

Corporate Parenting Board

19 July 2018

Report title	Annual Fostering Report 2017-2018	
Cabinet member with lead responsibility	Councillor Paul Sweet Children and Young People	
Wards affected	All wards	
Accountable director	Emma Bennett, Director for Children's Services	
Originating service	Children's Services	
Accountable employee(s)	Adam Hadley Tel Email	Group Manager – Democracy 01902 555043 Adam.hadley@wolverhampton.gov.uk
Report to be/has been considered by	List any meetings at which the report has been or will be considered, e.g. CYP Managers Children in Care Council	
		21 June 2018 27 June 2018

Recommendation for action or decision:

The Corporate Parenting Board is recommended to:

1. Receive, observe and provide feedback on the City of Wolverhampton Council Annual Fostering Report.

1.0 Purpose

- 1.1 This report details the work of the City of Wolverhampton Fostering Service from April 2017 to March 2018
- 1.2 The purpose of the report is to provide updated information, progress and achievements of the service and objectives for April 2018 to March 2019

2.0 Background

- 2.1 The children and Young Persons Act 2008 imposes a duty on Local Authorities to find sufficient appropriate Fostering provisions in its local area. The Fostering Service is committed to provide stability, care and security to looked after children and ensure that Foster Carers can meet the individual needs of children. As such the Recruitment Marketing Strategy outlines how we aim to provide placement choice. The importance of placing children within their family and friends network, within their community and with their siblings remains paramount in securing stability for the child as well as ensuring their education is not disrupted and their well-being promoted.
- 2.2 The Fostering Service seeks to provide a comprehensive and excellent quality foster care to all children looked after by the City of Wolverhampton. Foster carers provide looked after children a positive experience of family life within an environment that promotes their physical, emotional and health needs. Foster Carers work in partnership with Health, Education and other allied professionals to ensure best outcomes for children and young people in Foster placements. Working in partnership enables Foster Carers to provide a warm, safe and caring family environment ensuring that the children's emotional health and development is promoted and there is access to available opportunities to promote children's attendance and their academic achievements thus maximising all opportunities for children to achieve their full potential.
- 2.3 Private Fostering is regulated under the Children (Private Arrangement for Fostering) regulations 2005. The service is responsible for raising awareness with the public, professionals, parents and children.
- 2.4 The responsibility for the assessment and support of Special Guardianship Orders is that of the Fostering Service. If the Care Plan for the child recommends Long Term Fostering with either mainstream or Family and Friends as a permanency option a Special Guardianship Order should be encouraged where this is deemed to be in the child's best interests, essentially removing the child from the care system, and transferring parental responsibility to the carer.
- 2.5 The work of the Fostering Panel is governed by the Fostering Services Regulations 2011. The Care Planning, Placement and Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013, The National Minimum Standards for Fostering 2011. The Care Planning and Fostering (Miscellaneous Amendments) (England) Regulations 2015.

The Panel must advise on:

- Reviews of approvals (Regulation 28), and monitor their effectiveness
- Oversee the conduct of assessments
- Give advice and make recommendations on any other matters referred

3.0 Progress within the Fostering Service 2017-2018

- 3.1 In March 2017, iMPower were commissioned by the City of Wolverhampton Council to support the development of the in-house Fostering Service, the goal being to enable greater in-house placement sufficiency, and better use of resources. The project concluded in May 2017 with a recommendation that the low levels of enquiry generation were the primary cause of the limited in-house Foster Carers growth. Subsequently the Family Values project was developed and three workstreams set up – ENQUIRY GENERATION, ENQUIRY HANDLING and SUPPORT. Governance for the Family Values project is now well established and a steering group and workstreams meet monthly to monitor progress of the project.
- 3.2 The Recruitment and Assessment Team continue to increase the capacity of the Foster Carer population and the quality of care offered. Through a comprehensive Marketing and Recruitment Strategy that works creatively with Foster Carers and the wider public in 2018-19, the service has enhanced the quality of enquiries with an increasing number of those coming from Independent Fostering Agencies.
- 3.3 There has been an increase in the number of approvals of internal Foster Carers with twenty-two fostering Households approved in 2017-2018. During this period, we also deregistered 20 carers. However, whilst our net gain on paper is one carer, of the 20 carers that were deregistered none had been offering placements for a significant period and had sat on a dormant list or some had been de-registered due to allegations of harm to a child in their care. Whilst, therefore we have only increased our Foster Care numbers by one carer we have increased our placement capacity by 22.
- 3.4 There is a continued positive drive to further increase the number of approvals, enabling more Looked After Children to live with local Foster families within the Wolverhampton area. It is anticipated that 30 Fostering households will be approved 2018-19 with a projected net gain of 26 carers.

