocacy Service). The Registered Manager also completes a yearly report under Regulation 45 of the children's home regulations 2015. This is in respect of the operation of the home and as part of these processes young people, family and other professionals are consulted regarding the quality of care received by the child or young person living in the home. Such consultations are done face to face and stored in the consultation file in the main office.

7. Anti-discriminatory practice and children's rights

Hartlepool Borough Council and its associated services have a clear policy regarding anti-discriminatory practices this policy applies to all young people, staff, parents, carers and visitors. The policy is intended to ensure everybody has the same opportunities regardless of age, gender, race, faith,

disability, ethnic origin or sexuality and that we do not tolerate discriminatory practise under any circumstances. In Stockton Road we ensure that there is a balance between children's rights and their responsibility to consider the rights of others, we also consider their stage of development, abilities and decision-making capability within this framework and advocate where necessary.

We also adhere to the United Nation's Charter on Children's Rights and the National Youth Advocacy Service supports young people in ensuring their rights are adhered to. Hartlepool Borough Council has a dedicated Children's Rights Participation Officer – who encourages young people to give their views and opinions, with regards to services provided through activities and consultation.

Stockton Road is committed to maintaining the Investors in Children Award that ensures true consultation and participation are practiced.

The Children's Commissioner for England promotes and protects children's rights in England. They do this by listening to what children and young people say about what matters to them and making sure adults in charge take their views and interests into account.

The law says that, in their work, the Children's Commissioner should have particular regard to children living away from home or receiving social care, as set out in Section 8A of the Children Act 2004. They are responsible for the rights of all children and young people until they are 18 years old, or 25 years if they have been in care, are care leavers or have a disability.

Young people and their family can get in touch by calling free phone **0800 528 0731**

NIAS Advocacy Service Tel. 0300 330 3131 or access a paper copy on Young People Information Board.

8. Description of the home

Adaptions made to meet the needs of the children cared for by the home

The home has undergone some structural changes to the building; this will allow young people the opportunity to gain further skills prior to their transition to independence, where they can be supported by their carers and take place at a pace appropriate to the individual young person. Stockton Road is DDA compliant.

The age range and the number of sex for whom the home is intended to provide

At present Stockton Road can provide medium to long-term accommodation for up to four young people of either gender aged 11 – 17 (upon admission). Those young people will be likely to have emotional, behavioural, some mild learning difficulties, or low level physical disability. Plans will be tailored to meet such needs and a post 18 policy exists for guidance along with Stockton roads own independence workbook to assist young adults with the major transition.

'Staying Close' Arrangements

Stockton Road recognises that the transition to adulthood can be a turbulent time for many young people where they may continue to rely on support from their families well beyond the age of 18. Young people from care do not always have the option of calling on such support from their families and for many; the local authority has been their primary carer for many years. If they are left to make their own

way in the world when they reach the age of 18, these young people can be at a relative disadvantage to their peers. As a result, they can be particularly vulnerable to social exclusion.

The key aims of this Staying close policy are to:

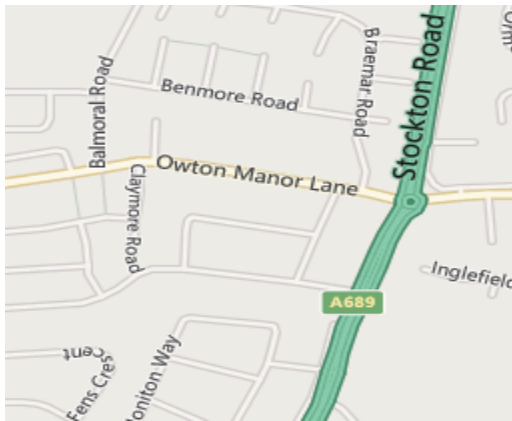
- Allow young people to maintain established relationships with their carers past the age of 18 so that their transition to independence can be supported by their carer's and take place at a pace appropriate to the individual young person meaning that the young person does not experience a sudden disruption to their living arrangements.
- Allow carers who have established supportive and caring relationships with young people to continue supporting those young people in a similar manner to the support which is provided to their non-looked after peers
- Provide formerly looked after young people with the support they need to focus on and achieve in whatever education, training or employment they are engaged in without needing to also worry about living completely independently
- Ensure vulnerable young people can make a gradual transition from care to independence.
- Staff support and emergency funding will be available via Stockton road.
- Residential staff and/or keyworkers may become the young persons Personal Advisor.

The type of accommodation, including sleeping arrangements

Stockton Road Children's Home is a detached house situated in Hartlepool. The home has six bedrooms, two of which have en-suites. Each room allows single room occupancy and two bedrooms are used as staff sleepover bedrooms. The home also has 2 bathrooms with toilets upstairs. Downstairs we have a large kitchen, dining room, garden room and a lounge. These are complimented by a large activity room that can be used for hobbies/crafts/education etc. Outside we have space to park cars, a large fronted grassed area, with grassed and paved areas to the rear of the property.

