

## **Agenda for a meeting of the Corporate Parenting Panel to be held on Wednesday 8 November 2017 at 4.30 pm in Committee Room 1 - City Hall, Bradford**

### **Members of the Committee – Councillors**

<b>CONSERVATIVE</b>	<b>LABOUR</b>	<b>LIBERAL DEMOCRAT AND INDEPENDENT</b>
<b>D Smith</b>	<b>Thirkill Engel Tait</b>	<b>N Pollard</b>

### **Alternates:**

<b>CONSERVATIVE</b>	<b>LABOUR</b>	<b>LIBERAL DEMOCRAT AND INDEPENDENT</b>
<b>M Pollard</b>	<b>Nazir Shaheen Shafiq</b>	<b>R Sunderland</b>

### **NON VOTING CO-OPTED MEMBERS**

Chair of Children in Care Council  
Ali Jan Haider

Inspector Kevin Taylor  
Yasmin Umarji

Bradford District Clinical Commissioning  
Group  
West Yorkshire Police  
Bradford Education

### **Notes:**

- This agenda can be made available in Braille, large print or tape format on request by contacting the Agenda contact shown below.
- The taking of photographs, filming and sound recording of the meeting is allowed except if Councillors vote to exclude the public to discuss confidential matters covered by Schedule 12A of the Local Government Act 1972. Recording activity should be respectful to the conduct of the meeting and behaviour that disrupts the meeting (such as oral commentary) will not be permitted. Anyone attending the meeting who wishes to record or film the meeting's proceedings is advised to liaise with the Agenda Contact who will provide guidance and ensure that any necessary arrangements are in place. Those present who are invited to make spoken contributions to the meeting should be aware that they may be filmed or sound recorded.
- If any further information is required about any item on this agenda, please contact the officer named at the foot of that agenda item.

### **From:**

Parveen Akhtar  
City Solicitor  
Agenda Contact: Sheila Farnhill  
Phone: 01274 432268  
E-Mail: [sheila.farnhill@bradford.gov.uk](mailto:sheila.farnhill@bradford.gov.uk)

### **To:**

## **A. PROCEDURAL ITEMS**

### **1. ALTERNATE MEMBERS (Standing Order 34)**

The City Solicitor will report the names of alternate Members who are attending the meeting in place of appointed Members.

(Sheila Farnhill – 01274 432268)

### **2. DISCLOSURES OF INTEREST**

(Members Code of Conduct - Part 4A of the Constitution)

To receive disclosures of interests from members and co-opted members on matters to be considered at the meeting. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

*Notes:*

- (1) Members may remain in the meeting and take part fully in discussion and voting unless the interest is a disclosable pecuniary interest or an interest which the Member feels would call into question their compliance with the wider principles set out in the Code of Conduct. Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.*
- (2) Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.*
- (3) Members are also welcome to disclose interests which are not disclosable pecuniary interests but which they consider should be made in the interest of clarity.*
- (4) Officers must disclose interests in accordance with Council Standing Order 44.*

(Sheila Farnhill – 01274 432268)

### 3. MINUTES

#### **Recommended –**

**That the minutes of the meeting held on 19 July 2017 be signed as a correct record.**

(Sheila Farnhill – 01274 432268)

### 4. INSPECTION OF REPORTS AND BACKGROUND PAPERS

(Access to Information Procedure Rules – Part 3B of the Constitution)

Reports and background papers for agenda items may be inspected by contacting the person shown after each agenda item. Certain reports and background papers may be restricted.

Any request to remove the restriction on a report or background paper should be made to the relevant Strategic Director or Assistant Director whose name is shown on the front page of the report.

If that request is refused, there is a right of appeal to this meeting.

Please contact the officer shown below in advance of the meeting if you wish to appeal.

(Sheila Farnhill - 01274 432268)

## **B. BUSINESS ITEMS**

### 5. ONE ADOPTION WEST YORKSHIRE (REGIONAL ADOPTION AGENCY) - PROGRESS REPORT

1 - 36

The Deputy Director (Children's Social Care) will submit a report (**Document "J"**) which explains that, alongside Kirklees, Calderdale and Wakefield, Bradford's adoption functions (as specified in the relevant Partnership Agreement) had been delegated to Leeds City Council on 1 April 2017 and the Regional Adoption Agency – 'One Adoption West Yorkshire' had been formally established.

The report summarises the developments in this service in the first six months of operation.

#### **Recommended –**

**That the progress made in respect of the development of the Regional Adoption Agency: 'One Adoption West Yorkshire' be noted and that the progression of these arrangements be endorsed.**

(Mary Brudenell – 0771 2217288)

**6. UNACCOMPANIED ASYLUM SEEKING CHILDREN - UPDATE** 37 - 42

The report of the Deputy Director (Children's Social Care)(**Document "K"**) provides information for the Panel in respect of the work currently being undertaken in the district with Unaccompanied Asylum Seeking Children.

**Recommended –**

**That Document "K" be noted.**

(Rachel Curtis – 01274 435779)

**7. VIRTUAL SCHOOL - ANNUAL REPORT** 43 - 68

A report will be presented by the Deputy Director (Children's Social Care) which constitutes the statutory annual report of the Authority's Virtual School (**Document "L"**). The report uses data for those children who were in the care of this authority for a year or more as of 31 March 2017.

The report highlights the work undertaken by the Virtual School, the Local Authority and its partner agencies to improve outcomes for children in care from Early Years stage up to targeted care leavers aged 25. The report includes information in respect of progress and attainment for all key stages, It also reflects on the achievements of the Virtual School and identifies areas for future development to try and achieve the best outcomes for the children in the Authority's care.

**Recommended –**

**That Document "L" be noted.**

(Ken Poucher – 01274 439623)

**8. B POSITIVE PATHWAYS** 69 - 74

A report will be submitted by the Deputy Director (Children's Social Care) which provides a summary of the developments in respect of the B Positive Pathways Programme (**Document "M"**) with an emphasis on the progress made since the last report to the Panel in July 2017.

**Recommended –**

**That Document "M" be noted.**

(Jim Hopkinson – 01274 432904)

**9. WORK PLAN 2017/18**

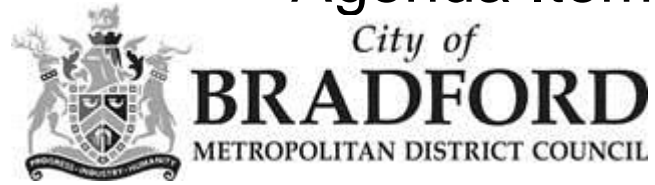
75 - 76

The Panel's Work Plan for 2017/18 is submitted (**Document "N"**) for Member's consideration.

(Jim Hopkinson – 01274 432904)

THIS AGENDA AND ACCOMPANYING DOCUMENTS HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER

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## **Report of the Deputy Director (Children's Social Care) to the meeting of the Corporate Parenting Panel to be held on 8<sup>th</sup> November 2017.**

**J**

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### **Subject:**

**One Adoption West Yorkshire. Report of Progress in the first 6 months**

### **Summary statement:**

1. Bradford adoption functions as specified in the partnership agreement were delegated on the 1st April 2017 to Leeds City Council and One Adoption West Yorkshire formally opened.
2. This report provides a summary of the developments of the service in the first six months of becoming established

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Jim Hopkinson  
Deputy Director  
Children's Social Care

Report Contact: Mary Brudenell  
Phone: 07712217288  
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### **Portfolio:**

Children's Services

### **Overview & Scrutiny Area:**

Children's Services

## **1. SUMMARY**

Bradford adoption functions as specified in the partnership agreement were delegated on the 1st April 2017 to Leeds City Council and One Adoption West Yorkshire formally opened.

This report provides a summary of the developments of the service in the first six months of becoming established

## **2. BACKGROUND**

Bradford, Kirklees, Calderdale and Wakefield adoption functions as specified in the partnership agreement were delegated on 1<sup>st</sup> April 2017 to Leeds City Council and the Regional Adoption Agency (RAA), One Adoption West Yorkshire formally opened on that date.

## **3. OTHER CONSIDERATIONS**

### **Main Issues**

### **Staffing**

#### **3.1 Senior Leadership Team**

One Adoption West Yorkshire (OAWY) opened as Regional Adoption Agency on Monday 3 April 2017. It is led by the Senior Leadership Team of:

- Sarah Johal, Head of Service
- Mary Brudenell, Service Delivery Manager
- Julie Chew, Service Delivery Manager
- Mandy Prout, Service Delivery Manager
- Aretha Hanson, Business Support Manager

3.2 Sarah has overall responsibility for the operations of One Adoption West Yorkshire (OAWY) and she will undertake the role of the agency decision maker for adopters. Mary will take a strategic lead on family finding, while taking on the line management of staff in the Bradford and Wakefield offices and links with those Local authorities. Julie will take a strategic lead on adoption support, with line management for staff in the Leeds office and linking with that Local Authority (LA). Mandy will take a strategic lead on recruitment and assessment, line manager for staff in the Halifax and Huddersfield offices and linking with Calderdale and Kirklees LA. Aretha will manage the administrative business support to all of the teams based in the 5 offices. She will have the strategic lead on seeking rationalisation of business processes, where beneficial and practicable.

3.3 The collaboration between the Leeds HR business partner and his counterparts in the other 4 LA's enabled as smooth a transition as possible.



- 3.4 The agency started off with a high number of vacancies across business support and some other roles. Recruitment to posts has continued over the last 6 months with the majority of positions being filled or about to be filled.
- 3.5 There are 3 members of staff retiring or leaving in the next two months, and a number of staff on maternity leave. Additional temporary social worker vacancies have been advertised and recruited to, to assist with demand in family finding and adoption support, rather than using agency cover.
- 3.6 All staff have been provided with a One Adoption mobile phone, which will assist in enabling them to access the Leeds ICT system, including Mosaic the integrated children's case recording system utilised by OAWY. All staff now have a your.name@oneadoptionwy.leeds.gov.uk e mail address.
- 3.7 Key IT training was undertaken throughout June and July on the Mosaic case recording system for all staff & induction training for staff regarding the self service, Performance and Learning system (PALS) and finance system took place from June through to mid-July.

### **Establishing the culture**

- 3.8 Further work has been undertaken with the senior leadership team, the management team and with all staff to establish the vision and values of One Adoption West Yorkshire. The mission statement is clear: "To be an outstanding adoption service achieving outcomes for children without delay; recruit adopters for all children who need adoption with an excellent adoption support service for all affected by adoption."
- 3.9 The vision is to be a listening service; a learning service and a responsive service. This is underpinned by 3 behaviours: Children are the client; a sense of urgency to avoid unnecessary delay and working with families every step of the way.
- 3.10 Work continues with the staff regarding the importance of relationships as we build the OAWY identity with the teams, working in a culture of high support and high challenge.

### **Practice Focus**

#### **Adoption Support**

- 3.11 We held a workshop in July with the Adopted Teenagers, At\_Id group to get their ideas about how we communicate and develop our work with young people to improve services. An action plan to take this work forward within One Adoption is being developed.
- 3.12 We are progressing the re-commissioning of independent adoption support services for birth parents, adoptive families and adopted adults. We will commission this jointly with North Yorkshire and Humber Regional Adoption Agency. North Yorkshire Council will take a lead on this as they currently oversee the approved provider list for adoption support across Yorkshire & Humber. South Yorkshire are involved in this and have given a commitment in principal to be involved, pending formal agreement from their local authorities. This is with a view to commence from October 2018 with current contracts being extended from March 18- October 18.

## **Practice Improvement Fund projects**

- 3.13 Adoption Support Fund (ASF) - One Adoption West is piloting a regional adoption support fund. The aim of this to improve adoption support across an RAA by: regional commissioning of the ASF and engaging users in the development and testing of regionalised support services; test out how the ASF could be managed in a regionalised structure including how human and financial resources for adoption support will be deployed and to inform future national policy and delivery of ASF and share emerging practice with other RAAs. We have recruited a project manager to oversee this work.
- 3.14 *Centre of Excellence* – this is due to start as a pilot in the west with a view to rolling this out across the wider Yorkshire & Humber region with funding for 2 years. We will be recruiting 3 sector led specialists to lead the development work: a senior clinical psychologist, adoption manager and an education specialist. The objectives of this are to look at a framework for assessment of support needs; to develop multi- disciplinary support for adoptive families and to develop a training and development programme for professionals in the sector.
- 3.15 *Early Permanence Placements (EPP)* - the Voluntary Adoption Alliance have been successful with the practice improvement bid for developing early permanence across the Yorkshire & Humber region and to look at concurrency within the West. This will help us improve our ability to place children earlier for permanence. The objectives of the bid are to:
- Build awareness of EPP including concurrency across the whole region and building a champions network
  - Developing concurrency placements based on model from North West
  - Developing a fostering to permanence pilot for 'harder to place' children

## **Marketing, Recruitment & Assessment**

- 3.16 The One Adoption website has been launched and marketing activity has been undertaken to raise its web profile. The website has been changed and is much improved. There is still work to do and development of this will continue. The enquiries in July were higher than June which is promising. A marketing campaign began across the wider Y & H region from the first week in October in the lead up to national adoption week with an Outdoor campaign and radio campaign.
- 3.17 In West Yorkshire we undertook additional marketing during the last two weeks of September across bus backs and fleet vehicles with posters and billboards to generate more awareness of the brand locally in a run up to the wider campaign.
- 3.18 Prospective adopters are making contact with One Adoption WY and attendance at the information evenings across the area has improved and we are currently exploring bigger venues in the Halifax, Bradford and Wakefield areas.
- 3.19 All recruitment staff have now been trained to use the Attachment Style Interview tool. It will take time to embed the learning from this into the assessment work undertaken it will assist staff in being clear about how we effectively support adopters moving forward.

- 3.20 The teams have made real progress in agreeing the practice across the teams. In summary we now have the following: Standardised information sessions & pre-approval training; a clear stage one process with all new applications on MOSAIC; agreed criteria for recruitment of adopters, templates agreed for case work and a system for the allocation of assessments and booklets produced for adopters.

### **Children's Planning and Matching**

- 3.21 The family finding teams identified that a significant number of children required placements at the outset of the agency . Prompt matches have been identified for panels to consider and profiles of children and adopters are regularly completed and shared at the regional placement group within one adoption. The system has been set up and is now in place with Adoption Match (previously called the Adoption Register) for all children to go on this, allowing us a regional view of the children and families available. A system has been established with the voluntary adoption alliance across the region helping us family find for children to avoid any delay. The Agency are currently planning a series of Family Finding events with the other Yorkshire and Humberside Local Authorities and Voluntary agencies, the first of which is taking place in November .
- 3.22 Operational leads group:- The first meeting took place between Local Authority leads on adoption and the senior leadership team with terms of reference agreed and principles agreed regarding the interface between the local authority and one adoption regarding children's planning and family finding .Following this further work has been undertaken in one adoption and the family finder role within One Adoption has been clarified, with staff having a clear understanding of their role which will assist moving forward.

### **Business Support**

- 3.23 The business support functions of OAWY have now been agreed and progress has been made in setting up systems to support the work of the agency with key processes around the panel work, children's planning and children's tracking developing well.

### **Information Management and Technology**

- 3.24 The migration of existing cases is continuing. This has been slower than anticipated due to issues with business support capacity and IT issues. The transfer of cases is a key priority for the next two months with an aim for all records to be moved over by the 30<sup>th</sup> November 2017.
- 3.25 The tracker for monitoring children through the adoption process from legal gateway is in place and the data is improving. We have a new URN (Unique Reference Number) (RAA1) and provided the first Adoption Leadership Board (ALB) quarterly data return.
- 3.26 However, IT issues have been problematic with the issues being complex and technical .The difficulties are more pronounced for those staff who have moved

offices and for staff who work across office bases. In summary, the issues are with connectivity and the reliance on Wi-Fi and the intermittent strength; use of the guest Wi-Fi and timescales in requiring login back in; printing; slowness and freezing screens.