Telephone enquiries continue to be routed through Customer services and Fostering Recruitment Social Workers are available to respond immediately to callers who want more information and will arrange initial visits to further discuss. Training sessions are continuing to be offered by the Social Workers in the Recruitment and Assessment Team to the Customer Service Officers. The Fostering newsletter is shared with customer services staff to keep them updated with the latest news/campaigns to enhance their awareness and understanding, Customer Services and the Fostering Service continue to further develop their relationship to improve outcomes and timeliness for responding to initial enquiries

regarding prospective carers. A Foster Carer regularly listens to recordings of calls to quality assess and suggests any changes to be made to scripts/information shared.

- 3.5 The Recruitment and Assessment Team includes a dedicated fostering marketing person and there is a Marketing and Communications plan in place for on-going recruitment campaigns.
- 3.6 Recruitment is sustained by three main periods of campaign activity throughout the year in Foster Care Fortnight in May and a recruitment week in September and January. These campaigns comprise a week or two weeks of information events at venues throughout the City using the recruitment bus and information stands. These are promoted through targeted digital advertising through Google AdWords and Facebook and other sites, social media posts and public relations, a Chronicle wrap, radio advertising, email marketing and communication through partner organisations including the Royal Wolverhampton Hospitals NHS Trust, West Midlands Police, Wolverhampton Homes, University of Wolverhampton, West Midlands Fire Service and Bromford Housing. A new Fostering for Wolverhampton website was launched in January 2018 and has increased the number of web enquiries considerably.
- 3.7 Regular information events are held throughout the year which provide opportunities for prospective Foster Carers to meet the Recruitment Team to find out more about fostering. These are held on the first Friday of every month when we host a Fostering Friday roadshow in Queen Square and other high footfall locations. Also, bi-monthly information evenings are held at the Molineux. The team also attend other relevant events to promote Fostering Recruitment including the Living Well event and Wolverhampton PRIDE. These events are promoted heavily on social media, through PR and through the Council's internal communication channels.
- 3.8 Targeted Facebook advertising is ongoing throughout the year and is refreshed with the new artwork developed for each campaign. The Fostering for Wolves Facebook page is also regularly updated with news, video case studies and events and shares national news and information from the Fostering Network.
- 3.9 This year's Foster Care Fortnight campaign was very busy; the recruitment team met with, gave out information to and talked to 49 people face-to-face about fostering for Wolverhampton. Over the campaign, 17 web enquiries were received and four phone enquiries. So far 24 people have registered their interest, met the initial criteria and are in the process of being followed up by the recruitment team. As at 14 June 18, 12 initial assessments have so far been booked.

Google AdWords campaign received over 300,000 impressions and 1,767 clicks. Facebook campaign posts reached 30,194 people and Facebook ads reached 21,515 with 215 post engagements, 8,144 video views and 14 link clicks to the Fostering website.

During the fortnight there were 1,320 unique visitors to the website with the events and the payment and support pages being the most visited.

The launch of the regional Fostering Film 'There was a boy' was viewed by over 8,000 people. Free Radio covered the launch and interviewed one of our Foster Carers. The Chronicle wrap reached over 70,000 people locally and was seen by many of the people who attended the events.