Stockton Road Children's home has undergone extensive refurbishment. Situated in the Owton Manor area of Hartlepool the home occupies 1160 square metres. Stockton Road can be accessed front and rear by people with physical disabilities or wheelchairs. The young people's bedrooms are large, all have TV and hand basins. The rear landscaped garden has a private aspect a small pond and patio section. The rear access has automated gates and off-road parking for six cars. The front garden is also large and landscaped.

9. Location of the home



The location of the home will be reviewed yearly in line with Regulation 46, and Regulation 12 (2)(c).

Stockton Road is near to Rossmere Park with its Half pipe skateboard ramp and an Aerial Runway along with a pond and other facilities. Seal Sands and the Sport Domes, Seaton Carew Golf Course is easily accessible from Stockton Road.



Hartlepool Town Centre and Marina is a short bus, car or bike journey away. The Marina is home to the HMS Trincomalee Visitor attraction. This is now housed as part of the royal navy maritime museum.

Summerhill Outdoor Park with its Boulder Park, the largest of its type in Europe, a BMX cycling course, a high-level ropes course and facilities for archery is also close by.

To the North of the Town is the Headland with its historical aspects and the Heugh Museum and WW11 sea defences. Sea kayaking, swimming, and surfing can all be accessed locally as can sailing lessons from Hartlepool Sailing Club.



10. Policies for Safeguarding, preventing bullying and missing children

Safeguarding Children

What is safeguarding?

“Safeguarding and promoting the welfare of children is defined as: protecting children from maltreatment, preventing impairment of children’s health or development and ensuring children are growing up in circumstances consistent with the provision of safe and effective care.”

Reg 44

Ensuring children and young people feel safe and are protected is at the core of the care we provide at Stockton Road. We also encourage and promote children and young people to understand how they need to help protect themselves by placing a strong value on building positive relationships and generating a culture of openness and trust, where young people feel confident to share any worries and concerns they may have. Staff are also clearly aware of their responsibilities and have an alertness to any signs and symptoms that might indicate a child is at risk.

Safeguarding is an influential theme throughout the home’s Policy and Procedures and strongly connected to the management and running of the home; this includes:

- Through safer recruitment checks on all staff prior to employment.
- Through robust risk assessments and clear, reasonable and fair behaviour management practises.
- All staff understand, share and implement the homes’ approaches, ethos and philosophy for the care we provide.
- Children’s privacy and confidentiality are protected.
- Regular training, guidance and supervision – particularly of new staff.
- Working closely with partner agencies and services to ensure a holistic approach to safeguarding.
- Regular Health and Safety checks of the building, staffing levels and identification all visitor to Stockton Road.
- Each child is helped to understand risk and how to keep safe.
- Staff are vigilant and assess daily the signs of children that may be at risk of harm.
- Each young person has a individual CSE risk assessment.
- Training is high on the agenda for staff at Stockton road and a comprehensive training log is updated regularly by admin support to ensure this is maintained.

“Keeping children safe is your business, my business, it’s everyone’s business”.

Links to Safeguarding information and guidance:

The work to protect children from abuse and neglect is overseen by the LSCB, however any concerns that a child is being abused or neglected, or that they may be at risk of harm, contact should be made to one of the following services.

- **First Contact & Support Hub**

Address: First Contact & Support Hub, Civic Centre, Victoria Road, Hartlepool, TS24 8AY

Telephone: 01429 266522

Email: FCSH@hartlepool.gcsx.gov.uk

- **Emergency Duty Team (outside of office hours)**

Telephone: **08702402994**

- **Hartlepool and Stockton Children's Safeguarding Board**

In Hartlepool, HSSCB is the key statutory mechanism for ensuring co-operation across all agencies working with children and young people in the locality.

[Chapter 3 of Working Together 2013](#) sets out in detail the arrangements for the work of each Local Safeguarding Children Board.

<http://www.hartlepool.gov.uk/childrenandyoungpeople/lscb/>

<http://www.teescpp.org.uk>

Copies of Stockton Road's Child Protection policy and Behaviour Management Policy can be made available upon request electronically or in paper format, by emailing 302StocktonRoad@hartlepool.gov.uk or telephoning 01429 289514

Managing Allegations

Staff always listen to Children and Young People and take seriously any concerns or allegations made. They are careful to avoid leading questions or promises of confidentiality. All issues are discussed with the Registered Manager unless the concern or allegation is about the Registered Manager, staff in these circumstances know to go directly to the Designated Safeguarding Officer. In the case of out of hours, staff are able to contact the Emergency duty team.

Any allegations even those that appear relatively insignificant on the face of it will be reported to the LADO (Local Authority Designated Officer) for Child Protection and the head of service for preparation of a investigation by an independent social worker from a neighbouring authority. The LADO will provide advice and guidance and ensure any investigations are conducted fairly to a satisfactory conclusion. All incident recording sheets are routinely passed to the head of service and the child's social worker for information purposes.