- 3.27 Staff based in Bradford have moved to an alternative office base that has temporarily resolved some issues regarding connectivity and the longer term location of these staff is being discussed with colleagues in Bradford.
- 3.28 The regional IT group continues to meet to resolve the issues.

### **Duty**

- 3.29 On the 1st July a One Adoption Duty system was implemented working out of Kernel House following a transitional period. This has been very effective and this service operates from 10am- 4pm each day (3.30pm on Friday) to allow time for staff to get to Kernel House and be ready, with IT support, to take calls from 10am. This will be reviewed in 6 months. The majority of calls on duty relate to adoption support, enquiries from professionals about staff across the region and recruitment enquiries. There are qualified social workers, adoption advisors and business support staff operating duty with a team manager and service manager on a rota basis to ensure the service is effective.

### **Adoption Panels**

- 3.30 Adoption panels have been rationalised to 7 per month sitting in Bradford, Leeds and Huddersfield. They are chaired by two independent adoption panel chairs, Julie Archer and Julia Pearmain. The panel operate out of the OAWY bases (Bradford, Huddersfield and Leeds). The panels make recommendations about proposed matches for all 5 partner LA children, which will be decided upon by the agency decision makers in the 5 LA's. The panels will make recommendations regarding the suitability of prospective adopters to be approved, which will be decided by the OAWY agency decision maker.
- 3.31 Adoption Panels training was undertaken in June and the panel protocol has been agreed with guidance for staff across One adoption and the local authorities been issued.
- 3.32 The process of moving to electronic panel has been completed and panel members have received training and can access ongoing support as they become familiar with using the new system.
- 3.33 A second Adoption Panel Training Day is arranged for 9<sup>th</sup> November 2017.

### **Links with Health**

- 3.34 The first meeting with health commissioners and providers across west Yorkshire was undertaken to discuss the medical advisor role, now working across the region on adoption panels. Issues around consistency of practice & information provided &

ability to meet demand was discussed. Agreement was reached about developing key standards and performance indicators regarding the role and the merits of considering a West Yorkshire specification about this role. Discussions were also opened at this meeting regarding the centre for excellence and the adoption support fund and this work will continue.

### **Links with Education**

- 3.35 Following early meetings with virtual heads across the region, we have agreed with the virtual head in Leeds will work with us to arrange an Outcomes Based Accountability workshop with key stakeholders across the west with a view to developing a clear action plan for taking this work forward.

### **Performance Data**

- 3.36 Performance Data relating to Bradford Children for quarter 1 and Quarter 2

	Quarter 1	Quarter 2*
Number of ADM Decisions	15	5
Number of Placement Orders Granted	9	10
Number of children matched	6	6
Number of children placed	9	8
Number of children adopted	6	9
%of children leaving care who were adopted	9%	11.5%
Number of disruptions	0	0

\*Quarter 2 Data has been provided by the Bradford Performance Team and is still in the process of being verified for the ALB return.

A practice improvement framework has been agreed and attached is the first quarterly performance report for West Yorkshire for your information.

#### **4. FINANCIAL & RESOURCE APPRAISAL**

- 4.1 There are no budget pressures at the current time. Staffing of the agency including the additional temporary staff recruited has been achieved within the existing budget. The Interagency Budget is not predicting an overspend at the current time, however we are aware of the need for placements so this will be kept under review.

#### **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

- 5.1 The Head of Service reports to a Management Board made up of senior officers from each local authority. The board meets quarterly and has representation from service users and the voluntary adoption alliance. There is also a Joint Committee of lead elected members who oversee the work of the agency and have met on three occasions to date.

#### **6. LEGAL APPRAISAL**

- 6.1 The Partnership Agreement has been signed by all Directors of Children's Services for Bradford, Calderdale, Kirklees, Leeds and Wakefield. This agreement forms the contractual basis upon which the agency will function. It has key schedules which cover:

- Service specification
- Function of the Joint Committee
- Information Sharing protocol
- Legal context
- Management Board governance arrangements
- Financial protocol
- Assets

- 6.2 Ofsted were notified of the changes to the arrangements in West Yorkshire advising them of the arrangements for Registered Manager status and Adoption Support Services Advisor (ASSA) arrangements.

- 6.3 A Statement of Purpose has been drafted (Appendix 2) and is published on the website.

#### **7. OTHER IMPLICATIONS**

##### **7.1 EQUALITY & DIVERSITY**

There are no implications for this report

##### **7.2 SUSTAINABILITY IMPLICATIONS**

There are no implications for this report

### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

There are no implications for this report

### **7.4 COMMUNITY SAFETY IMPLICATIONS**

There are no implications for this report

### **7.5 HUMAN RIGHTS ACT**

There are no implications for this report

### **7.6 TRADE UNION**

There has been ongoing consultation and engagement with affected staff who have transferred into the agency as well as formal consultation with the trade unions. This is ongoing.

### **7.7 WARD IMPLICATION.**

There are no implications for this report

### **7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)**

Not applicable to this report.

## **8. NOT FOR PUBLICATION DOCUMENTS**

None.

## **9. OPTIONS**

Please refer to recommendations

## **10. RECOMMENDATIONS**

The Corporate Parenting Panel is requested to

- a) Note the progress of the agency
- b) Support the progression of these arrangements

## **11. APPENDICES**

Appendix 1 – Performance Quarter 1 Report.

Appendix 2 – Statement of Purpose

## **12. BACKGROUND DOCUMENTS**

None.

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# One Adoption West Yorkshire quarterly performance report

April to June 2017

## Introduction/summary

This is the first quarterly report, providing an update on One Adoption West Yorkshire as a new service wanting to improve the lives of children and families across the region.

This report is based in the premise of how much work has been undertaken in the period, how well and what difference has it made. The report is a simple and concise report, with detailed tables in appendices. The report contains a number of tables and charts (when trends allow).

The first two quarterly reports will likely be light on detail and trend analysis as data is not available for an extended period. Future iterations will include trend data as a picture emerges of the impact that the agency is having for children, young people and prospective adopters and adoptive families across West Yorkshire.

In summary children going through the adoption process are down on the average figures per quarter based on 2016/17 numbers

## Key information at the beginning of Quarter 1

At the beginning of this quarter there were:

98 children with a Placement Order but not placed, 27 of these children had been waiting more than 18 months  
54 children with a decision for adoption made by the Agency Decision Maker (ADM decision) but no placement order.

72 prospective adoptive families awaiting approval  
44 in Stage 1  
25 in Stage  
3 on Hold

62 prospective adoptive families were approved but not matched of which 25 families had been waiting more than 6 months

## Children

This section of the report provides headline figures relating to children and young people at various stages of the adoption process within West Yorkshire.

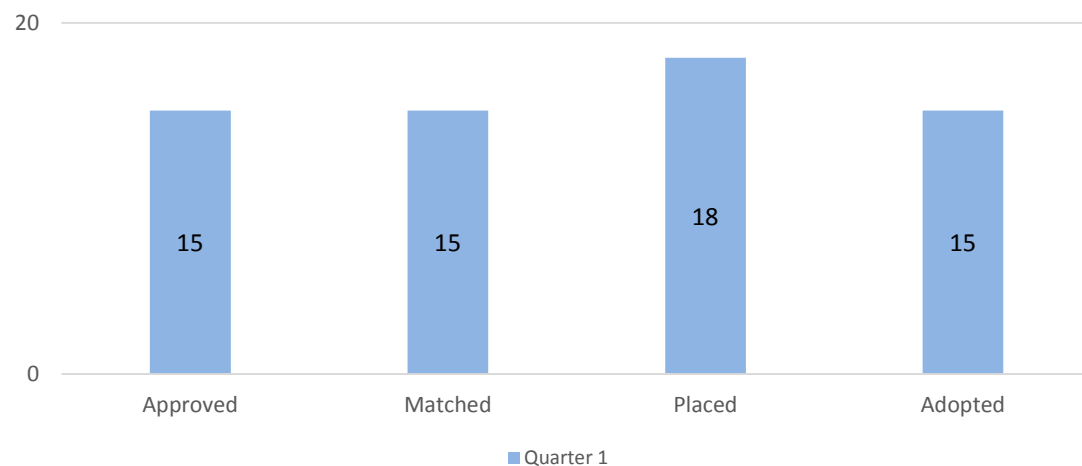
<p><b>How much did we do?</b></p> <p><i>During the quarter</i></p> <ul style="list-style-type: none"> <li>303 children left care, 42 were adopted <i>During 2016/17 177 children were adopted, average 45 per quarter</i></li> <li>46 children had an ADM decision made and 122 had no decision <i>During 2016/17 211 children had ADM decision made, average 52 per quarter</i></li> <li>32 placement orders were granted <i>During 2016/17 200 placement orders were granted, average 50 per quarter</i></li> <li>37 children were matched to an adoptive family ( 18 inter agency placements) <i>During 2016/17 210 children were matched, average 52 per quarter</i></li> <li>34 children were placed with an adoptive family <i>During 2016/17 204 children were placed, average 51 per quarter</i></li> <li>7 children in new EPP <i>During 2016/17 7 children were in new EPP, average 2 per quarter</i></li> </ul> <p><i>At the end of the quarter</i></p> <ul style="list-style-type: none"> <li>122 children being tracked/allocated to family finder prior to ADM (this is indicative data is taken from the One adoption tracker - work in progress )</li> <li>132 children have an ADM decision but not yet matched.</li> <li>149 children have an ADM decision but are not yet placed.</li> <li>97 children have a placement order but are not yet placed. Of these, 37 have been waiting for at least 18 months since entering care</li> <li>62 children with an ADM decision have a potential match identified.</li> </ul>	<p><b>How well did we do it?</b></p> <ul style="list-style-type: none"> <li>14% of children leaving care were adopted, (England average is 16%) <ul style="list-style-type: none"> <li>Numbers of children going through the adoption process during this quarter are down on the average figures per quarter based on 2015/17 numbers</li> </ul> </li> </ul> <p>For children who were adopted during quarter one 2017/18, it took an average of:</p> <ul style="list-style-type: none"> <li>439 days between a child entering care and moving in with their adoptive family (National Indicator is 426 days) (England Average is 593)</li> <li>182 days between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family (National indicator is 121 days) (England average is 223)</li> </ul>
<p><b>What would we like to do better?</b></p> <ul style="list-style-type: none"> <li>11 ADM decisions were reversed</li> <li>There were 2 disruptions</li> </ul>	<p><b>What difference did we make?</b></p> <p><i>This section will be used to indicate improvements - eg the average time taken for children from entering care to moving in with their adoptive family reduced this quarter compared to last quarter</i></p>

## Adopters

This section of the report provides headline figures relating to prospective and approved adopters at various stages of the adoption process in One Adoption. Appendix two contains figures for the year-to-date.

<p><b>How much did we do?</b></p> <p><i>During the quarter</i></p> <ul style="list-style-type: none"> <li>• Enquiries were received from 38 families</li> <li>• 58 prospective adopters attended information sessions</li> <li>• 23 prospective adoptive families attended preparation training</li> <li>• 15 prospective adoptive families were approved</li> <li>• 15 prospective adoptive families were matched</li> <li>• 15 adoptive families adopted a child/young person</li> </ul> <p><i>At the end of the quarter</i></p> <ul style="list-style-type: none"> <li>• Of the 113 individual approved adopters, 60 are female and 53 are male. 18 (16 per cent) are from a BME background</li> <li>• 46 prospective adoptive families are not yet approved</li> <li>• 30 prospective adoptive families are in stage one; 16 are in stage two</li> <li>• 9 prospective adoptive families are on hold</li> </ul>	<p><b>How well did we do it?</b></p> <ul style="list-style-type: none"> <li>• Of those prospective adoptive families who ended Stage 1 in the quarter, they were in Stage 1 for an average of 2 months <ul style="list-style-type: none"> <li>○ Those still in Stage 1 at the end of the quarter have been in Stage 1 for an average of 4 months</li> </ul> </li> <li>• Of those prospective adoptive families who ended Stage 2 in the quarter, they were in Stage 2 for an average of 4 months <ul style="list-style-type: none"> <li>○ Those still in Stage 2 at the end of the quarter have been in Stage 2 for an average of 3 months</li> </ul> </li> <li>• 7 adoptive families matched within three months of their approval; 8 were matched after three months of their approval</li> <li>• The average time taken from approval to matching is 9 months</li> </ul>
<p><b>What would we like to do better?</b></p> <ul style="list-style-type: none"> <li>• 61 approved adoptive families are yet to be matched. <ul style="list-style-type: none"> <li>○ 22 of these families have been waiting more than six months</li> <li>○ 22 of these families have a matching panel booked</li> <li>○ 4 of these families have a match identified but no panel date booked</li> </ul> </li> <li>• We need to achieve a higher number of enquiries</li> </ul>	<p><b>What difference did we make?</b></p> <p><i>This section will be used to indicate improvements - eg waiting time for adoptive families to be matched was lower this quarter than last quarter</i></p>

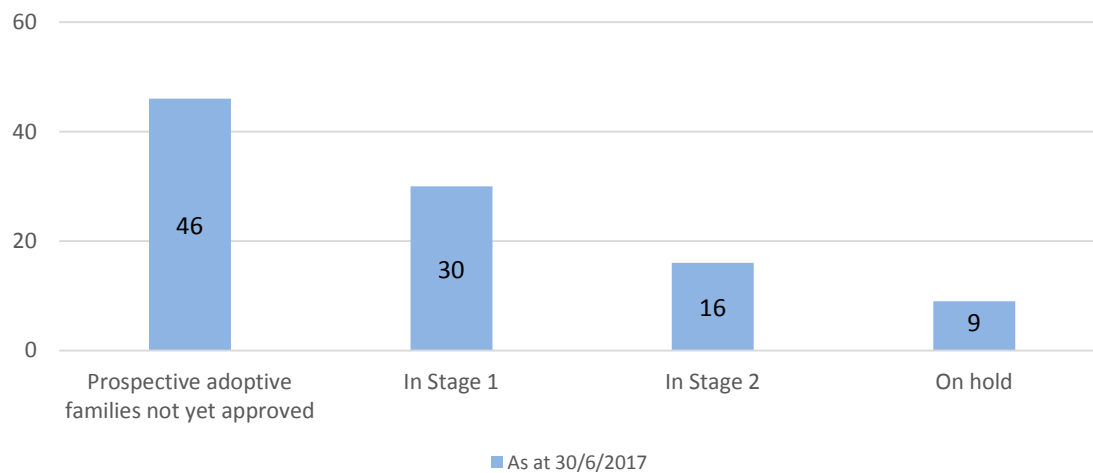
Adopters through the process



### Commentary

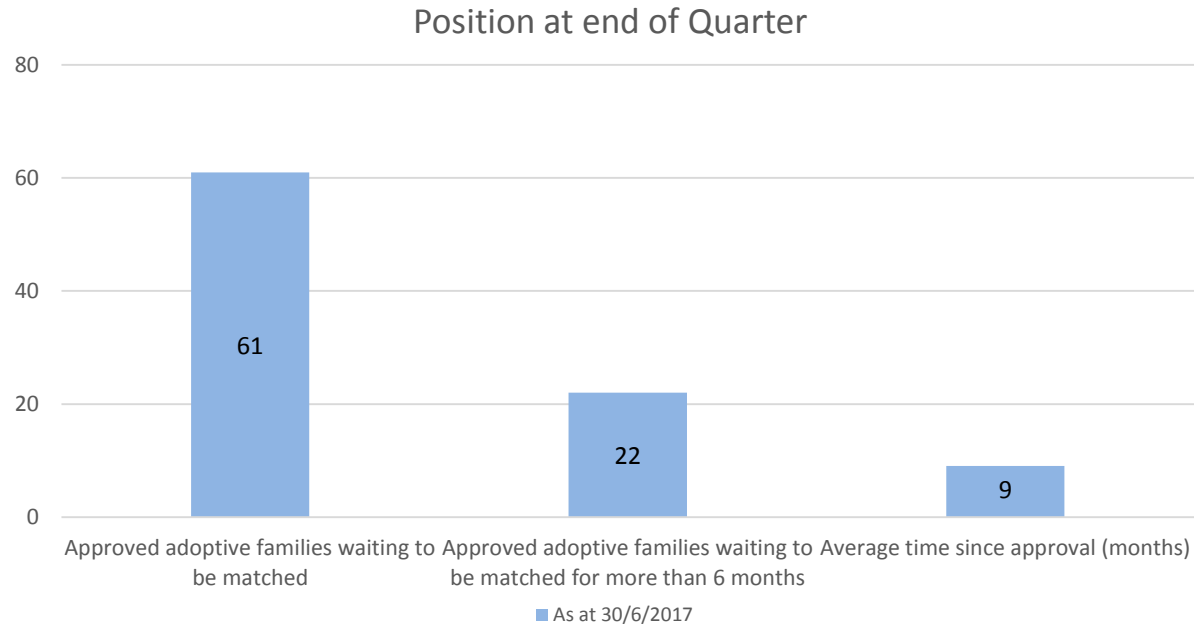
This graph shows numbers of adopters going through the process in Quarter 1. As we move forward we will see Q2, Q3 and Q4 included in the graph as comparisons.