- 3.10 The Council also attend the Regional Fostering Marketing Working Group attended by 13 Local Authorities across the West and East Midlands and share examples of best practice and explore ways of working together across the region.
- 3.11 The national rate of conversion from initial enquiry to approval is 11% and based on Wolverhampton's statistics from 2017-2018 this figure is 11.6%. Two years ago, the conversion rate in Wolverhampton was 8.7% and last year it was 10.8% so we have seen a good improvement in our rates of conversion. We continue to focus on targeting our marketing and key messages to attract quality enquiries from people who meet the essential criteria.
- 3.12 Following Cabinet Approval in October 2015, revised 'Fees and Allowances' were introduced in January 2016. This was reviewed following further consultation and all carers were issued with a new Fostering Agreement. The revised Fostering fee recognises Foster Carer skills and experience and it is anticipated this will support the recruitment of new carers, together with assisting in retention. Fees and Allowances remain a key issue when the Local Authority is competing with Independent Fostering agencies and the Family Values Workstreams are currently reviewing Fees with a view to varying these to attract carers able to offer placements to sibling groups and to more 'difficult to place' teenagers.
- 3.13 During the year we have continued to experience a dropout of applicants between initial enquiry and initial visit. This is due to either the applicant deciding not to pursue fostering further, or the Fostering Service counselling out the applicant as they are unable to meet the basic requirements for further assessment. There are often general enquiries about fostering whereby the caller is simply gathering appropriate information to consider fostering rather than wishing to pursue an application at that time. Based on this evidence the Communications objective is:

Through targeted and sustained communication, generate 345 enquiries pro rata (86.25 per quarter) from residents to become Foster Carers to achieve the corporate target of 30 (7.5 per quarter) for 2018-19

- 3.14 In the last year we have undertaken 59 initial assessments, with 20 households progressing onto the Skills to Foster preparation training courses. During the Initial Assessment, a detailed discussion is held between the applicants and Social Workers from the Recruitment and Assessment Team, this covers:
- Applicant's motivation and parenting capacity.
 - Appropriateness of accommodation and any health and safety issues.
 - Any significant medical issues.

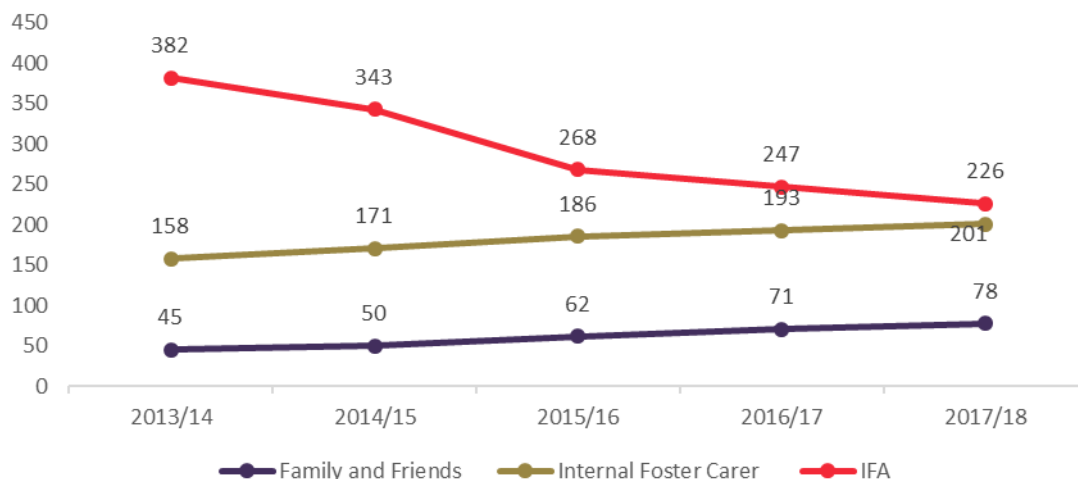
- Applicant's occupation and how this may impact on their availability to care for and meet the needs of a Foster child.
- DBS and any convictions.
- Composition of family members.
- Support network.