Preventing Bullying

Every person has a right not to be bullied, Stockton Road seek to provide a safe environment where young people feel comfortable enough to report bullying and are confident that staff will do all in their power to prevent it. Bullying should not be tolerated by young people towards each other, by young

people towards staff, staff towards young people and staff towards each other. The home has a countering bullying policy, which is made clear to young people upon admission. Staff receive training in Safeguarding Children, including bullying and cyber bullying.

Responses to bullying should be aimed at prevention as well as control. Staff will take action to deal with incidents of bullying that arise and will aim to create an environment in which bullying is less likely to occur. Bullying will be talked about openly and made a subject for discussion within Stockton Road young persons' meetings because, like other forms of abuse bullying thrives on secrecy.

Measures used to control bullying include discussions and clear expectations laid down by the staff to the perpetrator. Consequences for such behaviour include loss of privileges and may lead to, police involvement.

Missing or absent from Home

The care provided by the home is such that it is hoped children and young people feel safe and secure, thus minimising risks that they may go missing. Individual risk assessments are in place to minimise risk. However, if such an occurrence happens the home has a very clear set of procedures (established with Cleveland Police) for when young people fail to return on time, there is now an e-form to complete and send to police control, this compliments rather than replaces the homes detailed records. Each situation is assessed as either an 'Absent' or 'Missing' and can be dependent on age and circumstances. Stockton Road staff will take all reasonable steps and actions to locate the child or young person and where necessary work closely with police to achieve this. We have very good working relationships with the VEMT police team and work closely with them as and when required.

Stockton Road staff, always discuss the absence, with the young person and try to help them understand the dangers and risks of leaving the home without permission. The young person will also be given the opportunity to speak with an independent person in private, where any underlying problems or worries should hopefully be uncovered. The social worker will decide if this needs further investigation. Details of addresses where the young person has stayed are recorded for future reference.

Where a child is persistently absent from the home and is considered at risk of harm the Registered Manager will request a LAC Review via the IRO to discuss the appropriate care needs of the child.

11. Admission criteria

If a young person comes to live at Stockton Road, the following criteria should apply:

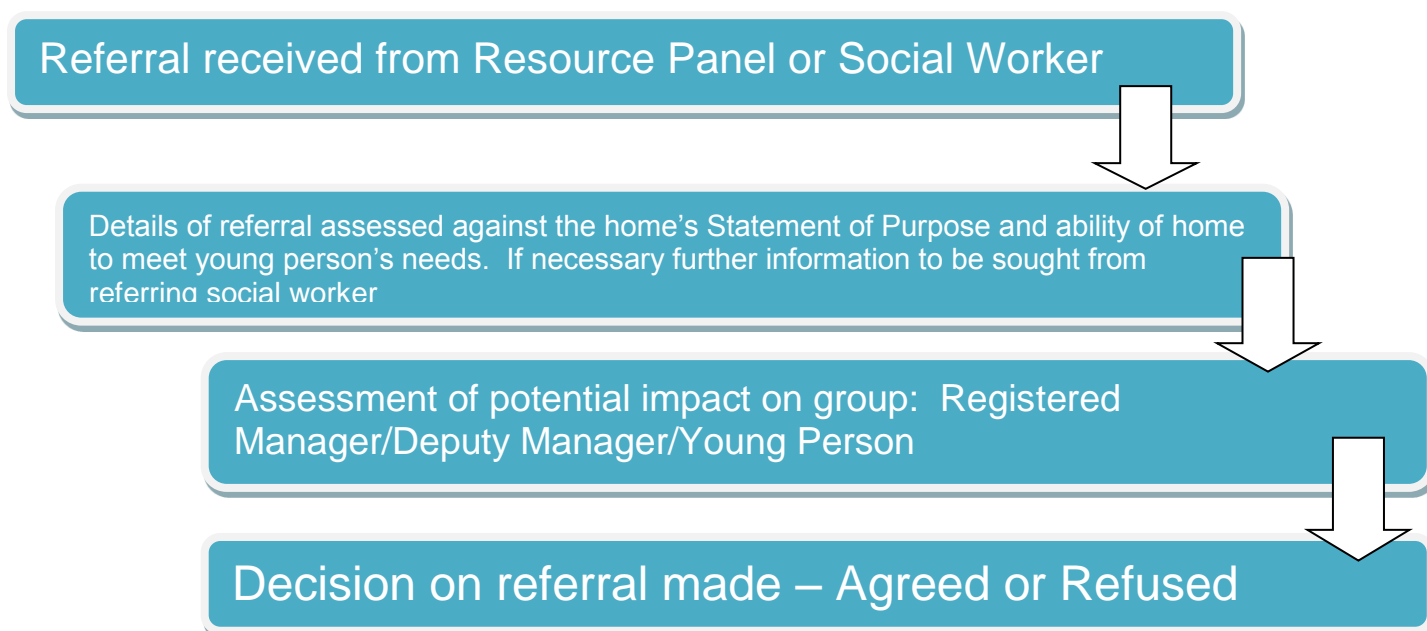
- Aged between 11 and less than 17 years old on admission.
- The Care Plan must reflect the need of medium to long-term accommodation, and in accordance with the homes admission procedure, have the relevant paperwork, including Placement Information Record, Care plan, Risk Assessment and signed medical consent.