Position at end of Quarter



### Commentary

This graph shows the number of adopters at various stages in the process at the end of Quarter 1. As we move forward we will see Q2, Q3 and Q4 included in the graph as comparisons.



### Commentary

This graph shows the number of adopters at various stages in the process at the end of Quarter 1. As we move forward we will see Q2, Q3 and Q4 included in the graph as comparisons.

**Snapshot Figures**

This section of the report looks at characteristics of prospective adopters who are approved but not yet matched and those characteristics of children still waiting to be matched as at the end of the quarter. **This section is work in progress and requires further development.**

**Adopters**

X prospective adoptive families approved not matched

**CHARACTERISTICS**

**Children**

X With a decision not yet **matched**

**CHARACTERISTICS**

**Adoption Support**

This section is work in progress and requires further development.

**Non Agency Adoption**

This section is work in progress and requires further development



## Appendix 1

This appendix contains a range of measures related to prospective adopters progressing through the approval and adoption process.

Table A6: individuals and families progressing through the approval and adoption processes

	Enquiries		Progress through the adoption process (families)				
	Individuals	Families	Applications	Approved	Matched	Placed	Adopted
Quarter one	69	38	12	15	15	18	15
Quarter two							
Quarter three							
Quarter four							
<b>Year-to-date</b>	<b>69</b>	<b>38</b>	<b>12</b>	<b>15</b>	<b>15</b>	<b>18</b>	<b>15</b>

Table A7: snapshot numbers of prospective adopters at different stages of the approval process

	Prospective adoptive families:				Approved adoptive families waiting:		
	Not yet approved	In stage one	In stage two	On hold	To be matched	To be matched for more than six months	Average time since approval (months)
Quarter one	46	30	16	9	61	22	9
Quarter two							
Quarter three							
Quarter four							
<b>Year-to-date</b>	<b>46</b>	<b>30</b>	<b>16</b>	<b>9</b>	<b>61</b>	<b>22</b>	<b>9</b>

Table A8: characteristics of approved adopters (individuals)

	Female	Male	BME
At 30 June 2017	60	53	18
At 30 September 2017			
At 31 December 2017			
At 31 March 2018			
<b>Year-to-date</b>	<b>60</b>	<b>53</b>	<b>18</b>

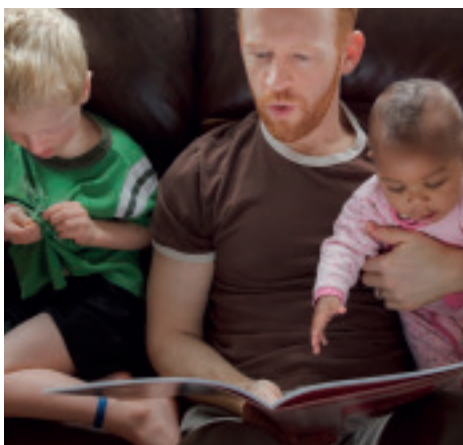




**One**  
Adoption  
Agency  
WEST YORKSHIRE

# STATEMENT OF PURPOSE

## FOR YOUR ADOPTION JOURNEY



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*[The wording in this publication can be made available in large formats such as large print or Braille.  
Please call us on 0113 3783535]*

## 1. INTRODUCTION

It is a requirement of the National Minimum Standards for Adoption Services, that an adoption service produces a statement of purpose, including its aims and objectives, a description of the service it provides and the facilities that it provides. It can be used by children and young people and families as a guide to what they should expect a service to provide and to do.

This document is the Statement of purpose for One Adoption West Yorkshire, a shared adoption service between the five local authorities Leeds City Council, City of Bradford MDC, Kirklees MBC, Calderdale MBC and Wakefield Council. The Regional Adoption Agency is hosted by Leeds City Council.

### **The Statement of Purpose has been produced in accordance with:**

- Adoption National Minimum Standards 2011.
- Care Planning Regulations 2010
- Adoption Agency Regulations 2005 (amended 2011);
- Adoption Agencies (Miscellaneous Amendments) Regulations 2013;
- Local Authority Regulations 2005
- Adoption Agencies & Independent Review of Determinations (Amendment) Regulations 2011;
- Adoption Agencies (Panel & Consequential Amendments) Regulations 2012
- Care Planning, placement and Case and fostering services (Miscellaneous Amendments) Regulations 2013
- Adoption and Children Act 2002
- Care Standards Act 2000

The Adoption Agency is inspected against these standards by Ofsted.

## 2. PRINCIPLES AND VALUES

**The requirements of the Adoption and Children Act 2002 and the Children and Families Act 2014 underpin the principles and values of our service:-**

### **Values: Children**

- Children are entitled to grow up as part of a loving family which can meet their needs during childhood and beyond and where possible this should be within their own family
- The Child's welfare, safety and needs will be at the centre of the adoption process
- The Child's wishes and feelings will be taken into account at all stages
- Delays in adoption can have a severe impact on the health and development of children and should be avoided wherever possible
- The child's ethnic origin, cultural background, religion, language and sexuality will be fully recognised, positively valued and promoted when decisions are made
- The particular needs of disabled children will be fully recognised and taken into account when decisions are made
- The role of adoptive parents in offering a permanent family to a child who cannot live with their birth family will be valued and respected.

- Adoption has lifelong implications for all involved and requires lifelong commitment from many organisations, professionals and individuals who have to work together to deliver to meet the needs of the services.
- Birth parents and birth families are entitled to services that recognise the lifelong implications of adoption. They will be treated fairly, openly and offered a support service.

## Equal Opportunities

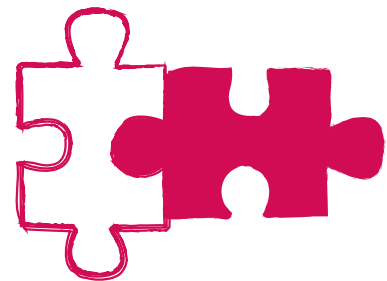
The adoption service abides by equal opportunities legislation and the policies of Leeds City Council. The service works positively and respectfully with all service users and partner agencies regardless of race, colour, religion, language, culture, disability, gender, sexual orientation or age.

Every attempt will be made to secure an adoptive family which meets a child's emotional and developmental needs taking into account their ethnicity, religion, language, culture, gender and disability taking into account the need to avoid undue delay.

## 3. THE AIMS AND OBJECTIVES OF THE AGENCY

The agency is committed to fulfilling the requirements of the Adoption and Children Act 2002 and the Children and Families Act 2014 by:

1. Ensuring the provision of a high quality adoption service which guarantees the best possible standards for care, safety and protection for children or young people who are looked after and who need adoptive placements.
2. Ensuring that all those whose lives have been affected by adoption are helped to identify and receive appropriate services.
3. Working in partnership with adoptive families & other agencies ensuring the service is based on statutory requirements & good practice within the principles of value for money for the agency.



## Objectives of the agency

1. To recruit, assess and provide adopters that meet the needs of the children to be placed for adoption within the timescales laid down by National Adoption Standards.
2. To provide information on the process to applicants interested in becoming adopters and on the children requiring adoption.
3. To ensure that adopters receive appropriate preparation, training, support and advice to enable them to offer the best possible standards of parenting, safety and protection for children or young people in their care.
4. To minimise delay in family finding, paying attention to the needs of the child at all times.
5. To provide information on the services available to all those affected by adoption recognising that as adoption has lifelong implications for all those involved, their needs will change over time.
6. To provide a range of adoption support services to birth relatives, adopted adults, adopters and their children in partnership with other agencies.
7. To provide information on the Service that is available to those wishing to adopt from abroad
8. To ensure that any decisions are transparent and fair.

9. That concerns about the service are addressed, that information about the complaints procedure is made available.
10. That the organisation regularly reviews the services it provides, consults with, and learns from, those in receipt of their services through comments, compliments and complaints

## 4. ORGANISATIONAL STRUCTURE & SERVICE USERS

Head of Service, One Adoption West Yorkshire		
Sarah Johal		
Service Delivery Managers & Registered Managers		
Julie Chew (Leeds)	Mary Brudenell (Wakefield/ Bradford)	Mandy Prout (Calderdale/Kirklees)
Team Managers – Recruitment and Assessment		
Sheila Wood (Leeds)	Samantha Thomas (Wakefield)	Michelle Rawlings (Huddersfield)
Team Managers – Family Finding		
Lynn Buckle (Leeds)	Katie Robinson (Bradford); maternity cover from May 2017 by Carol Ledgard	Valerie Edwards (Halifax)
Team Managers – Adoption Support and Adoption Support Services Advisors (ASSA's)		
Shelagh Ethell (Leeds)	Rhian Beynon (Bradford & Wakefield)	Tony Bryce (Calderdale & Kirklees)
Business Support Manager		
Aretha Hanson		

**One Adoption West Yorkshire** came into being on the 3rd April 2017. It is a shared adoption service across the region working on behalf of Bradford, Calderdale, Kirklees, Leeds and Wakefield councils. The Head of Service reports quarterly to a Management Board, made up of Senior Officers from each local authority with representation drawn from Adopters and the Voluntary Adoption Alliance (VAA). The Chair of the Management Board is Julie Jenkins (Head of Safeguarding Calderdale). The service is overseen by a Joint Committee, made up of elected members from the five local authorities chaired by Councillor Lisa Mulherin (Leeds).

The regional agency is operated under the terms of a Partnership Agreement, which confirms the legal and governance arrangements; the budget; staffing and funding contributions for the five local authorities.

### One Adoption provides an adoption service to:

Children who are in need of family finding for an adoptive family

Birth parents

Prospective and approved adopters

Children and adoptive parents who need adoption support services

Adopted adults and members of their birth families



## 5. THE WORK OF THE ADOPTION SERVICE

### The Head office is based at:

**Kernel House,  
Killingbeck Drive  
Leeds  
LS14 6UF**



### Other office bases are:

Bradford	Wakefield	Halifax	Huddersfield
Sir Henry Mitchell House 4 Manchester Road, Bradford BD5 0QL	Queen's House Queen's Row Market Street Wakefield WF1 1DF	The Shay Shaw Hill Halifax HX1 2YT	Riverbank Court Wakefield Road Aspley Huddersfield HD5 9AA

### The service undertakes the following tasks:

Recruitment of prospective adoptive families

Assessment and preparation of adoptive families, including visits to the home, a home study, taking up references and statutory checks and running preparation training

Family finding for children who need a permanent home through adoption

Support for families waiting for a child to be placed with them

Advice, guidance and support to adoptive families during the matching process and after placement. This includes workshops and training and support groups

Those wishing to adopt are referred to another agency that provide a service under contract for One Adoption.

Non agency adoption work for Calderdale, Kirklees and Wakefield.

The family finding team become involved with every child where adoption may be the plan during the decision making process and takes the lead in family finding at the earliest point possible

Children's social workers and adoption social workers undertake the task of planning for permanence and permanence and preparing children for adoption. The responsibility for matching and supporting adoptive families is a shared task until the adoption order.

The adoption letterbox service and access to adoption archives is provided and enables adopted children to maintain contact with their birth families.

Support and signposting to counselling services for adopted adults wishing to find out about their birth families and an Intermediary service are provided. The majority of this work is provided through a contract with other agencies operating in West Yorkshire.

Information about all aspects of the adoption service can be accessed via the One Adoption line 0113 3783535, the website [oneadoption.co.uk](http://oneadoption.co.uk) or via the Facebook page [www.facebook.com/oneadoption](http://www.facebook.com/oneadoption)

All enquirers are followed through by an adoption advisor. An interpreter is available through a three way phone if required. Help is also available through social workers in the service who speak Asian languages. Currently there are social workers who speak Urdu and Punjabi. Approved interpreters will be used if required.



## There are nine adoption teams in total:

The 3 **recruitment and assessment** teams are responsible for the recruitment, assessment and approval of adopters (office bases in Leeds, Halifax and Wakefield)

The 3 **family finding** teams have responsibility for the placement of children who have adoption as their plan (office bases in Bradford, Leeds and Huddersfield)

The 3 **adoption support** teams are responsible for providing a variety of adoption support services (office bases in Bradford, Leeds and Huddersfield)

The teams work cooperatively with each other in order to provide a seamless service for children and their adoptive families, ensuring the allocation of work as needed.

## 6. NUMBERS, QUALIFICATIONS AND EXPERIENCE OF STAFF

The Head of Service, Sarah Johal, has responsibility for the overall service and is the responsible individual. Qualifications: CQSW in Social Work 1990; MA Social Work and Social Care 2001; Advanced Award in Social Work 2002; Post Graduate Certificate in Applied Social Work Management 2007. She has over 26 years post qualification experience in child care, including 17 years in Adoption and Fostering. She has been a manager for over 14 years within both statutory child care and adoption and fostering services.

The agency has three Service Delivery Managers, who are also the Registered Managers for the adoption services across the five local authorities. Mandy Prout (Diploma in Social Work 1991) has extensive knowledge and experience in adoption practice and has been a manager in adoption services since 2007. Julie Chew (CQSW 1992 & NVQ Level 4 in management). Julie has worked in a variety of settings in relation to children and families social work and has been an adoption manager since 2007. Mary Brudenell BA (Hons) in Applied Social Studies & CQSW 1986. Mary has twenty-nine years post-qualifying experience in children's services and has been a manager in the adoption service since 2007.

The agency employs 109 staff. There are 58 full time equivalent qualified social workers across the three service areas, 6 of whom are Advanced Practitioners. In addition there are 3 specialist advisors in the adoption support team who have a range of therapeutic qualifications. There are 6 adoption advisors who support the recruitment and family finding service. The agency has a Business Support Manager and 18 full time equivalent administrative staff.

All social workers have a social work qualification and are registered with the HCPC (Health and care Professionals Council) and have relevant experience in children and families service. They have an enhanced DBS check.

## 7. THE SERVICE TO PROSPECTIVE ADOPTERS

### Enquiries and First Contact

Enquirers can access information on adopting with One Adoption West Yorkshire via the Regional Adoption Agency website (<https://www.oneadoption.co.uk/about-one-adoption-west-yorkshire>) or make contact through the dedicated advice line. At first contact, enquirers are given information verbally about the adoption process. Information packs are sent out to; usually on the same working day but always within two working days.



## Applications for adoptions from overseas

Inter-country adoption is a specialist area of work, as each country has its own rules and regulations regarding adoption. One Adoption West Yorkshire has a contract with another agency to provide this work. Applicants pay a fee for their assessment service, including the home study and then further fees for safeguarding checks etc.

## Information meetings

Enquirers are invited to an information evening held every three weeks across West Yorkshire. Details of these are provided on the website pages and in the information pack along with detailed written accounts regarding the needs of the children waiting for adoption and the various routes to adoption. The information meeting has a presentation about adoption and meet adopters and experienced adoption social workers to discuss the different routes to adoption. If enquirers are unable to attend an information meeting this needs to be discussed and alternative arrangements made, usually at one of the offices. If enquiries wish to progress their interest, they request a home visit. A request for a visit form is made available at the end of the meeting for prospective adopters to take away to complete.