3.15 The dropout of applicants at this stage of the process is again due to either applicants recognising that they are unable to pursue fostering, this is not the right time for them to continue their application or the Social Workers counselling out applicants due to concerns with any of the above issues.

3.16 During 2017-2018 the Sufficiency Strategy continued to review every aspect of the recruitment process to achieve ambitious targets to grow local capacity of available in-house Foster Carers. The need to increase the proportion of foster care placements with internal Foster Carers remains. There have been significant improvements over the last four years as set out in the table below;

Type of Placement	Number of Looked After Children Placed				
	2013/14	2014/15	2015/16	2016/17	2017/18
Family and Friends	45	50	62	71	78
Internal Foster Carer placements	158	171	186	193	201
IFA placements	382	343	268	247	226

Number of Looked After Children Placed as at Year End



This graph highlights the narrowing gap between Internal Foster Placements and Independent Fostering Agencies.

Assessments

- 3.17 Assessments are part of the core work of the Recruitment and Assessment Team which enables the building of a comprehensive picture of the applicants. Evidence based, and analytical assessments are completed on all prospective Foster Carers to help understand their motivation and ability to care for children who have experienced loss, separation and trauma. Caring for such children requires Foster Carers with a degree of resilience and patience in understanding the needs and presenting behaviours of children who have experienced childhood trauma including neglect and abuse. In addition, to collating information the assessment explores the applicants own experience of childhood, their parenting skills, understanding of safeguarding children and ability to create a warm and nurturing home for children.
- 3.18 The full fostering Form F Assessment is commissioned from an Independent Provider, currently this is Core Assets who are contracted until 2020. Quarterly meetings are held to review ongoing assessments and any concerns highlighted within the context of the contract.
- 3.19 As of 31 March 2018, there were 152 approved mainstream fostering households, which offered a total of 201 placements. There were seven Foster Carers on Adoption Leave who have offered adoptive placements or Special Guardianship to a further eight children. In addition, there are seven fostering households currently dormant due to ill health, it is unlikely that they will all resume fostering. There are two further households who have chosen to be dormant due to family issues.
- 3.20 This year the Fostering Service has secured 17 Long-Term placements for children via the Linking and Matching process. 12 of the Long-Term Placements were for sibling groups of two or more children. Most of the Long-Term placements were secured for children with their current Foster Carers which were provided by both internal (6) and external resources (11).

Family and Friends Foster Carers: (Connected Carers)

- 3.21 Local Authorities have a responsibility to consider members of the child's family, or friends (Connected Persons Carers) during Care Proceedings and when a child is facing the possibility of becoming looked after.
- 3.22 The Family and Friends Team work together with Locality Teams advising and completing joint Viability Assessments of prospective Family and Friends Foster Carers. The location of some relative Foster Carers can place an added pressure on the Service due to the time involved in travel. We currently have 20 out of city placements.

- 3.23 Family and Friends Foster Carers put themselves forward to care for children who are connected to them by association or relationship. They are assessed by the Service as to their suitability to provide appropriate care in accordance with the Fostering Regulations 2011. From April 2017 – March 2018 there were 18 Family and Friends Carers approved which provided a total of 78 placements for Looked After Children.
- 3.24 During the period of 1 April 2017 to 31 March 2018 there were 28 positive Form C Assessment approvals. These assessments were completed within internal resources. A further 82 Form C Assessments were commenced or completed. Some were of negative outcome and others did not progress to Panel for assorted reasons i.e. change in Care Plan or applicant's withdrawal during the assessment process. There were 23 ongoing Form C assessments on 31 March 2018 which were all being undertaken by the Social Workers within the Friends and Family Team.
- 3.25 The Family and Friends Team have undertaken 101 Viability Assessments of which 25 were Schedule 4 (temporary approval) Assessments from 1 April 2017 to 31 March 2018.
- 3.26 In previous years, Family and Friends Foster Carers have been reluctant to attend training and maintain records given the nature of their relationships as the majority are grandparents. However, over the last year there has been a continued increase in numbers of Friends and Family Carers accessing training courses and completing their Training, Support and Development Standards.