Stockton Road will not admit any young person, who does not comply with these criteria's, or where it is felt after significant consideration their needs could not be appropriately catered for.

All admissions are planned; we will not accommodate any young person in an emergency. The home is not intended to accommodate children who have complex and additional needs which may include physical disabilities or severe learning disability; however, the young people are likely to have emotional, behavioural or mild learning difficulties. Consideration will be given to holding a child appreciation day, prepared by the current social worker, after consultation with the service manager.

Admission Flow Chart

Admission Plan Flowchart



If Referral Agreed:

Allocation of key worker

- Share information and begin planning

Pre-Placement Meeting with Social Worker

- Referral discussed in detail
- Objectives of the placement agreed
- Consent forms given to social worker to complete and acquire appropriate signature

Dates of visits agreed and date of planned admission

- Visits for the young person to the home
- Visit to young person in current placement

Inform current group of planned admission

key worker to begin Residential Care Plan & risk Assessment

- Use referral, pre-placement assessment and discussions with young person

Bedroom Preparation

- Choice of colour scheme explored
- Welcome present purchased

Placement Meeting with Young Person: 3 Days prior to Placement-keyworker & v n complete welcome pack

- Social Worker to complete PIR
- Completed consents to be obtained from Social Worker

12-COMPLAINTS PROCEDURE

Young people resident at Stockton Road can bring to the attention of staff any concerns or complaints, which they may have at any time.

Not all day-to-day problems should lead to a formal complaint. Often problems can be resolved by talking to staff, social worker or a nominated person. The registered manager can also be contacted on 01429 289514 to discuss any issues that may arise.

If a problem cannot be resolved satisfactorily at this level then any employee with sufficient interest in the child or young person is duty bound to take a formal complaint.

Hartlepool Borough Council has a complaint procedure, which lays down the actions that must be taken in the event of a complaint; the complainant will be informed in writing what has happened and

procedure for appeal if necessary. In the first instance, a telephone call can be made to the Civic Centre on 01429 255622 to register a complaint.

Invoking the complaint procedure does not take away your right to complain to a lawyer, local councillor or the Local Government Ombudsman. Young people can also notify OFSTED; all young people have access to stamped addressed envelopes, and do not need to ask staff. Social Worker visits NYAS representatives or Investing in Children service are all available on Young People notice board and in welcome packs.

13. The home's approach to surveillance and monitoring

Stockton Road, tries to maintain as normal a family environment as possible however we do have some additional measures. The young people's bedrooms are fitted with door alarms to alert staff to young people moving in or out of their bedrooms where this is felt necessary and is agreed within their individual risk assessment. The use of such monitoring systems will always be explained to the young person and their family on admission and consent obtained. The use of such night time door alarms removes the overall responsibility for safety from the child to the staff team—by this any covert bullying or peer pressures to leave a door unlocked is thwarted by the use of such a system.

The house also has a burglar alarm fitted and is used when deemed necessary to alert staff to any exit or entry to the home that is unplanned or during night time hours that may constitute a running and missing incident or prevent increased risk-taking behaviours by the children.

14. The home's approach to behavioural support

The homes policy on behaviour management and the recording of such is undertaken as per regulation 11 and the quality standard around positive relationship development.

The need for structure and boundaries is a basic childcare need that helps the young people feel secure and safe. It is the expectation that staff will provide that structure for them when living in the home. The home has a clear set of rules, which are available within the Policies and Procedures, which explains the house rules and consequences for unacceptable behaviour. The use of PACE will be utilised and inform all staff's practice.

When the young person and staff's expectations are clear they are more likely to be successful. Incentives are often more motivating for young people than the threat of losing something they value, this can cause some young people to go into a downward spiral. If a young person makes one mistake and believes they have lost everything, this can also escalate situations. The home recognises that incentives and rewards are more effective in dealing and changing young people's behaviour as this allows them to see what they can achieve themselves. To this end the use of DDP informed practice will be used to underpin and enhance the value of interventions.