## Initial Home Visit

The home visit request can be submitted at any point during the twelve month period following the information meeting being attended. The home visit is undertaken by an adoption social worker and advisor who will provide more information about adoption the personal circumstances of adopters will be discussed in detail to help them consider if adoption is the right choice for them. The social worker will also start discussions about practical considerations.

A detailed summary of the home visit will be completed and passed to an adoption manager before the registration of interest form is accepted. On most occasions, enquirer(s) will be given a registration of interest form. The adoption manager will make a decision within 5 days about whether it should be accepted.

At this stage, the enquirer becomes known as prospective adopter(s). A letter will be sent to the prospective adopter (s) confirming that their application is proceeding or detailing the reasons why their registration of interest cannot be accepted.



## Stage 1 Pre-assessment process

Stage One begins on the day that One Adoption West Yorkshire accepts the registration of interest from adopter(s) and should normally take 2 months to complete.

### The stage one process will include the following:

- All of the statutory references/checks will be completed including the DBS (Disclosure and Barring Service) check.
- The prospective adopter(s) will complete an adoption medical as soon as possible which will be considered by the adoption agency medical advisor, who will provide advice about any concerning medical issues
- The prospective adopter(s) will be expected to attend training /preparation sessions. This will give prospective adopter(s) more detailed information and will allow them to meet

experienced adopters who can help answer questions that they have.

- An adoption advisor will be provided to support prospective adopters on completing the stage 1 process and an agreement will be drawn up with prospective adopters detailing expectations.

## **Preparation sessions**

Prospective applicants will be invited to attend preparation sessions in Stage One. The process will be delayed if applicants are unable to attend initial preparation, and a clear indication of their availability will be ascertained. They will also be encouraged to access e-learning components on the First4Adoption website.

Preparation groups for first time adopters usually run approximately 11 times per year based on need. Second or subsequent adopter training is provided at regular intervals across the region, as is foster carer adoption preparation group training.

## **Stage 2 – the assessment process**

The stage two assessment process cannot begin until the stage one assessment has successfully being completed (apart from second time and foster carer adoptions, see next page)

Stage two begins when prospective adopters notify the agency of their wish to continue. The prospective adopter(s) have 6 months from the completion of stage one to provide this notification. From the date of receipt of this notification, the stage two process is a 4 month long process during which a home study assessment is undertaken leading to a panel recommendation and an Agency Decision about suitability to adopt.

The prospective adopter(s) will be allocated an adoption social worker to complete their assessment. A Stage Two plan will be drawn up between the social worker and the prospective adopter(s) agreeing arrangements for the assessment process and provisional panel dates.

The assessment will involve a series of home visits utilising a variety of assessment tools and will include additional checks including school, nursery, ex-partner, employers and references. Personal referees will also be visited.

On the basis of the information in the assessment the adoption social worker will put together a detailed Prospective Adopters' Report (PAR). This is a very detailed report providing information about the prospective adopter(s) and their background. The report will reach a conclusion about the prospective adopters(s) suitability to adopt and the applicants will have up to 5 working days to comment on their completed assessment before it is presented to the adoption panel.

Once approved, they should be informed about the role of Adoption Match (formally known as the National Adoption Register), and with their permission, referred as soon as possible and no later than three months after approval.

If the agency reaches a decision during the stage 2 process that they cannot recommend approval and /or if the agency decision maker decides not to agree the approval, the prospective adopter(s) will be able to request a review by the Independent Review Mechanism (IRM). The IRM is an independent body that can scrutinize the decisions of adoption agencies.

## **Adoption by existing foster carers**

Foster carers should notify the service in writing of their wish to be considered as adopters for a child or children in their care. ( If the child ( or the children's) plan is for adoption, this will be acknowledged and a meeting held between workers from the adoption and fostering teams and the child's social worker

to consider how this should be progressed and will be discussed with the foster carers, who will also be informed of their legal rights.

A fast track process will be provided for approved foster carers who want to be assessed as adoptive parents. The process will bypass the stage one process and start at the beginning of stage two (as above). They will be offered training.

## Second or subsequent adopters

Families who have already been assessed as adopters can apply to adopt again as long as there is a year's gap following their child's adoption order being made and there is a 2 year average age gap between that child and a potential new child. In this case, they would write to express an interest in adopting again and be offered a home visit to discuss their circumstances. If it is appropriate to proceed they would then complete the registration of interest form and start in stage 2. They would be offered training.

If their interest is in respect of a subsequent sibling or half sibling of a child they have already adopted, the timescales and age gap would not necessarily apply. This assessment would be given high priority and the home visit would involve the child's social worker too.

## Adoption Panel

**The main purpose of the Adoption Panel is to consider and make recommendations to the adoption agency on the following:-**

- people to be approved as adoptive parents
- whether an assessment to approve adopters should continue following a brief report to panel
- approval of the match between children and adopters and
- The placement of children for adoption where their birth parents desire adoption to be the plan

One Adoption West Yorkshire holds seven adoption panels per month, three taking place in Leeds, two taking place in Bradford and two taking place in Huddersfield. They meet monthly and have an Independent Chair with significant experience of family placement work.

Membership of the panels meets the statutory regulations and takes its members from a central list. Members include those who have personal experience of adoption and others with relevant skills and experience and aim to reflect the diversity of the population of the district.

All applicants are invited to attend the Adoption Panel. The Panel makes recommendations to the Agency Decision Maker who will make their decision following careful consideration of the recommendations and all of the information presented at panel. The Decision Maker must make their decision within 7 working days of the recommendation of the panel. They may make a decision different to that recommended by the panel.

One Adoption West Yorkshire has an agency decision maker to consider the approval of prospective adopters; decision making for children to be placed for adoption is considered by the Agency Decision Maker in the child's home local authority.

Decisions are notified to a child's parents,



guardian, prospective adopters and social workers will be informed orally of the agency decision within 2 working days and the decision will be confirmed in writing within 5 working days.

## 8. BEYOND APPROVAL

### Matching and support

Following panel adopters are offered an additional training day to help them prepare for a child coming into their family. Topics covered include introductions, moving children into new families, making good connections and contact. Adoption Social Workers also ensure that adopters have access to local support networks and specialist national organisations, e.g. CoramBAAF, Adoption UK and PAC UK; adopters are provided with one year free subscription to Adoption UK following approval.

There is also a one day training course available for grandparents or other relatives who are supporting the adopter/s and wish to have more in depth information regarding adoption called Related by Adoption.

The adopter(s) social worker will help to identify suitable matches with a child/ren and will provide support and guidance throughout the whole process. All prospective adopters are referred to the regional Hub and the Adoption Match at three months, with their agreement, if no match has been identified locally.

Each child where adoption is a likely plan will have an allocated worker from the family finding team. The family finder works closely with the child's social worker to consider matches for that child.

When a match is being considered adopters are given the Child Permanence Report and all appropriate written information about the child, their background and assessed needs. The report will include details of any proposal for contact, or exchange of information through the letterbox system with the birth family that will operate once the child is adopted.

Adopters meeting with child's social worker and other professionals relevant for that child; medical advisors; child's foster carers; teachers etc. to enable them to make an informed decision. A life appreciation day will often be arranged depending on the child's age and circumstances to help build as full a picture as possible of the child's experiences.

Details of the level of parental responsibility that will be delegated to the prospective adopters will be outlined and any adoption support, including any financial arrangements will also be discussed. The proposals for the placement will then be set out in the adoption placement report, which will be seen by the prospective adopters before panel and comments and observations will be included in the panel documentation.

### Process for the matching of a child

The child's worker, the prospective adopters and their worker will attend the Adoption Panel. The process for panel is the same as for approval with recommendations being made to the Agency Decision Maker who will make the decision on whether the adopters are suitable for a particular child.

If a match is agreed there will be an introductions planning meeting is arranged to plan for the introduction and placement of the child. Good practice guidance on placements called "Flying Start" is used to guide the meeting. This meeting will involve the foster carer for the child, the prospective adopters, and the relevant social workers. The meeting will establish that the adoptive family has all the information available about the child and will draw up a timetable and process



for the introductions, monitoring and support.

There are some variations to this process if prospective adoptive parent/s are taking the Early Permanency Route to adoption, are second time adopters or foster carers adopting the child they have been fostering. These differences will be carefully explained to prospective adoptive parents from the beginning of their adoption process with us starting with written accounts on the One Adoption West Yorkshire website under "routes to adoption".

### **Annual Reviews of Prospective adopters**

In the event that it is not possible to move to a match within 12 months from approval, the adoption social worker and their manager will conduct an a review of the plans and checks and references may need to be updated. If no placement has been made within two years of approval, an updated report will go to adoption panel for consideration.

### **Meeting birth parents**

Most adopters will meet the child's birth parents either prior to placement, or more usually, once the child is placed and settled. They will be supported by their social workers in a suitable venue The benefit of meeting birth parents is so adoptive parents can talk to their child about their birth family and aid the exchange of information.

### **After placement**

Visits will be made by both the child's social worker and the family's adoption social worker. These are based on both statutory requirements and the individual needs of the child and prospective adopter(s).

The child remains a 'looked after' child until an Adoption Order is made. The child has to be visited in the first week of placement, followed visiting weekly up to the child's first statutory review at 4 weeks post placement, when the pattern of visiting will be discussed and agreed but will be not less than six weekly. The child's review will determine when an application to adopt may be made and advice will be given by the worker for the prospective adopters. The Annex A report for court will be prepared by both the family's and child's social workers.

Life story material will be provided for the child by the child's social worker and given to the adopters for safe keeping for the child in the future. The child's social worker is responsible for ensuring that a "later life letter" is completed before the Adoption Order is made, which will give an account of the circumstances of the adoption.

### **Contact and the letterbox service**

Support with contact arrangements between adopted children and their birth families are provided by the agency. All contact arrangements will be reached having taken account of what is in the best interests of the child, and will be specified in the Adoption Support Plan before a child is placed. Contact may include letter-box contact or face-to-face meetings between the child and members of his/her family, including parents, siblings, or extended family members.

A letterbox service may be set up between the adoptive parents on behalf of the child and a birth parent or any other relative or with any other person the agency considers relevant. Support and supervision of direct contact may be arranged where necessary and agreed.





## 9. ADOPTION SUPPORT

One Adoption West Yorkshire has a comprehensive adoption support service for all those affected by adoption. This service is provided in partnership with a number of voluntary agencies & other providers who provide an independent service and other services.

The adopters' worker will ensure that adopters have access to local support networks and specialist organisations, e.g. Adoption UK, NORCAP, New Family Social and other services and are on the mailing list for any events organised through the adoption service. The adoption service also provides 12 months free membership of Adoption UK to all new adopters.

The agency has 3 specialist adoption support teams across the region who offer a range of adoption support services and acts as a sign-posting for all other services for other services to all those affected by adoption:

### **Adoptive parents**

#### **Adopted children and young people, birth parents**

#### **Adopted adults**

The adoption support service provides adoption support services in line with the "Adoption Passport" according to individual circumstances

### **For adoptive families:**

The adoption support team will undertake an assessment of need with the family and will agree a support package based on the family's identified needs, including consideration of making an application to the Adoption Support Fund.

- Advice line and newsletter
- Support groups including stay and play groups
- Training and Workshops including ADOPT programme, non- violence resistance training & Safebase.
- Therapeutic and filial therapy groups and access to theraplay trained workers
- Links with mental health and educational services
- Assistance and review of contact arrangements between adopters and birth relatives
- A annual social event for adoptive families
- Assistance and review of contact arrangements



### **Adopted children & young people:**

- Social groups and activities
- Offering training and advice for schools to help teachers understand adopted children's needs
- Working with children in their adoptive families around understanding their life stories
- Signposting to other organisations designed to help adopted children
- Information about registering a veto

### **Birth relatives:**

- Access to a confidential and independent advice and counselling service via an independent agency.
- Support regarding letterbox and contact arrangements
- Enabling parents to record on their child's file whether or not they wish to have contact with their child from the age of 18

### **For Adopted Adults:**

- Discussion and advice about wishes around contact with and from birth relatives

Information about our Adoption Services can be accessed via our Adoption Advice Line Telephone number 0113 378 3535, website: <https://www.oneadoption.co.uk/about-one-adoption-west-yorkshire> or by email: [oneadoptionwy.leeds@gov.uk](mailto:oneadoptionwy.leeds@gov.uk)

## **10. MONITORING AND EVALUATION OF THE ADOPTION SERVICE**

Adoption staffs receive regular supervision and annual appraisals of their performance. Training needs are identified and met through in house training or through externally commissioned trainers.

A management information system and government score card are in place which ensures reporting of accurate information about adoption.

The Adoption Agency is monitored by external inspections carried out by Ofsted.

There is regular adoption panel training to ensure that panel members keep up to date with current issues. Panel members also have annual appraisals.

Regular feedback is received from the Adoption Panels and twice yearly meetings are held between the Management team, Panel Chairs and Agency Decision Maker.

The Head of Service submits a quarterly report to the Management Board and provides an annual review and plan for the Joint Committee by 30th June in any year. This can also be taken to individual local authority scrutiny boards or Executives by 30 September in any year.

A robust quality assurance framework is in place with regular auditing of files, plus evaluation feedback from adoptive parents and other service users. This is held centrally and is undertaken at key points in the adoption process.





## II. CONCERNS AND COMPLAINTS

All prospective adopters engaging with the Agency and all birth parents of child for whom the Agency is planning adoption are provided with written information about Complaints Procedures, including contact details for the Complaints Officer. All young people, for whom there is an adoption plan and who are of an appropriate age and understanding are likewise informed of the Complaints Procedures and also informed of the role of the Children's Rights Service.

Freepost  
PO Box 657  
Leeds LS1 9BS  
  
Tel: 01132224405  
Email: [feedback.children@leeds.gov.uk](mailto:feedback.children@leeds.gov.uk)

Details of the Registration Authority

### **OFSTED CONTACT DETAILS**

Ofsted National Business Unit  
Piccadilly Gate Store Street,  
Manchester,  
M1 2WD  
  
Telephone: 0300 123 1231  
Email: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
Web: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)





One Adoption West Yorkshire  
Kernel House Killingbeck Drive, Leeds  
LS14 6UF

0113 378 3535  
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[www.oneadoption.co.uk](http://www.oneadoption.co.uk)



## **Report of the Deputy Director (Children's Social Care) to the meeting of Corporate Parenting Panel to be held on 8<sup>th</sup> November 2017**

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**Subject: Unaccompanied Asylum Seeking Children**

**Summary statement:**

A report regarding the current work being undertaken in Bradford with Unaccompanied Asylum Seeking Children.

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Jim Hopkinson  
Deputy Director  
(Children's Social Care)

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**Portfolio:**

Children's Services

**Overview & Scrutiny Area:**

Children's Services

## 1. SUMMARY

- 1.1 This is a report regarding the current work being undertaken in Bradford with Unaccompanied Asylum Seeking Children (UASC).