Skills to Foster continues to be attended as part of the assessment process for connected carers. There were four courses delivered in 2017-18. These were attended by 64 prospective Foster Carers. This is a total of 51 prospective Foster Carers. To ensure there is frequent availability of the Skills to Foster Training there are plans for the course to continue to be held four times a year with the training being evenly distributed at quarterly periods.

Special Guardianship

- 3.27 In June 2014, the responsibility for the assessment and support for Special Guardianship Orders (SGO's) moved to the Fostering Service. Where the care plan is for the child not to return home, Family and Friends Foster Carers are encouraged to apply for Special Guardianship Orders, thereby replacing a Care Order and Looked After Child status, giving parental responsibility to the carer.
- 3.28 The Supervising Social Worker and the Child's Social Worker jointly complete the Special Guardianship Report. The SGO Support Social Worker completes the Support Plan with the Social Workers involved and shares this with the Foster Carers or Family and Friends Foster Carer's. Special Guardians can now access all training that is currently offered to our internal Foster Carers and Family and Friends Foster Carers.
- 3.29 The Support Plan is reviewed annually by the SGO Support Social Worker who currently sits within the Family and Friends Foster Carers Team and post-SGO support remains high

on the agenda for this current fiscal year. A total of 11 Special Guardianship Orders were granted in fiscal year 2017-18 with 14 currently in the assessment process to be filed during this year. The target to achieve 15 SGO orders 2018-19 is well on course and it is expected given the current progress that the target will be exceeded.

Foster Carer Learning and Development

- 3.30 Training is a continual process and all approved Wolverhampton Foster Carers are offered new and refresher training courses to update their skills on a regular basis. Foster Carers are required to complete the evidenced based Training, Support and Development Standards work book within the first year of approval (first eighteen months for Family and Friends Foster Carers). The Fostering Service provides eight to ten mandatory training courses for all new Foster Carers and a range of development training opportunities. Over 2018/19 Foster carers will be offered the opportunity to receive Restorative Practice training. In addition, Foster Carers will be offered a place on the 18-week Therapeutic Attachment Training programme for parenting children with complex traumas.
- 3.31 Foster Carers' training needs are identified as part of their Personal Development Plan (PDP) and reviewed regularly during supervision. The PDP's assist in identifying gaps in Foster Carers skills and knowledge and to ensure that they can meet their obligations in accordance with their Fostering Agreement. Failure to attend identified training would result in the Foster Carer being in non-compliance with the Fostering Agreement and could place their continuing approval at risk. The PDP is now completed as a separate document and stored on the document hub for each Foster carer.
- 3.32 Approved Foster Carers who live a distance from Wolverhampton are offered the opportunity to complete their training on-line or with a local training provider where the funding has been agreed.
- 3.33 To access training Foster Carers can book courses through their Supervising Social Worker or by calling the office by telephone and speaking with their Supervising Social Worker, a Unit Administrator or the Duty Social Worker. There is also availability for Foster Carers to book on-line training via the Safeguarding Hub.
- 3.34 To develop and enhance the training and development of Foster Carers there is a full-time Training Social Worker within the Fostering Team. Her role is to strengthen the importance of continual development and to ensure that Foster Carer's training is targeted to meet the needs of children placed. Completed Training will be recorded on the Foster Carers file and reviewed during Supervision and their PDP.
- 3.35 In 2017 the Fostering Service successfully introduced a Conference for all Foster Carers to attend, this included a professional speaker during the morning, speaking to the whole group about attachment and small group training workshop in the afternoon. The event was used to network and demonstrate to Foster Carers that they are valued in their role. A conference for Foster Carers has been arranged for July 4 2018 and will be repeated annually.