In Stockton Road, we also use the skill of reflection in our behaviour management strategies, we approach and honestly appraise our techniques and review and change in light of experiences learnt. We are also keen to work in a multi-agency way to collect and use varied views, ideas and strategies to best meet the needs of the young people. This is particularly with professionals from CAMHS and education. To achieve this, we have regular team meetings, focused supervisions, training (provided internally and externally via partner agencies) and regular de-briefing sessions following any incidents to reflect on our strategies used and build and develop these into our young people's residential plans. Regular individual staff consultations are available at Stockton Road with the LAC CAMHS Psychologist, to discuss young people or staff concerns.

Boundaries

Stockton Road operates within a structured framework of rules and boundaries, as is necessary in a home for 4 young people or 3 young people and 1 young adult, where the staff on duty each day will often be different to those on duty the day before. However, staff operate with a flexible and considerate approach within that framework, recognising that while boundaries in a home are important, it is equally important not to lose sight of the fact that these children have the right to normal life as possible. To underpin this we use incentives and rewards for young people to self-regulate behaviour and achieve goals.

We recognise that reward is often more effective than punishment and are keen to be positive rather than negative towards young people, nevertheless, there needs to be consequences for unacceptable/antisocial behaviour which affects the quality of others living in the home and which may be detrimental to the young person's own personal development.

These consequences are set into the house rules and will include:

- Loss of electrical power to sockets to use electrical items or removal of items from individual bedrooms
- Reparation to be made from pocket money where wilful damage has occurred
- Loss of outings and other privileges
- Having boundaries like bedtimes reduced temporarily
- Being told off (not shouting)
- Asking the young person to stay in
- Delay in pocket money
- Loss of use of the computer or watching TV
- Loss of incentive money
- Supervised spending of finance

The Home's approach to restraint

Stockton Road staff use PRICE Positive handling strategies which are accredited by BILD Physical Intervention Accreditation Scheme. The aim of PRICE is to use positive handling skills in behaviour management including verbal and non-verbal communication, diversion and de-escalation and safe effective, humane physical interventions which should only be undertaken where 'reasonable and absolutely necessary'.

All situations, in which hold/restraint has been necessary, will be recorded in the homes restraint book and a copy placed on individual children's files. Any incident would also be shared by significant parties.

Training and staff competence in restraint

PRICE is a method of positive handling provided under a Code of Practice by trainers in physical interventions and enables trainers and commissioners of training to have standards against which they might measure the training provided and provides guidance to those working in therapeutic and supportive roles. Updates will be given in team meetings along with client observation of staff using techniques by Price Representative.

Within the course competencies would be checked through observation of the techniques by the tutors and the end of course quiz. All staff would be expected to undertake a refresher within two years or sooner if required to update their knowledge and to learn about any new changes that have been introduced. Outside the course competency checks can be undertaken by the Registered Manager

through observation of practice, within supervision and during reflection after an incident has occurred. One member of staff is qualified to conduct refresher training to current staff and deliver full training to new staff, having completed the required programme of training in May 2014 training.

15. Contact Details

Registered Provider:

Hartlepool Borough Council,
Civic Centre,
Victoria Road,
Hartlepool,
TS24 8AY

Tel. 01429 266522
SATNAV: TS24 8AY

Responsible Individual:

Danielle Swainston, Assistant Director, Child & Adult Services
Civic Centre,
Victoria Road,
Hartlepool,
TS24 8AY

Tel. 01642 266522

Registered Managers:

Alan Welsh, Child & Adult Services
Hartlepool Borough Council
302 Stockton Road
Hartlepool
TS25 1JT
Tel. 01429 289514

16. Provision to Support children with Special Educational Needs

Every child, whether in a mainstream or special setting, deserves a meaningful education to ensure that they are able to fulfil their potential. Young People with a Statement of Educational Need, face significant barriers to their progress and achieve less well than their peers at school and in further education, they may also be more likely to be bullied or excluded than their peers.

Stockton Road has high expectations for their children and young people and the skills provided by professionals to help them to learn. We will strive to ensure our young people are educated by professionals who understand and meet their needs, without fear of being stigmatised by their peers and in an environment where disruptive behaviour is not acceptable. All Young People with a statement will have a 'one plan' (EHC), this will detail how support will benefit the assessed area of identified need. Stockton Road will work closely with relevant others, CAMHS and Educational psychologists to ensure implementation.

18. Arrangements for Children to attend local schools & Promotion of Educational Attainment

Stockton Road will support young people to attend local schools, colleges and alternative training providers as agreed in their placement plan. We maintain regular contact and offer support, guidance and direction and ensure we keep regular communication with schools and colleges (daily if required) to enable all of our young people to progress and achieve but also respond quickly and effectively to any areas of concern as needed to ensure young people are able to fulfil their potential and improve their educational outcomes. Where necessary private tuition will be used to assist young people to reach their goals.

Hartlepool Borough Council have a dedicated Virtual School who monitor all Looked After Children's educational progress and where necessary can offer lead direction, guidance, and support when educational challenges are identified. One plan's (EHC) are undertaken on all young people with a SEN. Emma Rutherford LAC Ed Co-ordinator can be contacted on 01429 284358.