## 2. BACKGROUND

- 2.1 Unaccompanied Asylum Seeking Children (UASC) are children and young people under the age of 16 who are subject to immigration control and do not have any adult family member in the country who is able to care for them. Bradford in previous years has cared for a small number of UASC who have arrived spontaneously in the district.
- 2.2 Nationally, as at 31 March 2016, Councils were supporting 4,689 unaccompanied asylum seeking children (UASC). There has been a sharp increase in arrivals of unaccompanied children largely driven by the clearance of the Calais migrant camp, the Dubs Amendment to the Immigration Act and children being transferred under Dublin III arrangements.
- 2.3 In July 2016, the Home Office, Department for Education and the Department for Communities and Local Government jointly published the "Interim National Transfer Protocol for Unaccompanied Asylum Seeking Children 2016-17". This saw the start of the National Transfer Scheme (NTS), which is a scheme that asks that all local authorities in the country to offer care to a proportion of UASC's relevant to their overall size and population. This scheme was developed in response to the excessive demand on certain local authorities where young people arrived such as Kent, Croydon and other London Boroughs.
- 2.4 Currently Bradford Through Care Team is supporting 32 UASC. 20 of these are young people who have been placed through the National Transfer Scheme, and the others have been 'spontaneous' arrivals or are young people who became looked after through other reasons, for it then to be identified that they were young people subject to immigration control who had no parent or adult in the country able to care for them.
- 2.5 Of these 32 young people currently our responsibility, 7 are 18+ and Care Leavers. The other 25 are spontaneous arrivals or have been placed through the National Transfer Scheme.
- 2.6 **The National Transfer Scheme** - Through the National Transfer Scheme Bradford has now taken 20 young people, all aged 16+. The scheme is worked out on the principle of each local authority taking responsibility for 0.07% of their child population, though in reality by June 2017 no Yorkshire and Humberside local authority has taken more than 50% of this number yet. For Bradford 0.07% would be 90+ UASC which would be a very significant number of young people to care for. In June 2016 Bradford was caring for 23% of the number identified as 0.07%. Leeds have the highest number of UASC in the region.
- 2.7 The National Transfer Scheme is coordinated locally by Migration Yorkshire, and there are regular Regional meetings of all the Local Authorities with Migration Yorkshire.

- 2.8 Migration Yorkshire are responsible for liaising with all Local Authorities in the region to place children and young people across the region. Bradford has agreed to take young people who are aged 16+ as we are more able to identify accommodation for these young people. Regular meetings are held with all the local authorities caring for UASC in the region to share practice, experiences etc.
- 2.9 **Care and Pathway Planning** - All confirmed UASC who come to Bradford are accepted as looked after children, allocated a social worker, and an Independent Reviewing Officer, and provided with appropriate accommodation. An individual care/pathway plan is developed to ensure that their needs are being addressed as far as possible. They are supported in attending appointments with Immigration services, but also in ensuring health and education needs are addressed. This work is managed between social workers and community resource workers in the team.
- 2.10 **General trends** – while historically the UASC we cared for were predominantly males from Afghanistan, the young people who have arrived through the NTS are made up of 17 male and 3 female young people from countries including Egypt, Albania, Somalia and Iraq. For the young people we are caring for, workers take care to support them into linking into other members of their home community and in their local communities.
- 2.11 Immigration Issues – Young people are supported to attend appointments with the Home Office regarding their asylum applications, and are supported in seeking appropriate legal advice. Changes in Home Office arrangements has seen these appointments being in the Midlands and in London rather than more locally. We are liaising with Migration Yorkshire on this issue. An important part of the work with these young people is ensuring planning for the future is ‘twin tracked’ on the basis that they may or may not have their asylum claims accepted.
- 2.12 **Safeguarding** – usual safeguarding procedures are followed for UASC, but ensuring understanding is in place regarding their situation and history. Particular focus is placed on ensuring any issues of young people who may go missing is shared with the Home Office through Migration Yorkshire, but this is not a significant issue locally. In light of the recent high profile incident in Parsons Green which was linked to a young person who had been placed with foster carers, further work is to be developed to ensure carers have had the appropriate training to understand radicalisation issues, but no local issues or concerns have been identified.
- 2.13 **Employment Education and training** – younger UASC are registered in schools and are supported to make progress, including learning English. For the older UASC the first step is to enrol in ESOL (English for Speakers of Other Languages) courses and from there to link into further education opportunities, usually at local colleges.
- 2.14 **Health** – all UASC are given a health assessment on becoming looked after, and a health action plan is put in place. There are strong links with health colleagues, who have expressed some issues about capacity to provide these services, and concerns about how the needs of young people who have experienced traumatic

experiences both in their home countries and in their journeys to UK are best met. The LAC Health Team links closely with Bevan House in addressing the needs of these young people.

Within the Through Care Service a number of UASC have engaged positively with the B Fit weekly gym group. A number of these young people attended the Care Leavers Event on the 25-10-17 and achieved a certificate as recognition of their involvement. In the near future a UASC football group will re launch this all contributes for their engagement in the community.

Other local youth activities are being looked at to involve young people and UASC.

- 2.15 **Accommodation** – the local authority has commissioned short term ‘welcome’ supported independent living accommodation for a number of NTS UASC, and also provides accommodation with supported lodging providers and with other independent living providers. Under 16’s are placed with foster carers. Bradford is linking with other local authorities in Yorkshire and Humberside to seek funding to develop recruitment of carers who are specifically interested in caring for younger UASC. This is in the national context of a shortage of foster carers for children in care. This work is at an early stage of development regionally.
- 2.16 **Multi-agency working** – links have been made with other departments within children’s services, and with other agencies to ensure strategic overview and information sharing re UASC. Quarterly strategic overview meetings are planned.

### 3. **OTHER CONSIDERATIONS**

Not applicable.

### 4. **FINANCIAL & RESOURCE APPRAISAL**

- 4.1 From 1 July 2016 new national rates for Local Authorities looking after unaccompanied asylum seeking and refugee children were agreed:

- £41,610 per child per year for children under the age of 16;
- £33,215 per child per year for children aged 16 and 17;
- £200 per child per week for UASCs who qualify for leaving care support.

A national review of the financial arrangements is currently being undertaken, but many local authorities are raising concerns that these rates are not sufficient to cover the full costs of caring for some UASC who have additional needs.

- 4.2 In Bradford it has been identified that further analysis is needed regarding this and a financial review will be completed by the end of November to ensure we have a full understanding of how the funding received from the Home Office is utilised to provide services and care to our UASC, and if there are any shortfalls in this funding.
- 4.3 These financial arrangements do not provide resources to address the health needs of UASC.

## **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

- 5.1 Further analysis is needed regarding the financial implications of our current work with UASC.

## **6. LEGAL APPRAISAL**

- 6.1 All UASC are looked after children.

## **7. OTHER IMPLICATIONS**

### **7.1 EQUALITY & DIVERSITY**

Please consider and comment on the equality impacts of any new, review, or removal of policies, practices, strategies, services or functions. In some instances this may require the completion of an equality impact assessment form. Full guidance is available on BradNet (link available in the report guide).

### **7.2 SUSTAINABILITY IMPLICATIONS**

No issues.

### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

No issues.

### **7.4 COMMUNITY SAFETY IMPLICATIONS**

It is important that UASC issues and developments are linked to other work regarding new communities locally.

### **7.5 HUMAN RIGHTS ACT**

No issues.

### **7.6 TRADE UNION**

No issues.

### **7.7 WARD IMPLICATIONS**

None.

### **7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)**

None.

## **8. NOT FOR PUBLICATION DOCUMENTS**

None

## **9. OPTIONS**

None.

## **10. RECOMMENDATIONS**

10.1 That Members note this report.

## **11. APPENDICES**

No appendices.

## **12. BACKGROUND DOCUMENTS**

<https://www.gov.uk/government/publications/unaccompanied-asylum-seeking-children-interim-national-transfer-scheme>





## **Report of the Deputy Director (Children's Social Care) to the meeting of the Corporate Parenting Panel to be held on November 8<sup>th</sup> 2017**

**L**

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### **Subject:**

**Annual Report of the Virtual School for Children Looked After**

### **Summary statement:**

This is the statutory annual report of the Virtual School Head and Virtual School for the City of Bradford Metropolitan Borough Council. This report highlights the work of the Virtual School; the Local Authority and partner agencies to improve outcomes for children in care from the early years up to targeted care leavers aged 25. The report covers progress and attainment at all key stages. The report also outlines the activity of the Virtual School Head Teacher, the Virtual School and the 2017 educational outcomes of children in care. It reflects on achievements and identifies areas of development to achieve the best outcomes for children in our care.

Data contained in this report, is for children who were in the care of the City of Bradford Metropolitan District council) for a year or more as at 31 March 2017.

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Jim Hopkinson  
Deputy Director  
(Children's Social Care)

**Portfolio:**  
**Children's Services**

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**Overview & Scrutiny Area:**  
**Children's Services**

## **1 INTRODUCTION**

This is the statutory annual report of the Virtual School Head and Virtual School (VS) for the City of Bradford Metropolitan District Council (CBMDC). This report highlights the work of the Virtual School; the Local Authority and partner agencies to improve outcomes for children in care from the early years up to targeted care leavers aged 25. The report covers progress and attainment at all key stages. It further covers destinations post 16 and, most importantly, how the voice of the child and young person is considered to influence practice.

## **2 PURPOSE OF THE REPORT**

The purpose of this report is to outline the activity of the Virtual School Head Teacher, the Virtual School and the 2017 educational outcomes of children in care. It reflects on achievements and identifies areas of development to achieve the best outcomes for children in our care. Data contained in this report, is for children who were in the care of the CBMDC for a year or more as at 31 March 2017.

### **2.1 Contextual Information at a National and Local Level**

#### **Numbers in Care**

Nationally the number of looked after children has continued to rise; it has increased steadily over the last nine years. At 31 March 2017, there were 72,670 looked after children in England, an increase of 2,220 (3%) on 2016, and an increase of 4,600 on 2013. At 31 March 2017, 62 children per 10,000 of the population were looked after, up from 60 children per 10,000 in the previous four years. In the CBMDC there were 927 children looked after at 31 March 2017, which is a 9.3% increase on last year's number of 848.

2.2 In Bradford, the rate of looked after children per 10,000 population aged 0-17 is at 61% and this has been slowly decreasing since 2012 by effective management of the Looked After population. This compares favourably with statistical neighbours rate of 77.7%.

2.3 In the CBMDC there has been a 16% increase in the number of children becoming Looked After at 31 March. 351 children started to be looked after, which is an increase on last year's figure of 302. 281 ceased to be looked after compared to 331 last year. The proportion of 0-4 and 5-9 year olds becoming looked after has remained fairly stable over the last 3 years, however there has been a fall in the proportion of 10-15 year olds becoming looked after, 23% in 2017 compared to 30% in 2016. There has also been a

significant increase in the proportion of 16+ becoming looked after, an increase from 7% in 2016 to 14% in 2017. The increase appears to be due to a rise in the numbers of unaccompanied asylum seeking children starting to be looked after, given the increases are largely seen amongst those aged 16 and over, and amongst those with a primary category of need of 'absent parenting'.

## 2.4 Care Placements

Nationally, three-quarters of children looked after are placed with foster carers with the number of children in foster care has continued to rise in 2016. There were 51,850 children in foster placements at 31 March 2016, up from 50,030 in 2012. Of the looked after children who were in a foster placements, 62% were placed inside the council boundary and almost one in six (16%) were being fostered by a relative or friend. 320 children (1%) were in placements where the carer is also an approved adopter (fostering for adoption) or where they were subject to concurrent planning.

2.5 Ensuring Children Looked After (CLA) and young people are in stable placements is a key priority for CBMDC. At 31 March 2017, 69% of children and young people were in long term stable and secure placements. This compares favourably with the England average of 68%. Short term placement stability remains fairly stable; 9.8% of children and young people had 3 or more placements in the year compared to 9.5% last year. This compares favourably with the England average of 10%.

2.6 The numbers placed with CBMDC foster carers, is significant both for communication and the training of foster carers but also because of what research tells us.

2.7 One of the key findings in the November 2015 research 'The educational progress of looked after children in England: linking care and educational data' related to the time spent in care concluded that:

**Young people who have been in longer term care do better than those in need but not in care and better than those who have only been in short term care- so it appears that care may protect them educationally.**

Children whose final placement was in foster or kinship care, did better at GCSEs than those in residential care or other types of placement. To some extent this reflected the length of the final placement – the longer the placement, the better the outcomes.

## 2.8 SEND and Social, Emotional and Mental Health Needs

Nationally, 2.8% of the total pupil population of children have a Statement of Special Educational Need (SEND) or an Education Health Care Plan (EHCP).

Children in care are:

- 4 times more likely to have special educational needs than all children
- 10 times more likely to have a statement of educational need or an EHCP

2.9 Nationally, this equates to 9,630 children in care (27.3%). In 2015, 61% of children in care had a special educational need, compared to 50% of children in need and 15% of all children. When reviewing primary need, social, emotional and mental health was the most frequently for children in care.

2.10 Currently there are 596 CLA in years Reception to Year 11; 456 are in Bradford, 140 are out of authority. There are 286 young people within this age range in the care of CBMDC who have a SEND. Of these, 114 have a statement of SEND/EHCP (19.1%), 172 have SEN Support (28.8%).

## 2.11 The Role of the Virtual School

As Corporate Parents, the Virtual School and Virtual School Head have a leading role in promoting the educational achievement of children in its care. However, to successfully meet the aspirational targets we have set involves a collective responsibility between the local authority, partner agencies and all schools. Education that encourages high aspirations and individual achievements, with a minimum disruption, is central to improving immediate and long term outcomes for children in our care.

## 2.12 Structure

### Staff in the Virtual School from 01/09/2017

Name	Title
Ken Poucher	Virtual School Headteacher – VSH (.75) Lead Area Achievement Officer (.25)
Peter Gibbons	Deputy Headteacher Virtual School
Rita Kumar	Acting Deputy Headteacher Virtual School
Louise Coates-Black	Specialist Teacher for CLA
Caroline Dolan	Specialist Teacher for CLA
John Whittock	Specialist Teacher for CLA (8 hours per week)
Fiona Wood	Data Collection & Analyst Officer (p/t)

Joanne Henry	Data Collection & Analyst Officer (p/t)
Yvett Green	Data Collection & Analyst Officer (p/t)

## 2.13 What are the Virtual School's Priorities?

The Virtual School's priorities for improvement are directly linked to the targets included within the overarching 'Bradford Children and Young People and Families Plan'.

### **Outcomes**

- EYFS – increase the number of children achieving GLD (Good Level of Development)
- KS1 – Increase the numbers of children making or exceeding age related expectations and/or reaching targets in all four strands
- KS1 – Improving reading to impact on the phonics screening score
- KS2 - Increase the numbers of children making or exceeding age related expectations in reading and RWM (Reading/Writing/Maths) combined.
- KS3 – Ensure smooth transition from KS2 to KS3
- KS4 - Maintain the increase in the numbers of young people achieving both English and Maths combined at grade 4+ and increase the Attainment 8 and EBACC outcomes.

### **Leadership and Management**

- Further enhance and develop communications with schools and post 16 providers, settings and children
- To track and support the improvement of CLA progress using data analysis and precision intervention
- To improve the quality of practice through high quality PEPs (Personal Education Plan) and Pathway Plans effectively delivered and monitored.
- To keep an updated data base of the latest Ofsted outcomes and all the schools attended by Bradford and Out of Local Authority.
- To develop the role of key personnel linked to the Virtual School

### **Teaching, Learning and Assessment**

- Develop social workers and foster carers knowledge and understanding of education to support learning
- Develop schools and designated teacher knowledge and understanding of developmental trauma through targeted training

### **Early Years**

- Improve the tracking of children in Early Years setting to evidence accelerated learning through using data analysis and precision intervention.
- Enhance the scrutiny of all children's learning and progress and a method of judging the quality of learning that will impact on KS1 outcomes.

### **Post 16**

- Improve systems to track progress, attendance and aspirations of post 16 CLA with the Leaving Care Team and wider teams.
- Develop additional employment training opportunities for CLA and care leavers
- Explore how further links can be made with further education (HE) institutions so CLA and care leavers are supported to find establishments that understand and work to meet the needs of CLA and care leavers.

### **Joint Working**

- To work closely with residential homes and settings to ensure multi-professional responses to education matters
- Consider the advisory and guidance role of the VS in relation to adoption (as per 2016 white paper)

## **2.14 Who does the Virtual School report to and how is it accountable?**

The Virtual School is structurally within 'Education, Employment and Skills' but is geographically situated within 'Children's Social Care' in order that it can support and work closely with the LAC Social Workers. The Virtual School self-evaluates against its own service plan, the local authority post OFSTED action plan and the over-arching local authority 'Bradford Children and Young People and Families Plan'. Reporting arrangements and challenge are provided through its own 'Management Committee' that includes: a head teacher; a social care service manager, Lead Officer for Child Protection and a foster carer. The Virtual School Head reports regularly to: the Deputy Director (Education, Employment & Skills); Deputy Director (Children's Social Care); Primary Strategic Lead, Management Committee and the LA Corporate Parenting Panel on performance and impact. Regular meetings are held between Virtual School staff and the Primary Strategic Lead within Education, Employment and Skills in the same way as head teachers of maintained schools are supported and challenged.