- 3.36 In December 2017, there was an award ceremony held to celebrate the successes of fostering and to award Foster Carers for their commitment to fostering by recognising their length of service. The event was supported by Senior Management and Local Authority Members. Following the event many Foster Carers contacted the Fostering Service to inform that they thoroughly enjoyed their evening.
- 3.37 The Foster Carer Forum and Support Groups have been amalgamated to encourage attendance as this was historically poor. There have been 10 Support and Focus Forums planned during this year, these are taking place during Training development days and in the evenings to try and ensure accessibility to Foster Carers who work. Attendance of the Support and Focus Forum continues to grow.
- 3.38 There is a Fostering Handbook of which a hard copy has been sent out to all Foster carers. The handbook contains pertinent information useful to carers and is regularly updated to reflect any changes.
- 3.39 At the end of March 2018 out of the 152 -approved mainstream Foster Carers, all have either completed or are in the process of completing the Training, Support and Development standards (TSDS). The Foster Carers who are in the process of securing Adoption or Special Guardianship Orders are not required to complete the TSDS. Newly registered Foster Carers are being supported to achieve the standards within twelve months of approval. This is facilitated by the TSDS workshops.
- 3.40 The Fostering Panel makes recommendations to the Agency Decision Maker who is the Head of Service, for Looked after Children within ten working days of the panel meeting. The Head of Children in Need and Child Protection deputises in the absence of The Head of Service Looked After Children.
- 3.41 It continues to be a busy period for the Fostering Panel, with a steady flow of Foster Carer approvals, resignations and deregistration of Foster Carers. There has been a steady increase in the number of placements made with Family and Friends Foster Carers as in the previous year. Foster Carer's first annual reviews have been presented to panel, as have reviews requiring change of approval category, and reviews following concerns and guidance relevant to both Adoption and Fostering: Adoption agencies (Panel and Consequential Amendments) Regulations 2012. The Adoption Agencies (Miscellaneous amendments) regulations 2013. The Care Planning, Placement and Case Review and Fostering Services (amendments) Regulations 2015; The Fostering Regulations 2011. Panel Members from the Central List with both adoption and fostering experience makes up the Permanence Panel. The composition of Fostering Panels, terms of reference and functions are set out in the Fostering Services (England) Regulations 2011. This constitution and terms of reference provides the framework for the operation of the Adoption and Permanence Panel. It is reviewed annually.

The flexibility offered by the Adoption and Permanence policy ensures that both adoption and fostering matches; Family and Friends Assessments can be heard without delay with the options of utilising one of the four Panels a month. It also enables us to hear applications for Concurrent Carers and Foster for Adoption.

- 3.42 Fostering matters have been heard at both the Fostering Panel and the Adoption and Permanence Panel giving a total of 32 Panels throughout the year. There are usually six items to the Panel agendas, with the capacity to hear up to four first foster home reviews and other notifications in addition. Panel admin are to be commended for enabling this to happen, especially with the complex and difficult tasks of recording the Panel meetings. The minutes produced for the Panels are of a very high standard.

Outcomes	2017/18
Meetings	18
Matters Heard	147
Approvals	21
Deregistration	9
Resignations	15
Deferred	1
Foster Home R	35
Connected Person Carers	18
Matches	17
Long term F BID	24

Private Fostering

- 3.43 The Fostering Service is responsible for the assessment and monitoring of Private Fostering Arrangements in Wolverhampton, as stipulated under the Children (Private Arrangements for Fostering) Regulations 2005.
- 3.44 There are three Private Fostering champions within the Fostering Service, they are responsible for increasing the awareness of Private Fostering both internally with all City of Wolverhampton employees and externally with partner agencies and the voluntary sector.
- 3.45 As part of the Fostering Improvement Plan Twice - Yearly Multi Agency forums have been set up to discuss the on-going importance of driving and developing processes that will ensure Private Fostering remains integral to our everyday practice. As Private Fostering Arrangements are in place throughout the City there continues to be a need to increase our awareness of these arrangements and report them through the correct channels, so they can be appropriately assessed in terms of safeguarding children. The Private Fostering Policy and Procedure was updated in January 2018
- 3.46 Over the last year, the Service has continued to publicise Private Fostering through Schools, Health Services and at all fostering recruitment events. There has been a meeting with the Lead Safeguarding Officers to review and renew its publicity of their materials for through various uses.