Stockton Road will encourage educational attainment by purchasing books, magazines and via the use of computer software, visiting libraries for the children and young people and by helping them with homework and where appropriate providing additional tuition where needed.

Private study is important in order for young people to do homework, revise for exams or just to read, we also have a laptop and two iPads that the young people can use as a study tool, and this will be appropriately monitored. Each bedroom has a desk suitable for such study.

19. Health Care & Therapy Provided

Young people will have the opportunity to attend a Health Assessment annually; young people are also encouraged to attend regular appointments at the Dentist and Opticians.

Young people living in the home are advised and supported in eating a healthy and nutritious diet, the young people are encouraged to create a menu of likes and dislikes, this helps staff when organising meals, staff always try to introduce new foods to young people. The menu includes vegetarian options.

Exercise and rest is also important to growing children, staff encourage physical activities, but also realise that at times young people benefit by just doing nothing. Young people are supported in maintaining good personal hygiene, staff are careful that they do not embarrass or belittle young people when talking about personal hygiene. Staff ensure that young people have sufficient toiletries and prompt all young people to bathe regularly. Staff also discuss sexual health issues such as safe sex, aids, HIV and other sexually transmitted diseases. Harmful effects of smoking, drug taking and substance abuse are also discussed.

The home can also have access to advice around sexual health, there is a nurse allocated to the home. These workers can help give staff and young people advice but also offer confidential service to young people.

All staff are trained to Level 3 'in safe handling of medication'.

Therapeutic Techniques

Stockton Road staff will support young people by using a variety of Child Development theories and have received training around attachment and behaviour management such as praise and reward, authentic warmth and utilisation of appropriate behaviour support techniques thus creating an environment which is nurturing and promotes warmth. Stockton Road staff will also work with a range of specialised services including CAMHS, HYPED and Barnardo's CSE project. Case by case discussions will be held when required with the looked after psychologist and therapy/ interventions guided by the dialogue and assessment at this point. The main feature of this approach is the recognition that the close therapeutic relationship built between staff and young people, are the vital component in achieving change and positivity for young people. Development sessions with the clinical psychologist will ensure practice remain current. Outcomes of staff interventions are analysed in monthly and bi-monthly reviews of RPP's and BMP with Social Workers and relevant others. During 2017-18 staff will undergo further training in Attachment based theories and intervention as well as elements of DDP utilising PACE as a process and method of working. Camhs via a LAC specific psychologist provide two weekly consultation slots at Stockton road for staff to discuss current issues and therapeutically informed plans with them. During 2018 a move to a more reflective –handover-process will also be introduced-complimenting the Emotional intelligence training already undertaken and ensuring a positive start to any day, regardless of any difficult and challenging scenario`s.

20. Experience & Qualifications of staff

Staff members experience and qualifications are set out as follows: -

Name	Alan Welsh
Position	Registered Manager
Date Started	15/04/2013
Qualifications	Diploma in Social Work Management Level 3Qualification. Practice Teaching Award Level 5 in Management, Advanced Certificate in Residential Care (Durham University) DDP level1 (2017)
Experience	My experience includes 10 years in residential settings in roles from RSCO to Assistant Manager at Children's Centres. Having qualified as a Social Worker in 2002 I fulfilled a developmental post until 2005, afterwards taking up a Team Manager's post in Children's Social Care. I have experience at motivation and guiding a team to provide good services to the Children & Families they work with. Any spare time is spent outdoors preferably in the hills

Name	Ian Coates
Position	Deputy Manager
Date Started	4/4/2016
Qualifications	Practice Educator Award
Experience	I have enjoyed working with young people for the last 37 years. I started working in youth clubs, for five years then I worked in Children's homes for approximately 11 years. After this I was a social worker, working in a locality team, A Looked After Children's team and last but not least a Leaving Care Team, all for Middlesbrough Council. I started working at 302 Stockton Road on the 4 th of April 2016 as Deputy Manager. My interests are gardening, walking and Kayaking.

Name	Lindsey Newbury
Position	RSCO
Date Started	02/09/2013
Qualifications	Diploma in Health and Social Care and Level 4 (Cert Ed) in social work support
Experience	I have 17 years' experience as a Teaching Assistant in a local school working from foundation stage to year 10. I have also been a foster carer for the past 10 years and have 3 children and a grandson. My spare time is taken up being a mum and grandmother and visiting our family caravan. I love reading and also arts and crafts. I enjoy working at Stockton Road and enjoy all of the exciting activities and outings that take place.

Name	Patricia Adams
Position	RSCO
Date Started	02/09/2013
Qualifications	Diploma in Health and Social Care and level 4 (Cert Ed) in social work support
Experience	I have 24 years' experience of working for Hartlepool Council. I love to cook and go for walks and hope to share this with young people. I have worked at Stockton Road since we opened and have enjoyed working with all of the young people and have really enjoyed all of the outings and holidays I have shared with them.