- 2.15 The Virtual School Head is also Lead Area Achievement Officer for Bradford South, the assigned Achievement Officer to a small number schools and the LA Moderation Manager for KS1 and KS2.

## 2.16 How does the Virtual School Ensure the Voice of Children and Young People Influences Practice?

The wishes and feelings of each pupil are captured on their PEP where there is a section to be completed by each child or young person. Children in care also have the opportunity to have their views captured through Viewpoint and also through the LAC review process. There are members from the Children in Care Council on the Corporate Parenting Panel

## 2.17 Who is on the Roll of the Virtual School?

### Numbers on Roll

Bradford Children Looked After for 12 months or more at 31 March 2017																		
Year Group	-4	-3	-2	-1	R	1	2	3	4	5	6	7	8	9	10	11	12	13
Number	13	19	18	13	24	24	23	29	30	42	47	57	41	56	56	65	76	34
Total 667																		

**NB** Once a Young Person reaches the age of 18 they cease to have Child in Care status hence the lower numbers in the equivalent of year 13.

## 2.18 Number of pupils by phase and location, including numbers of pupils placed in and out of authority (OOA)

2016/17	Primary	Secondary	Total
Bradford CLA (5-16) (Reception to Year 11)	219	275	494
Educated in Bradford	170	196	366
Educated OOA	49	79	128
Mainstream in Bradford	159	154	313
Mainstream OOA	46	56	102
Other in Bradford	11	42	53
Other OOA	3	23	26

## 2.19 Overview of children by year group, gender, FSM6, DSEN & EAL, July 2017

### SEND

In 2017, out of the 494 children (R-11) who had been looked after continuously for at least 12 months, 275 (55.1%), the national average being

57.3%. There were 110 pupils (22.5%) who had an EHCP or Statement of Special Educational Needs, nationally this was 27%.

### Primary

Year Group (Total)	Boys	Girls	FSM 6	EHCP	EAL
1	9	15	3	1	2
2	11	12	9	3	2
3	16	13	13	4	2
4	16	14	13	5	3
5	19	23	17	11	4
6	33	14	15	14	4
Total in Primary	104	91	70	38	14

### Secondary

Year Group (Total)	Boys	Girls	FSM6	EHCP	EAL
7	30	27	20	15	1
8	24	17	17	14	2
9	32	25	23	13	7
10	25	31	17	16	6
11	26	39	28	18	3
12	41	35	25	19	10
13	19	15	8	7	4
Total in Secondary	197	189	138	87	33

#### 2.20 Identifying a Wider Cohort that the Virtual School Supports

Identifying the numbers in the care of CBMDC for a fixed period is not representative of the numbers supported by the Virtual School. There were 925 children in our care at the end of March 2017 and there were 1195 in our care at some point between April 2016 and the end of March 2017.

#### 2.21 Those Adopted from Care

With specific reference to those who left care under an adoption order and who are of compulsory school age: The January 2017 school census figures indicated 925 children were attending schools in CBMDC. 42 children (15%) were adopted at 31 March 2017 this is a decrease on last year of 72 (21%) and is in line with the national average of 15%.

2.22 The Department for Education (DFE) have indicated that the numbers adopted from care are much higher than the census indicates. Adoptive parents may choose not to inform schools that their child is adopted from



care. In such cases the pupil premium plus payment for those adopted from care will not be claimed by schools on their census.

## 2.23 **Special Guardianship**

Between 1<sup>st</sup> April 2016 and 31<sup>st</sup> March 2017, 34 children ceased to be CLA due to a Special Guardianship order and 2 children ceased to be CLA due to a Residents Order/Child Arrangement Order.

## 2.24 **How well have our Children and Young People Achieved?**

### **Early Years Foundation Stage**

% Good Level of Development	2014	2015	2016	2017
Bradford CLA	17%	27%	29%	50%
Bradford All	55%	62%	66%	67.6%
National All	60%	66%	69%	70.7%

There were 24 children in Reception who had been in the care of Bradford from 1 April 2016 until 31 March 2017. 18 of these were in Bradford Schools, 6 were out of authority.

- 2.25 Those that did not achieve the expected levels were mainly due to not achieving the standard in personal, social and emotional development, where this links directly with their emotional needs and the insecure attachment issues which in turn affects the prime area of communication, language and literacy (CLL). There are no national statistics for children in care at Foundation Stage, due to most LAs having very small (and therefore potentially identifiable) numbers.

Within this cohort of 24 pupils 1 had an EHCP (Education, Health and Care Plan), 3 had SEN (Special Educational Needs) support, 2 were EAL (English as an Additional Language)..

## 2.26 **Key Stage 1**

### **Year 1 pupils meeting the expected standard in Phonics**

Achieving Phonics Standard (Year 1)	2014	2015	2016	2017
Bradford CLA	52%	71%	64%	63%
National CLA	53%	55%	61%	NYA
Bradford All	71%	75%	79%	80%
National All	74%	77%	81%	81%

In 2017 there were 24 CLA pupils in Year 1. Of the 19 results received 12 children (63%) have met the standard (32+),

### Key stage 1 results summary

		2016				2017			
		Nat	Bfd	Nat CLA	Bfd CLA	Nat	Bfd	Nat CLA	Bfd CLA
Reading	EXS	74%	69.6%	49.8%	57.7%	75.8%	71.6%	NYA	55.0%
	GDS	23.5%	17.8%	9.6%	3.8%	23.5%	17.8%	NYA	NYA
Writing	EXS	65.5%	63.6%	37.0%	42.3%	65.5%	63.6%	NYA	46.0%
	GDS	13.3%	11.0%	3.7%	0.0%	13.3%	11.0%	NYA	NYA
Maths	EXS	72.6%	70.1%	45.6%	42.3%	72.6%	70.1%	NYA	46.0%
	GDS	17.8%	14.3%	5.5%	0.0%	17.8%	14.3%	NYA	NYA
Science	EXS	81.8%	75.8%	58.1%	69.2%	81.8%	75.8%	NYA	NYA
RWM	EXS	60.3%	58.2%	32.3%	34.6%	60.3%	58.2%	NYA	46.0%
	GDS	8.9%	7.1%	2.0%	0.0%	8.9%	7.1%	NYA	NYA

### 2.27 Key Stage 2 Results summary

		2016				2017			
		Nat	Bfd	Nat CLA	Bfd CLA	Nat	Bfd	Nat CLA	Bfd CLA
Reading	EXS	66%	56%	41.0%	34.7%	71%	65.1%	NYA	37.0%
	GDS	19%	12.1%	6.7%	10.2%	25%	19.1%	NYA	NYA
GPS	EXS	72%	68.2%	43.7%	49.0%	77%	74.4%	NYA	43.0%
	GDS	23%	17.0%	7.1%	10.2%	31%	27.5%	NYA	NYA
Maths	EXS	70%	65.2%	41.0%	38.8%	75%	71.8%	NYA	39.0%
	GDS	17%	12.9%	3.7%	8.2%	23%	19.2%	NYA	NYA
Writing	EXS	74%	73.5%	45.7%	44.9%	76%	73.7%	NYA	34.0%
	GDS	17%	13.1%	3.4%	2.0%	18%	15.4%	NYA	NYA
RWM	EXS	53	45.7%	25.1%	16.3%	61%	56.0%	NYA	23.0%
	GDS	5	3.1%	0.7%	2.0%	9%	6.5%	NYA	NYA

### 2.28 Key Stage 4 Results Summary

The provisional KS4 results will be published by DfE in the Statistical First Release in late October 2017 and revised results will be published by DfE in the Statistical First Release and Secondary Performance Tables in January 2018.

	Attainment 8	Progress 8	Basics (%)	EBacc (%)
Bradford LAC	NYA	NYA	NYA	NYA
National LAC	NYA	NYA	NYA	NYA
Gap:	NYA	NYA	NYA	NYA

	2017			
	Nat	Bfd	Nat CLA	Bfd CLA
Attainment 8	NYA	NYA	NYA	NYA
Progress 8	NYA	NYA	NYA	NYA
Basics	NYA	NYA	NYA	NYA
EBacc	NYA	NYA	NYA	NYA
Triple Science	NYA	NYA	NYA	NYA
5+Inc E&M	NYA	NYA	NYA	NYA

#### Ofsted feedback of a Bradford Secondary School (May 2017)

“Leaders work tirelessly to make sure that the welfare of pupils is on utmost priority. Excellent relationships have been established with other agencies and professionals including the VSHT for CLA. Due to these quality relationships, pupils including the most vulnerable and children who looked after by the LA, attend school regularly and are making strong progress.”

## 2.29 Key Stage 5 Achievements and Areas of Further Participation

### Key Stage 5 Outcomes 2017

- In 2016 the existing Key Stage 5 (KS5) performance table measures were replaced. Results are now published relating to four cohorts of students in each school or provider (where applicable): A level, academic, applied general and tech level.
- As a result of the changes to performance table measures and methodology, 2016 and 2017 results are not directly comparable with previous years. The KS5 outcomes will be included in the March report.

2.30 Since 2014, all young people are required to stay in some form of education until they are 18. In 2015 the DfE introduced new statutory guidance for the provision of careers guidance and inspiration in schools. This now requires schools to secure independent careers advice for students as well as providing a range of activities which help to prepare them for working life, including greater contact with employers, motivational speakers and

increased contact for pupils with further and higher education providers. Young people are becoming better informed about their options for post 16 learning and there is now a high take up of further education.

- 2.31 The Virtual School reviews post statutory school age PEPs to monitor the progress of all young people aged 16 -18, including those who are not in education, employment or training (NEET) We work closely with Leaving Care and LEAP (Learning Employment Advice Preparation) who work with care leavers to access and engage them in a range of employment, education and training opportunities which may not have been possible previously. The post 16 PEPs are also an effective method of ensuring that young people are accessing the 16-19 bursary.

2.32 **How the Virtual School and Local Authority has Monitored, Supported, Challenged and Intervened to Improve the Educational Outcomes for Children in Care**

**The importance of the Personal Education Plan (PEP)**

- 2.33 PEP monitoring has been further strengthened this year with the Virtual School team now quality assuring 100% of completed PEPs and team managers checking draft PEPs. This decision has streamlined the process of completed PEPs being uploaded onto the data base Liquid Logic Computer System (LCS).
- 2.34 Social Workers are responsible for writing the PEP in preparation for CLA Reviews. However, the VS Team asks schools to lead on the identification of personalised targets linked to actions and expected outcome. Schools are required to show the progress that is being made by each pupil, particularly progress in reading, writing and mathematics. It has been noticeable in the last year that the quality of target setting from schools has been more relevant and in many cases more aspirational.
- 2.35 The completion rates of PEPs are reported weekly to the Deputy Director with team managers accountable to the Service Manager for performance for completion rates. The expectation is a 98% completion rate.
- 2.36 The Virtual School has written and distributed guidance on the completion of the PEP for the benefit of: social workers; designated teachers; foster carer and parents as well as other professionals. Advice is provided at an age appropriate level for children and young people. The Virtual School encourages children and young people to attend their PEP but acknowledges the most important factor is the child or young person's wishes and feelings are noted and influence decision making. The PEP guidance sets out

minimum requirements before a PEP should be finalised, this includes specific advice to social workers:

- PEP gives a range of parent/carer and professionals some insight into the child's developmental and educational needs.
- There is some evidence that future transitions are planned.
- If the child's development raises concerns there is evidence that the provision is implementing actions and working in partnership with carers and other services including some timescales, specific individuals and effective intervention strategies and working in partnership with carers and co-ordinating with other services.
- Provision is in place to meet identified learning needs.
- The child's voice is recorded and is considered alongside next steps and adult actions.
- All aspects of the PEP are completed.
- Next steps are appropriate and in line with the summary of learning, development and additional needs.
- Pupil Premium (where eligible) is evidenced and outcomes improved.
- Children's educational progress is in line with their end of year target and their current progress (data uploaded to Bradford Schools On-line)
- Includes SMART short term targets, including some monitoring of progress of each of the areas identified against developmental and educational needs
- All aspects of the PEP are completed in detail and is used/ viewed as a working/ evolving document.
- Success criteria shows some measurable impact on development.
- Pupil Premium Plus (PPP) (where eligible) is costed and evidenced towards the target.
- PEP review document completed in detail.

#### **2.37 The Distribution and Impact of the Pupil Premium Plus**

The local authority is responsible for paying PPP to all Bradford schools, including Academies, and also to schools outside the authority that have Bradford CLA on roll. The Virtual School Headteacher determines the level of funding to be retained centrally and what proportion of PPP are to be delegated to schools. The Virtual School Head is accountable to the Deputy Director for Education, Employment and Skills for monitoring the impact of the grant. Since 1st April 2015 in agreement with Bradford Schools' Forum the Virtual School for Children Looked After has retained 25% of the Pupil Premium Plus (PPP).

#### **2.38 The creation of the Virtual School through the retention of 25% of PPP+ has enabled the Virtual School staff to:**

- Attend PEP meetings in partnership with the allocated SW (Social Worker) and CW to ensure education remains at the heart of the PEP process
- Ensure a consistent and aligned PEP format across the district and its education providers
- Ensure VS attendance at the first PEP meeting as soon as a child comes into care and fulfil the LA duty to ensure a PEP is in place within the first 10 days of the child coming into care
- Create professional networks for Designated Teachers for LAC within central LA resources facilitated through regional networks and CPD events
- Ensure that every school has a link VS contact to facilitate and support meetings and enable the LA to provide a highly flexible and responsive resource to schools to support LAC pupils in their settings
- Monitor PPP+ spending and ensure it is used appropriately within the requirements of the grant and spent appropriately in relation to the child's needs
- Signpost schools to other agencies to ensure a coordinated and multi-professional approach
- Provide additional capacity to ensure representation of the VS team at wider forums within the LA eg Case Review Panel; Attendance and Foster Panel meetings etc.

2.39 The creation of a bank of VS Associates to support the educational and pastoral needs of CLA has:

- Enabled the Virtual School to provide a swift and rapid response to urgent matters and issues as they arise in relation to its Looked After Children Cohort
- Be pro-active in planning for the needs of its pupils
- Allocate associate staff to intervene to support the educational attainment of young people who may not be attending school or need a further individualised teaching and learning approach
- Close gaps in learning and impact on progress and attainment
- Minimise exclusions and add stability to the educational placement of the looked after child by offering consistency and familiarity in maintenance of adult relationships
- Add additional capacity to schools over and above its own school resources to support the needs of its looked after pupils.