- 3.47 The number of children and young people in Private Fostering Arrangements fluctuates, and this year there have been three notifications, one of which went on to Private Fostering Arrangement and one is currently on-going. All referrals received have been notified by the Children's Social Work Teams.

Financial Package for Foster Carers

- 3.48 In January 2016 the new Fees and Allowances were introduced.
- 3.49 Foster Carers receive a weekly allowance to cover all living costs associated to the child/children they care for. Wolverhampton rates follow those recommended by the Department for Education (DFE); and are paid in accordance to the child's age. Foster Carers are expected to open a bank account (preferably and ISA) in which they must save a weekly amount for the child's future. The specified amount of money to be saved for children and the pocket money rates are again age related and are provided annually by the Fostering Service to all Foster Carers. Birthday, holiday and festival allowances are paid in addition to the above.

Strategy and Key Objectives going forward.

- 3.50 The Family Values project has provided structure and parameters with clear objectives, participation in the workstreams and steering group has provided opportunities within these arenas to explore other ideas for improvement and development. There is a real opportunity to increase our cohort of mainstream and connected carers within a Fostering Service that is fully open to challenge and change. In particular we aim to build on our success of placing 25 more children in internal placements in 2017/18 as evidenced within the body of this report.
- 3.51 To achieve the target of a net gain of 26 Mainstream Foster carers to provide for the diverse range of children's needs.
- 3.52 To achieve 15 Special Guardianship Orders
- 3.53 Continue to visit other authorities particularly those who are recruiting high numbers of Foster Carers. Consider their Fees and Allowances and how these may influence an increased number of applications, particularly in carers offering placements to sibling groups.
- 3.54 To support connected carers to secure Permanency via SGO within 12 months of approval as a connected carer.
- 3.55 To deliver Restorative Practice training to all the Foster Carers and Fostering Panel Members.
- 3.56 Hold activities/events for Foster Carers and Children and Young People to attend over the year as planned so far, a Summer Picnic in the Park, Halloween Party and Christmas Party.

- 3.57 To continue to explore the “Mockingbird Model” of organising and delivering Foster care and if this model could be considered as beneficial within Wolverhampton.
- 3.58 To develop a Foster Carer Portal to enable access by all carers to training, information, Policies and procedures and development information.
- 3.59 To further roll-out to Foster Carers and staff our 18-week Therapeutic Attachment Training Programme for Parenting children with complex traumas alongside twice monthly Therapeutic Reflective sessions for Fostering Social Workers and Foster Carers.
- 3.60 To develop a separate campaign specifically targeted at recruiting Foster carers for teenagers alongside the main Recruitment campaign and further develop the policy relating to levels of expertise required in line with fees and allowances to support such a campaign.
- 3.61 To further develop Peer support mechanisms particularly the “Buddy” system within an action plan to develop this role further.

4.0 Financial implications

- 4.1 The total approved budget for 2018-2019 for the Fostering Service is £5.8 million.
- 4.2 Any costs associated with the Fostering Service are contained within the existing budget.
[NM/11072018/K]

5.0 Legal implications

- 5.1 There have been no legislative changes in this reporting period. The relevant legislation is contained within the body of this report. There are no legal implications arising from this report.
[RB/08072018/P]

6.0 Equalities implications

- 6.1 The City of Wolverhampton Fostering Service seeks to recruit Foster Carers who can meet the needs of a diverse range of Children and young People. This includes Children of different black and minority ethnic groups, both young and older children, male and female children and children with a disability. This is reflected within the recruitment strategy and all policies.

7.0 Environmental implications

- 7.1 There are no environmental implications.

8.0 Human resources implications

8.1 There are no known human resources implications currently.

9.0 Corporate Landlord implications

9.1 There are no Corporate Landlord implications.

10.0 Schedule of background papers

10.1 There are no background papers attached.

10.2 The Full Annual Fostering Report April 2017 – March 2018 has been sent as a separate attachment.