Name	Kelly Smart
Position	RSCO
Date Started	February 2018
Qualifications	Level 3
Experience	Previously a foster carer, mother and keen gardener-I have worked with children and young people on many projects including locally `Headland Futures` project. Working closely with schools and families, including children and adults with disabilities.

Name	Graham Tregear
Position	RSCO
Date Started	1/05/2017
Qualifications	Behaviour management qualification, NVQ 3 Diploma (ongoing) various sport and leisure qualifications.
Experience	I have spent many years working with young people including being part of the support team at local secondary schools. I promoted and ran a football programme for young people in the locality that is still ongoing.

Name	Daniel Graver
Position	RSCO
Date Started	02/09/2013
Qualifications	NVQ level 3 in children and young people-currently undertaking level 4.
Experience	I have worked with young people who have special needs for 6 years both in a residential setting and an educational environment. I have accessed the necessary training and gained vital skills from experienced staff. I really enjoy sports, in particular basketball, which I also coach, jogging and generally keeping fit are my main hobbies.

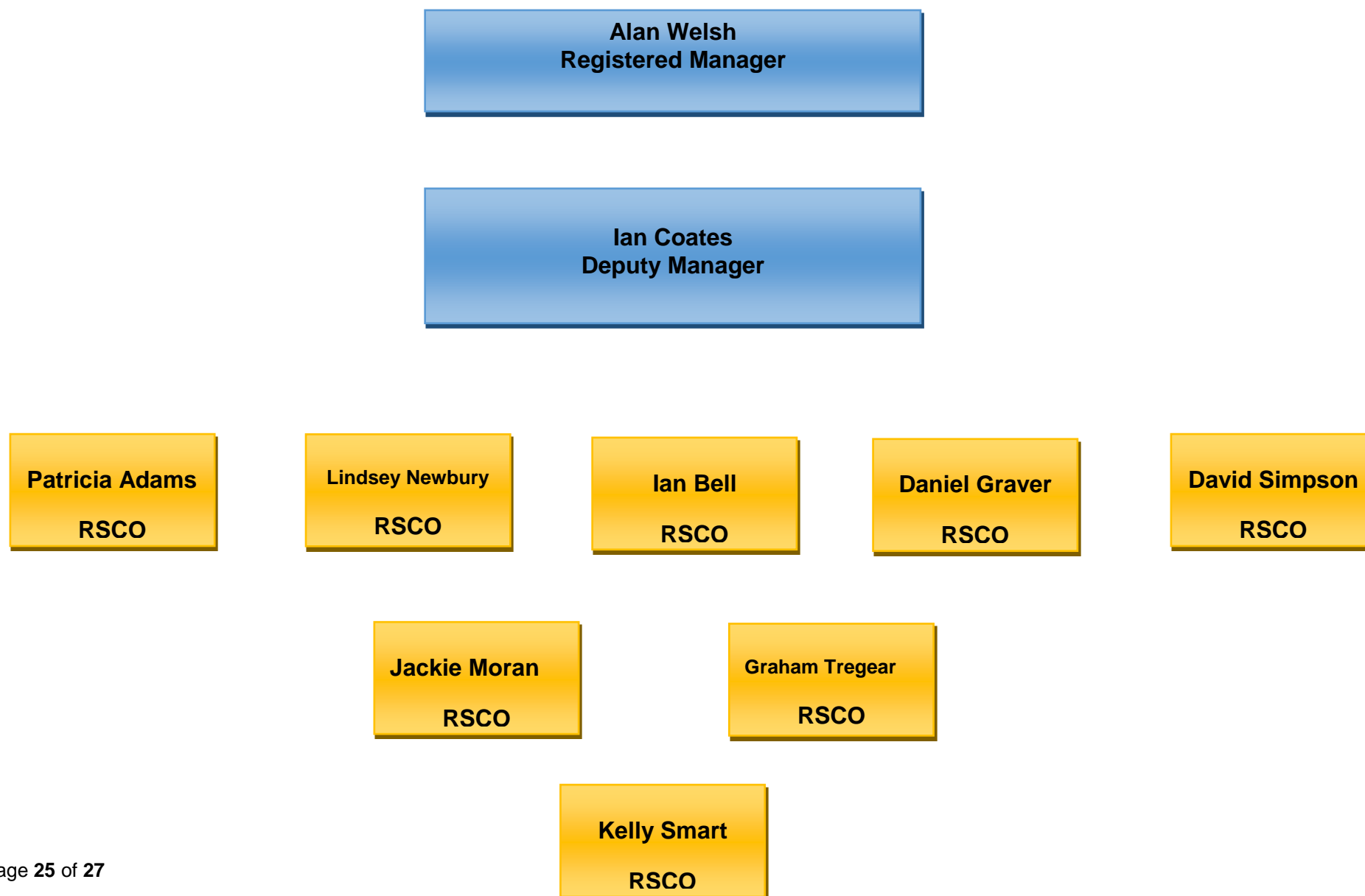
Name	David Simpson
Position	RSCO
Date Started	7.12.15
Qualifications	Diploma in social work. NCFC level 3 diploma in children and young people
Experience	I have 12 years' experience working with young people and adults in a range of different settings from residential, supported accommodation and facility homeless hostels for young people. I enjoy walking my dogs and DIY, having previously worked as a joiner. I enjoy going to the Gym and the outdoors.