2.40 Other key spending:

- Where schools have been able to demonstrate that additional funding is needed to support the CLA further to close gaps in learning, additional funding has been allocated on a need basis. This has been in addition to the £1400 PPP+ payment

- Provide 1:1 support through an adult prior to the EHCP plan
  - Provide immediate funding to support the emotional and pastoral needs of children as soon as they come into care, short term care, low incidence care and those who are leaving care and on the edge of care
  - Provide intervention eg Play Therapy for those young people who can't access CAMHS (Child and Adolescent Mental Health Service) because they do not fulfil the criteria for the allocation of a CAMHS assessment
  - Support the LA SEND team to support home tuition
  - Celebrate the attainment and achievement of looked after children through an annual celebration event
- 2.41 From April 2014, maintained schools and non-maintained special schools also attracted PPP for children adopted from care, left care under a Special Guardianship Order or left care under a Residential Order on or after 14 October 1991. Schools receive these payments directly and the Virtual School monitors how this is spent through engagement in the PEP process and liaison with the Designated Teachers.
- 2.42 Early Years Pupil Premium was introduced in April 2015. This is to support closing the funding gap between the additional support disadvantaged children receive at age 2 and the additional support they then receive in school from the existing school-age pupil premium. Providers receive £300 per year, or £0.53 per child per hour, for each eligible child.
- 2.43 Post 16 CLA are eligible for a bursary of £1,200 if their course lasts for 30 weeks or more. The Leaving Care Service (LCS) is responsible for the administration and for monitoring the impact of this grant.
- 2.44 From April 2018 the Pupil Premium Plus Grant is being increased from its current rate, £1900 to £2300. The proportion retained by the Virtual School has been agreed with the School's Forum.
- 2.45 **Training, Advice and Communication**
- The Virtual School has a role to ensure that professionals working with children in care have the right knowledge, information and skills to enable them to fulfil their role in contributing to improving the educational outcomes of children in care. The Virtual School offers a termly central programme and bespoke continuing professional development (CPD) training to all schools, Designated Teachers, Governors and Social Care Services.
- 2.46 During the course of 2016/17 an overview of key training that was delivered to schools and educational settings includes:

- Attachment Theory/Aware Training
- Implementing a whole school approach to Emotional Health and Wellbeing
- Foetal Alcohol Syndrome Disorder (FASD)
- Key Adult Training for staff working with pupils who are looked after
- Child Sexual Exploitation
- Signs of Safety Briefings
- Using Reflective Language to Manage Interactions

2.47 Training is well attended by both primary and secondary school designated teachers and evaluations indicate consistently good feedback.

2.48 Members of the Virtual School have their own CPD requirements met through both in-house and external providers. CPD training attended over the year has been extensive and includes:

- Attachment Lead Training
- Signs of Safety Advanced Practitioner
- Key Adult Training BSS
- FASD Training
- Implementing a whole school approach to Emotional Well-Being
- Safeguarding Training
- EHCP Conversion Training
- CSE Training
- Working with Children in Public Care
- LAC and Care Leavers Conference 3/11/16
- VSHT Network
- NAVSH National Conference

#### 2.49 **Virtual School Associate Staff**

The role of the Virtual School Associate is to develop and deliver short term interventions in education placements with looked after pupils of all ages who are experiencing difficulties engaging in learning and/or who are at risk of permanent exclusion.

Many of our twenty-nine associates are deployed to actively promote inclusive practices and ensure the education, social, emotional and health development of Virtual School pupils is fully supported. All associates actively promote inclusive practice within the classroom setting to ensure acceptance of all children. Virtual School associate staff add additional capacity to schools over and above its own school resources to support the needs of its children looked after. Feedback from all schools and settings has been 100% positive about the impact of the Associates' work with the young people.



#### Impact statements from schools:

“X was a great asset to have in X's class to help her settle in quickly. She found out about school routines and policies and ensured that she was a role model for X and supported her in learning and following them. Initially she went outside at breaks and lunchtimes to ensure that X was making friends and not on her own. Within lessons X was very intuitive to what was happening for X.”

“X supported staff within our nursery and X; a child with severe emotional and behavioural difficulties. X's calm and quite manner helped X to access areas of provision in a supportive way. Through the support of X and the Virtual School, staff we were able to apply their knowledge and expertise to develop well-structured routines and a time table which fully supported X's emerging needs. The Virtual School have been very supportive to school and we have been able to call on their expertise and advice.”

#### **2.50 Head teachers/Senior Leadership**

The Virtual School Team communicate regularly with school senior leadership teams (SLT) when individual CLA are at high risk of disengagement and/or exclusion. This role involves VS advocacy on behalf of the CLA in question, strong challenge for the individual to remain in mainstream education with support in accordance with their needs, offers of VS support and resources, and on-going monitoring. The VSH/DH gets directly involved in such high risk cases, reminding schools of their statutory duties to support our CLA and usually drawing on any evidence re attachment or FASD issues that may be fuelling challenging behaviour that is affecting the CLA's ability to stay in school.

#### **2.51 Governors**

The VSH has established links with Governor Services and has delivered governor training as part of their training package. A further three sessions are planned for 2017/18 and. The governor service is also the advisor and clerk to the VSH on the best mode of governance for the VS.

#### **2.52 Social Workers**

The VS have very strong relationships with social workers. The VS team is sited geographically with the social workers to ensure and there is daily contact between the VS and social workers in relation to a number of CLA in need of education support. Social workers are encouraged to alert the VS of any CLA who come into care to avoid delay in ensuring an up to date PEP is completed.

## **2.53 Independent Reviewing Officers**

The VSH and SW's are in regular contact regarding individual CLA. The VS have worked with the IRO team on the quality of PEPs. The VSH attends strategic meetings led by the Deputy Director where the lead IRO is in attendance. The VS team advise IRO's of any educational concerns and ensure that there is a completed PEP within the last 6 months supporting the 6 monthly LAC review.

## **2.54 Carers**

The VS supports carers in the following ways:

- Day to day contact re queries and concerns.
- Through PEP meetings.
- Training – a number of foster carer education sessions including supporting CLA with specific educational needs e.g. literacy and numeracy are planned and will be delivered by the end of 2018.
- Carers are supported to access appropriate schools for the CLA and encouraged to advocate on the CLA behalf through delegated authority.

## **2.55 Other Services**

The VS has very strong working relationships with a range of other Council Services, and continues to develop these relationships and those with services outside the authority, supporting and challenging officers in their role as the corporate parent. Equally, the VS is highly dependent upon the expertise of these services to support our work by ensuring our CLA are getting the best support needed. These services include, SEN, Behaviour Support Service, Educational Psychology, Admissions & Attendance Service, Connexions, School Improvement, CiCC, other Virtual Schools, alternative educational providers, post 16 providers, the YOT.

## **2.56 How good is the Attendance of Children in our Care?**

The attendance rate of all children in care attending Bradford maintained schools was 96.1%. The overall attendance rate for those of primary school age was 96.8%% and 95.5% for those of secondary age. Attendance for those placed outside of Bradford's boundaries was also strong at 96.9%.

	2013-14	2014-15	2015-16	2016-17
Number of CBMBC CLA	880	880	845	925
Attendance of CBMDC CLA	95.9%	96.0%	96.0%	96.1%

National CLA	96.1%	96.0%	96.1%	NYA
CBMDC All Pupils	95.8%	95.11%	95.13%	NYA
PA CBMDC CLA	11.9%	8.8%	9.8%	NYA
PA CBMDC All Pupils	2.6%	4.68%	12.47%	NYA
PA National	8.9%	9.0%	9.1%	NYA

## **2.57 Attendance Strategy Group Meetings**

The Virtual School Attendance Strategy Group meets half-termly to monitor the attendance of CLA pupils. The pupils identified and discussed are the lowest LAC attendees whose attendance falls below 20% on a cumulative basis. These forums enable the attendance issues to be identified in relation to poor attendance for the pupils thereby enabling a co-ordinated response and actions to be taken undertaken to address this.

## **2.58 Securing Timely Admissions and Supporting Transitions**

### **Timely admissions**

In securing timely admissions the Virtual School follows the School Admissions Code relating to looked after children and works closely with Bradford's Admissions Team. All schools have oversubscription criteria for each relevant age group and the highest priority is given to looked after children and previously looked after children.

## **2.59 Supporting transitions**

The Virtual School works pro-actively with schools to support pupils transferring from primary to secondary school. The Virtual School provides the respective secondary schools with details about future Y7 admissions relating to children who are looked after. This information supports existing arrangements in the preparation of a robust transition plan between the respective primary and secondary school. Schools are required to call a review before the Easter break with the respective secondary school where information can be exchanged and transition plans can be drawn up. The Transition Plan is the joint responsibility of primary schools and the receiving secondary school. The continued involvement of the Virtual School, post transfer is re-negotiated as part of the transition planning process.

2.60 The Virtual School supports care for post 16 care leavers by:

- Ensuring a PEP is maintained as part of the preparation and review of the pathway plan and builds on the young person's educational progress
- Ensuring each pathway plan review helps the young person to prepare for when he or she ceases to be CLA
- Maintaining links with further education and higher education institutions; Connexions Teams and Apprenticeship providers
- Ensuring each eligible care leaver knows about the Bursary Fund

## 2.61 **Strategies to Support Full Time Provision**

The Virtual School promotes a range of strategies to support full time provision essentially within the context of individual PEP meetings. An overview of key strategies includes:

- Access to a nursery or high quality early years provision which is appropriate to the child's age (for example .pre-school playgroups) and meets his/her identified developmental needs
- On-going catch-up support for those who have fallen behind with school work for example 1:1 tuition outside of school hours and study support.
- Provision of immediate suitable education when a child is not in school
- (e.g. because of temporary or permanent exclusion) The Virtual School facilitates this through Virtual School Associate intervention, school partnerships to ensure stability is maintained in education for the CLA.
- School attendance – monitoring the attendance of CLA and providing swiftly intervention as required to address any issues
- Transition support need where needed, such as when a child begins to attend a new school or returns to school

## 2.62 **Reducing Exclusions**

The Virtual School works closely with schools in being especially sensitive to exclusions where children looked after are on roll. Many schools have reviewed their practice to make use of an alternative to exclusion and make exclusion a last resort. An example of this practice may include internal exclusion which enables the child to continue to learn but may withdraw the pupil from the benefits of social interaction with peers for a fixed period of time.

2.63 To support schools to avoid exclusion where it has concerns about behaviour, the Virtual School works closely with key professionals and schools to instigate a pro-active approach such as:

- Consider what additional assessment and support (such as additional help for the classroom teacher, one-to-one therapeutic work or a suitable alternative placement or funding through the PP+ needs to be put in place to address the needs not to exclude)
- Make any additional arrangements to support the child's on-going education in the event of an exclusion

## 2.64 Avoiding Permanent Exclusions

Nationally, fixed term exclusions are more than five times as likely for Children in Care than for all children. Children in Care are also more likely to have a fixed term exclusion than Children in Need (one and a half times the rate). Nationally, 1 in 10 Children in Care had at least one fixed period of exclusion in 2015, up very slightly from 10.25% the year previously.

2.65 In the CBMDC to avoid a permanent exclusion, schools are asked to avoid excluding any CLA and maintain a full-time offer of learning to the pupil from the 6<sup>th</sup> day of the fixed term exclusion. The Virtual School works closely with social workers and carers to ensure that the correct procedures are followed. There have been occasions where a permanent exclusion has been considered but either a head teacher has reconsidered the options available to them or a decision has been rescinded before governors have met. In some cases the outcome has meant a change of school or educational provision. There has been one permanent exclusion for a CLA pupil since 2011 (due to an incident which involved a significant breach of the school's behaviour policy).

2.66 Fixed term exclusions from 1st September 2016 to the 26th July 2017 (full academic year) are shown below. This data does not include CBMDC children in care attending schools outside of the area. In a small number of cases Virtual School staff have supported these cases that have presented some of the most challenging circumstance for the team.

Primary	Boys	Girls
	Number Excluded	Number Excluded
CBMDC	6	0
Other LA	0	0
Total	6	0

Secondary	Boys	Girls
	Number Excluded	Number Excluded
CBMDC	17	5
Other LA	1	1
Total	18	6

## **2.67 Intervention Projects**

The Imagination Library has been funded for a two year period for children in care aged two, three and four. This year the number of children supported on the CLA database has been almost 200 – in November 2017, 198 will receive a free book. Bradford Council's Virtual School have been supportive and keen on the benefits of the scheme and have paid for the 4-year-olds' books using pupil premium.

2.68 Termly CPD for school based staff which enables the Virtual School to maintain an authoritative voice on the learning needs of CLA and how they can be best met

- Intervention as required in supporting training for social workers to understand schools and school staff to understand social work and the needs of CLA
- Create 'Attachment Aware' schools which enables the raising of awareness of the physiological and psychological effects of early trauma and loss on attachment and resilience and maintaining relationships with peers and adults
- Lead on termly 'Attendance Strategy' Meetings in partnership with key professionals
- Broker commissioned services through Bradford MDC for Educational Psychologist Support, Therapy and Behaviour Support Services
- Intervention to support the school and needs of a CLA through targeted Associate support/deployment
- Provide Musical Tuition for CLA in residential homes
- Challenge and support PEP meetings in educational settings and intervene to ensure PEPs reflect academic attainment and targets

## **2.69 How is the success of children and young people celebrated?**

### **Awards Ceremony**

The Virtual School holds an annual Education Achievement Awards Ceremony for its looked after children. The awards ceremony celebrates the educational achievements of Bradford CLA and awards are presented on the following criteria:

- Actual examination/test results
- Improvement between Key Stage tests or assessments
- Progress
- Effort

2.70 This is a high profile event attended by the Bradford's Lord Mayor and senior Council members.

**3. OTHER CONSIDERATIONS**

None.

**4. FINANCIAL & RESOURCE APPRAISAL**

None.

**5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

None.

**6. LEGAL APPRAISAL**

None.

**7. OTHER IMPLICATIONS**

**7.1 EQUALITY & DIVERSITY**

**7.2 SUSTAINABILITY IMPLICATIONS**

**7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

**7.4 COMMUNITY SAFETY IMPLICATIONS**

**7.5 HUMAN RIGHTS ACT**

**7.6 TRADE UNION**

**7.7 WARD IMPLICATIONS**

**7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS (for reports to Area Committees only)**

**8. NOT FOR PUBLICATION DOCUMENTS**

None.

**9. OPTIONS**

None.

**10. RECOMMENDATIONS**

**10.1** That Members note the contents of the report.

**11. APPENDICES**

APPENDIX 1 - Summary

**12. BACKGROUND DOCUMENTS**

None.



## **APPENDIX 1**

### **Summary**

In September 2016 following a restructure, the Virtual School moved from 'Children's Social Care' to 'Education, Employment and Skills' with the Virtual School Headteacher's (VSH) role forming part of one of the Lead Area Achievement Officer's portfolio on a 0.8 basis but still maintaining a very close working relationship with Children's Social Care and other service areas. The Virtual School Team has been strengthened and expanded since 2014 and now includes: a Deputy Head Teacher, an acting Deputy Headteacher and three specialist teachers (one part time), a team of specialist 'associates' who are used on a casual basis to provide immediate support for children and young people in schools or other placements. The number of associates has been increased for the start of the autumn term 2017 as a result of the impact seen over the last year and feedback from schools. This increase in the capacity of the service has resulted in increased time being spent on providing direct support for individual children through greater contact with social workers, schools, 'associates', carers and the individual child.

Around one sixth of Children Looked After (CLA) received, where necessary, intensive specialist teacher support to facilitate Personal Education Plan (PEP) meetings, new into care PEP's, support for in-year school transfers, provision of further educational support such as tuition, one to one support sessions and attendance at team around the child (TAC) and CLA review meetings.

For reporting purposes, both to the Department of Education (DFE) and internally, the progress and performance of children in the care of City of Bradford Council is based on those who have been in care continuously for a minimum period of 12 months. This executive summary covers the achievements for those aged seven (Key Stage 1), aged eleven (Key Stage 2) and sixteen (Key Stage 4).

### **Key Stage 1**

At the end of KS1 there were 23 children in the cohort who had been in care 12 months or more. 53% of the children were working at the expected standard in mathematics; 70% in reading, 48% in writing with 38% attained the expected standard in reading, writing and mathematics combined. National figures are not yet available for children in care for 2017.

### **Key Stage 2**

At the end of March there were 47 children in the cohort who had been in care 12 months or more. Out of the 47 in the cohort 39% of the children were working at the expected standard in mathematics, 37% of the children were working at the expected standard in reading, 43% of the children were working at the expected standard in GPS; 34% of the children were working at the expected standard in

writing. 23% of the children in the cohort achieved RWM combined. National figures are not yet available for children in care for 2017

#### **Key Stage 4**

Overall there were 65 pupils in the cohort. Including all 65 in the cohort, 7 pupils (10.8%) achieved 5 A\*-C (L4+) at GCSE including English and mathematics, this included 1 pupil with SEN. 10 (15.3%) pupils got 5 good (grade C – L4) GCSE passes. No national or time series comparisons are available currently.

