

AFC Recommendations (These targets were set by staff at Service Away Day in May 2018)

Fostering Plan

	Recommendations	Activity	Lead	Complete By	RAG	
A	Review all Safer Caring Agreements to ensure they are specific to each child in the foster care placement and that they contain all necessary information relevant to the safe care of the individual child.	Evidence of a reviewed and updated child specific Safer Caring agreement on file.	SSW/UM	31/7/2018		
B	Develop and implement management guidance about the expectations of supervising social workers when they are on duty in the fostering service; in particular, provide clarity on the level of support they should be providing to foster carers when their allocated supervising social worker is absent from work.	Email guidance to every SSW and copy on the duty desk.	SM	14/05/2018		
C	Provide support to supervising social workers and managers in the fostering service to understand their role in ensuring appropriate and timely permanency planning for all children and young people in care, including those in connected person placements; strengthen management oversight of permanency planning for individual children in the fostering service through regular tracking during casework supervision.	<ol style="list-style-type: none"> 1. Ongoing task group to strengthen LA practice & procedures. 2. Appointment of BS to collate, track and allocate cases for Matching Panel and monitoring of Permanency Planning. 3. Targets for Matching Reports for children in placement over 8 months. 	SM/HOS Business Case to HOS/Director SSW/UM	31/07/2018 30/06/2018 31/07/2018		

D	Develop and maintain profiles for all foster carers to support and improve the matching process; ensure that matching decisions are clearly recorded and evidence the rationale for the placement, as well the risk assessment and support plan for the foster carer(s).	<ol style="list-style-type: none"> 1. Review of all foster carers profiles. 2. Discussions and approval of all matching criteria. 	<p>UM to identify names of outstanding Foster carers</p> <p>SSW/Duty UM</p>	<p>31/07/2018</p> <p>Ongoing</p>		
E	Consider revising the supervision template used by the fostering service to reflect the approach of the Strengthening Families practice framework, and to cover the 12 child-focused domains in the National Minimum Standards, so that there is a clear focus on the impact that the fostering service is making on improved outcomes for the child; ensure that supervision and annual appraisal has an appropriate focus on the learning and development needs of supervising social workers and managers.	<ol style="list-style-type: none"> 1. Supervision Template has been updated and reflects Strengthening Families module. 2. Supervision to reflect NMS standards. 3. Training on NMS and Fostering Regulations 	<p>CRS</p> <p>UM</p> <p>SM/CORAMBAAF</p>	<p>Completed</p> <p>Ongoing</p> <p>03/07/2018</p>		
F	Ensure that all foster carers have a training, support and development Plan that is developed at the point of their approval, reviewed during supervision, and updated annually as part of their annual foster home review; ensure that the training offered to foster carers is tailored to their identified needs, including the provision of specialist training for those carers supporting children and young people with more complex needs.	<ol style="list-style-type: none"> 1. Review of TSD and Training Plan in supervision. 2. Foster carers and SSWs to have joint training on NMS 	<p>UM to review training during annual review.</p> <p>SM/CORAMBAAF</p>	<p>15/08/2018</p> <p>30/08/2018</p>		
G	Review all foster care placements to ensure that foster carers have been provided with information about delegated authority and that formal agreements are in place for them to have authority to make everyday decisions about the children and	Ongoing review of all Delegated Authority to ensure they are specific to the child.	SSW/UM	15/08/2018		

	young people in their care, including overnight stays and going in school trips.					
H	Develop recording guidance for supervising social workers and managers that sets out the standards for case recording so that information and key documents are recorded in the correct section of the case record; ensure that recording is reflective, analytical and demonstrates impact; and ensure that the guidance makes clear the expectation that managers record their oversight, direction and decision-making as a separate case note.	<ol style="list-style-type: none"> 1. Development of guidance on case recording. 2. Review of Matching Criteria and Management Oversight 	<p>UMs/SM</p> <p>SSW and Duty UM. Hale Longpet</p>	<p>31/07/2018</p> <p>31/07/2018</p>		Completed
I	Review the current policy on allowances for connected person carers to provide the assurance that these allowances are equal with those for mainstream foster carers and comply with regulations and the National Minimum Standards.	Connected Carers not receiving full allowances to be supported to complete TSDs.	SSW/UM	30/06/2018		TSD completed by those affected; 30/12/18
J	Ensure that annual foster care reviews are completed within timescale; consider whether reviews should be completed independently of the allocated supervising social worker, and whether they should be considered by the Fostering Panel beyond the first and third reviews to provide additional scrutiny.	<ol style="list-style-type: none"> 1. Complete all outstanding ARs. 2. Business Case for recruitment of Independent Reviewer of ARs. 	<p>SSW/UM</p> <p>SM/Director</p>	<p>31/07/2018</p> <p>30/09/2018</p>		
K	Support supervising social workers to develop a clear understanding of the regulations governing fostering services, as well as local policies and practice guidance; ensure that there is appropriate induction for new supervising social workers in the fostering service (including agency social workers); and ensure that managers have opportunities to meet and work collaboratively so that there is	<ol style="list-style-type: none"> 1. Training on Fostering Regulations/NMS. 2. Staff Induction Pack. 3. Collaborative and consistent 	<p>SM/CORAMBAAF</p> <p>Joan JM</p> <p>Fostering Management/360 Feedback</p>	<p>31/08/2018</p> <p>31/05/2018</p> <p>31/07/2018</p>		<p>3rd July Training</p> <p>Completed</p>

	consistent application of practice across the fostering service.	management approach.				
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