Name	Ian Bell
Position	RSCO
Date Started	1 st July 2015
Qualifications	Level 5 foundation degree-NVQ 3 and undertaking level 4 Cert Ed in February 2018
Experience	My name is Ian Bell, I have been working with young people for over 10 years in various different settings. I began my career working with Young Offenders then went on to work in Schools, Homes and Community Centres as a Family Support Worker. I have facilitated several different Parenting Programs working with parents and children in the community and went on to work with Dads due for release in Prisons in the North East. I gained a Level 5 qualification in "Working with Young People and Young People's Services" from Teesside University in 2008 and have completed many other relevant training courses since. My hobbies include Playing Guitar, Cycling, Gardening, Camping and my favourite, spending time with my children. I began working at Stockton Road in July 2015.

Name	Jackie Moran
Position	RSCO
Date Started	September 2015
Qualifications	Level 3 in childcare 0-16 and also Level 2 in supporting children and learning due to start my Cert Ed level 4 in February 2018
Experience	I have worked within a school setting for 7 years and have gained experience with ASD and complex needs also working with BESB children. I have changed my job role and completed harbour training working with children and families and started my new role as RSCO in September 2015. I enjoy going to the gym and weddings.

21. Management & Staffing Structure & arrangements for Professional Supervision

Staffing Structure



All members of staff have supervision on a regular basis. In supervisions, we discuss training and development, responsibilities & practise, young people, the home, also any personnel issues and holidays.

In addition, staff meetings are also held every two weeks; in these meetings, we discuss any issues within the home, the young people, information passed on by the Resource Manager, and any information discussed at the young people's meetings. Guest speakers will also be invited at intervals from external services to share information and offer guidance, and development days will be held twice yearly. Emotional Intelligence training sessions are also held bi-monthly –these are delivered by a team manager with an interest in this field.

Staff also attend training courses to enhance their individual skills and to maintain up to date professional and legal developments. The home has a comprehensive training programme, which includes identified mandatory courses and optional additional courses which may enhance individual skill or enable focused practise with young people.

All residential staff at Stockton Road have completed NVQ 3 award in Caring for Young People or QCF level 3 Health & Social Care Children & Young People.

All staff have their performance annually appraised and the views of the young people are taken into account.

Staffing Levels

Staffing levels reflect the needs of the young people; when all young people are in the home there will be two members of staff on duty until 10pm, at this time one member of staff will go off duty and another member of staff will remain and sleep in the home. However, where risk assessment determines that additional support is required waking night or additional sleep in staff will be used. Equally if the number of young people in place reduces due to young people being away or staying with their families there may only be one member of staff on duty, Staff have a clear procedure to follow if they feel they need immediate assistance from another member of staff. The overall structure in terms of staffing has currently increased by one FTE post.

22. Description of how the home promotes appropriate role models of both sexes.

The home currently employs both male and female staff, we would always try to seek a balance of staffing ratio's even if this involves positive discrimination to ensure appropriate role models of both sexes are able to work directly with young people. Tasks are never gender orientated and the use of discriminatory or demeaning language is not tolerated, such issues would invoke the local authority disciplinary procedures.

Other useful contacts

Children's Rights and Participation Officer – Their role is to act as an advocate on behalf of Hartlepool Borough Council for young people who are looked after by Children and Young People's Services. Contact Kimberley Butler, Participation Officer (Windsor Offices, Unit 24, Middleton Grange, Hartlepool, TS24 7RJ) **01429 284044**

Complaints Officer – Jenette Donkin, Children's Sentinel (Civic Centre, Victoria Road, Hartlepool, TS24 8AY) **01429 284020**

OFSTED -

Ofsted is the office for Standards in Education, Children's Services and Skills. They report directly to Parliament and are an independent and impartial service who act as a regulator, checking that people, premises and the services provided are suitable to care for children and potentially vulnerable young people. They produce and publish the results and reports on the premises they inspect and these can be located on their website www.ofsted.gov.uk

Ofsted can be contacted at the following address and telephone number:

OFSTED, Piccadilly Gate, Store Street, Manchester, M1 2 WD
Tel: **0300 123231** (please quote Reference Number SC472417)

NATIONAL YOUTH ADVOCACY SERVICE (NYAS): 0800 616110