#### **Attendance and Exclusions**

The attendance rate of all children in care attending Bradford maintained schools was 96.1%. The overall attendance rate for those of primary school age was 96.8%% and 95.5% for those of secondary age. Attendance for those placed outside of Bradford's boundaries was also strong at 96.9%. There has been one permanent exclusion of children and young people in our care since 2012. A total of 17 children and young people attending schools in Bradford were fixed term excluded in the last academic year. This equates to 3.5% of our children in care population.

#### **Celebrating success**

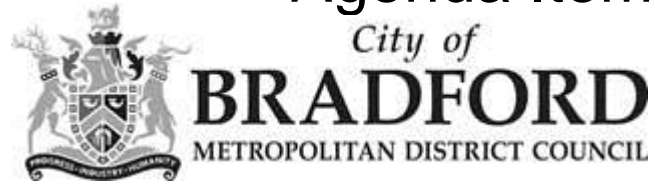
The Virtual School once again held its Annual Education Awards. These awards celebrate the achievements of Bradford CLA and young people and are given on the basis of examination results; improvement between key stages or assessments; progress and effort.

108 CLA attended with their teachers, carers and/or social workers and received awards. All ages and stages (Y1-Y13) were represented. Once again it was good for the young people to be given their awards by the Lord Mayor and supported by other Council Members

#### **Numbers of Children Looked After**

There were 925 children in our care at the end of March 2017 and there were 1195 in our care at some point between April 2016 and the end of March 2017. In 2017, there were 494 children from Reception (age 4) to Year 11 (age 16) who had been looked after continuously for at least 12 months.

Currently there are 596 CLA in year's reception to year 11; 456 are in Bradford, 140 are out of authority. There are 286 young people within this age range in the care of CBMDC who have a SEND. Of these, 114 have a statement of SEND/EHCP (19.1%), 172 have SEN Support (28.8%).



## **Report of the Deputy Director (Children's Social Care) to the meeting of the Corporate Parenting Panel to be held on 8<sup>th</sup> November 2017.**

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### **Subject:**

**B Postive Pathways – Bradford DfE Innovation Grant**

### **Summary statement:**

In January 2017, Bradford was awarded £3.2m over 2 years from the DfE Innovation Fund. There are 3 elements to the award.

- Reducing the number of children in care through stronger edge of care work
- Improving our ability to provide high levels of care within our residential homes through embedding a therapeutic “PACE” approach.
- Setting up two “mockingbird” hubs to improve support to foster carers working with children with more complex needs.

This report provides a summary of the developments of the B Positive Pathways Programme, particularly the developments since it was last reported to Corporate Parenting Panel in July 2017.

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Jim Hopkinson  
Deputy Director  
(Children's Social Care)

### **Portfolio:**

Children's Services

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### **Overview & Scrutiny Area:**

Children's Services

## **1. SUMMARY**

- 1.1 In January 2017, Bradford was awarded £3.2 million over 2 years from the Department for Education (DfE) innovation fund. There are 3 elements to the award.

- Reducing the number of children in care through stronger edge of care work
- Improving our ability to provide high levels of care within our residential homes through embedding a therapeutic “PACE” approach
- Setting up two “Mockingbird” hubs to provide support to foster carers working with children with more complex needs.

After consultation with the Children in Care Council, the programme was named B Positive Pathways.

## **2. BACKGROUND**

- 2.1 B Positive Pathways Programme (BPP) is a £3.2m innovation funded project that scales the successful North Yorkshire ‘No Wrong Door’ innovation project to Bradford. It aims to build on the learning from North Yorkshire and enable Bradford to develop a different approach to working with some adolescents to prevent them entering the care system and to improve their long term outcomes. The model centres on a hub home with wrap around multi agency professionals working together. The North Yorkshire No Wrong Door model has been evaluated by a consortium of universities which demonstrate that the approach has resulted in a significant saving to the public purse in the approach that has been taken. Bradford is one of a number of Local Authorities which are looking to replicate this approach.
- 2.2 BPP is fully funded in the first two years and by year three we will be aiming to show the significant savings that have been made to ensure that the programme is supported financially for years three and four. A consortium of universities led by Dr Lisa Holmes (University of Oxford) have been awarded a contract to evaluate the impact of the Bradford programme.
- 2.3 BPP has three key elements; 1) Hub Home & Specialist Children’s Homes, 2) Mockingbird Fostering Model 3) Pace Model of Care

## **3. OTHER CONSIDERATIONS**

### **B Positive Pathway Hub Home & Specialist Children’s Homes**

- 3.1 The BPP service will be based at a hub home which is The Willows – one of Bradford’s LA children homes, currently judged by OFSTED as good. The home is already up and running and providing both a respite and outreach model. The team will consist of residential staff (already in post) and outreach workers (already in post), supported by dedicated Police Officers (already in post) Psychologist “Life coaches” (currently in recruitment), Speech & Language therapists (currently in recruitment) and occupational therapists (currently in recruitment). In addition, the model emphasises the need for close links with the Virtual School and Youth Service.

- 3.2 The BPP service will work at the edge of care and respond proactively and innovatively to cases that at the moment quickly escalate to full time care. We envisage that there will be a significant caseload of families and young people accessing this service. We will expect outreach workers to support young people and families in their own homes responding at the time of crisis and to call on the wrap around support to enable families to work through their issues without statutory intervention. As part of BPP we are recruiting additional outreach staff but have also transferred in existing Placement Support staff. This team is already working with adolescents, including those referred to the service out of hours via the police and our emergency duty team with the aim of keeping adolescents out of care.
- 3.3. Although we had applicants, we did not assess there were applicants of sufficient quality to enable us to recruit to the BPP Programme Manager and this post is being re-advertised and we are looking at an internal interim secondment opportunity. Recruitment has taken place to identify the 3 hub home unit managers and assistant unit managers. Recruitment has already taken place for a project officer and police officers. Health posts and an intelligence officer to aid the evaluation are currently out for recruitment.
- 3.4 As part of the model we have agreed that there will be three specialist homes in Bradford (Newholme, Hollybank Road and Meadowlea). These homes will have a greater level of staffing, will have a reduced number of residents and will call on the specialist roles within the BPP hub. The aim is to return children from external homes to live in this provision and create resilient long term placements. There have been significant and frustrating delays in the legal processes of agreeing the lease for Hollybank Road from Catholic Care but these have now been resolved. An application has now been submitted to OFSTED to register the home and we have asked our regional OFSTED Regulatory Inspection Manager (RIM) to expedite this approval process.
- 3.5 One of the innovative approaches of the North Yorkshire No Wrong Door model has been recruiting foster carers on casual contracts to work as part of the residential teams. If successful relationships are built, there will be the possibility that young people can be fostered from the homes in a similar way as connected persons become foster carers. Many of the adolescents in our residential care have experienced foster care breakdown and less easy to place in foster care. This approach may enable some adolescents to return to live in family units – which is our ambition for the vast majority of our looked after children.

### **Mockingbird Fostering**

- 3.6 Mockingbird is a fostering model first used in America. It uses the concept of a hub carer being at the centre of a constellation of foster families. The hub carer becomes the 'grandparent' figure and provides regular sleep overs to the young people in the constellation and arranges a regular get together of the whole constellation. The hub carer is supported by a liaison worker. A constellation is made up of between 6 – 8 foster families. The model has been embedded in a number of Local Authorities as part of the first tranche of innovation and has resulted in greater placement stability and outcomes for the young people.

- 3.7 We are currently at an advanced stage of a six stage process to implement Mockingbird and being supported by the Fostering Network. Our plan is to develop two Mockingbird constellations in Bradford and Keighley and will support these arrangements further by linking them to the BPP hub home. In September we held an information event attended by 20 fostering households. A number went on to formally apply to become hub carers. Shortlisting is currently underway and we are being supported in this by the Fostering Network. Once recruited the hub carers will receive training from the Fostering Network with the aim of going live in January.

### **Model of Care**

- 3.8 As a result of an external review of our residential provision in 2015, we developed a model for Looked After children in Bradford. Within our bid to the DfE innovation fund, we agreed that the basis of our model of care would be DPP (Dyadic Developmental Psychotherapy) PACE. This model has been developed as an approach to working with children who have suffered early trauma and attachment in all placements alongside our other key models which are part of our offer and supported by OFSTED.

- Attachment (PACE – playfulness, acceptance, curiosity, empathy)
- Resilience
- Team Teach
- Outcome Star
- Signs of Safety
- Building life skills for independence

- 3.9 A Workforce Development Plan has been implemented to embed the approaches above within the staff teams. This will provide staff with the skills to fully support children and young people.

- 3.10 Training in the elements of the model is on-going. Most Residential staff have completed Signs of Safety training, PACE training, Outcome Star training and Developing Resilience in Children training. Arrangements are in place for newly recruited staff to undertake this development.

- 3.11 All of the homes have PACE Champions and Signs of Safety Practice Leads. Additionally, some staff have had the opportunity to train in Dyadic Developmental Psychotherapy – level 1 and level 2 – the therapy that incorporates PACE. Approximately 16 of these staff have done ‘training for trainers’ and are training all staff over 6 sessions in Foundations for Attachment, a more in depth attachment based programme informed by PACE.

## **BPP Programme Launch**

- 3.12 BPP will be officially launched on 2<sup>nd</sup> November 2017. Robert Goodwill MP, , Minister of State at the Department for Education has agreed to be the keynote speaker. Contributions from partners will also be included. Following the launch the Minister has asked to meet some looked after children via a private visit to one of Bradford's children's homes.

## **4. FINANCIAL & RESOURCE APPRAISAL**

- 4.1 Evidence suggests that teenagers that enter care often experience poor outcomes, including disruptions in contact with families and disruptions in education. In addition risks of missing, offending, substance misuse and exploitation can be increased. Children who enter care as teenagers are disproportionately likely to be placed in residential care (as opposed to family settings), including out of authority placements. As well as being exceptionally expensive, out of authority placements can further disrupt family ties and educational outcomes. The DfE innovation Funded B Positive Pathways programme has the potential to contribute to our strategic priorities associated with Better Health – Better Lives as well as Great Start – Good Schools by safely, and appropriately, reducing the number of children in care as well as reducing expenditure on high cost residential placements.

## **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

N/A.

## **6. LEGAL APPRAISAL**

N/A

## **7. OTHER IMPLICATIONS**

### **7.1 EQUALITY & DIVERSITY**

N/A.

### **7.2 SUSTAINABILITY IMPLICATIONS**

N/A.

### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

N/A.

### **7.4 COMMUNITY SAFETY IMPLICATIONS**

N/A.

**7.5 HUMAN RIGHTS ACT**

N/A.

**7.6 TRADE UNION**

N/A.

**7.7 WARD IMPLICATIONS**

N/A.

**7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS  
(for reports to Area Committees only)**

N/A.

**8. NOT FOR PUBLICATION DOCUMENTS**

N/A.

**9. OPTIONS**

N/A

**10. RECOMMENDATIONS**

- 10.1 That the Corporate Parenting Panel notes the content of this report and the creation of B Positive Pathways.

**11. APPENDICES**

None.

**12. BACKGROUND DOCUMENTS**

None.



## Corporate Parenting Panel – 2017/18

Conservative	Labour	Lib Dem
Cllr Dale Smith	Cllr Carol Thirkill (Chair)	Cllr Nicola Pollard
	Cllr Sinead Engel (Dep Chair)	
	Cllr Angela Tait	
Alternates	Alternates	Alternates
Cllr Mike Pollard	Cllr Sarfraz Nazir	Cllr Rachel Sunderland
	Cllr Fozia Shaheen	
	Cllr Mohammed Shafiq	

Non-voting Co-opted Members	
Inspector Kevin Taylor	West Yorkshire Police, Partnerships
Yasmin Umarji	Senior Primary Partnership Manager, Education
Ali Jan Haider	Director of Strategy, Bradford District Clinical Commissioning Group
The Chair of the Children in Care Council	

Corporate Parenting Panel Date/Venue	Report/Author	Deadline for Reports to Secretariat
<b>19<sup>th</sup> July 2017</b>  4.30 pm – 6.00 pm  Venue : Committee Room 3	<ul style="list-style-type: none"> <li>▪ <b>Appointment of Co-opted Members</b></li> <li>▪ <b>B Positive Pathways (Innovation Fund) – Progress Report</b> – to include information on the different Residential Homes including their specialisms and the recent changes to this provision – <a href="#">David Byrom/Liz Perry</a></li> <li>▪ <b>LAC &amp; Offending</b> – (information report to include information on Police callouts relating to children in residential homes and foster care and concern expressed by young people that the Police are called for incidents where they feel that birth families would not do so, also to include an invite to the Safer Homes Police Officer) – <a href="#">Charlie Jones</a></li> </ul>	12 Noon – 4 <sup>th</sup> July 2017
<b>13th September 2017</b>  4.30 pm – 6.00 pm  Venue : Committee Room 1	<ul style="list-style-type: none"> <li>▪ <b>CICC</b> – (information report so that Members can understand its role, the Officer support provided to the young people involved with the CICC and the aims and outcomes for the young people involved) – <a href="#">Brigitte Davidson/Mick Nolan/Emma Collingwood</a></li> <li>▪ <b>Complaints – Annual Report</b> – to include more detail on the substance of complaints (Whilst bearing in mind that all the information will be published and the meeting is open to the public and press), the learning points and how these have been disseminated and the number of exit interviews – <a href="#">Irina Arcas</a></li> <li>▪ <b>Improving Support for Young People in Care/Care Leavers Future Leaders report</b> – Progress on implementation of recommendations – <a href="#">Sarah King/Diane Cokewright</a></li> <li>▪ <b>Outcomes for Looked After Children as at 31.3.17</b> – updated information for Members – <a href="#">David Byrom, Vanita Ladd</a></li> <li>▪ <b>Council Tax &amp; Care Leavers</b> – <a href="#">Emma Collingwood, Simon Callaghan</a></li> </ul>	12 Noon – 30 <sup>th</sup> August 2017
<b>8<sup>th</sup> November 2017</b>  4.30 pm – 6.00 pm  Venue : Committee Room 1	<ul style="list-style-type: none"> <li>▪ <b>Regionalisation of Adoption Service</b> – Progress report – <a href="#">David Byron/Mary Brudenell</a></li> <li>▪ <b>Unaccompanied Asylum Seeking Children in Bradford</b> – (Update on current position perhaps including input from the young people involved) – <a href="#">Rachel Curtis</a></li> <li>▪ <b>Virtual School Annual Report</b> – <a href="#">Ken Poucher</a></li> <li>▪ <b>B Positive Pathways (Innovation Fund)</b> – <a href="#">Jim Hopkinson</a></li> </ul>	12 Noon – 25 <sup>th</sup> October 2017

<b>10<sup>th</sup> January 2018</b> 4.30 pm – 6.00 pm ▪ Venue : Committee Room 1	▪ <b><i>IRO Service – Annual Report – <u>Imran Cheema</u></i></b> ▪ <b><i>Regulation 44 Visits – Update – <u>Suzanne Lythgow</u></i></b>	12 Noon – 20 <sup>th</sup> December 2017
<b>7<sup>th</sup> March 2018</b> 4.30 pm – 6.00 pm Venue : Committee Room 1	▪ <b><i>Through Care Service – accommodation provision, preparation for independence (including pathways to employment and whether there is a safety net for young people who need guidance later on or who are having difficulties) Council Tax – Information on Financial management skills to be included in this report - <u>David Byrom/Emma Collingwood</u></i></b>	12 Noon – 21 <sup>st</sup> February 2018
<b>25<sup>th</sup> April 2018</b> 4.30 pm – 6.00 pm Venue : Committee Room 4	▪ <b><i>Education Outcomes for LAC – update following stats release - <u>Ken Poucher</u></i></b> ▪ <b><i>Emotional &amp; Mental Wellbeing of LAC – update – <u>Kelly Barker</u></i></b>	12 Noon – 11 <sup>th</sup> April 2018
<b>Items for Inclusion on the Panel's Work Plan for 2018/19 in due course</b>		