FOSTERING ADVISORY PARTNERSHIP

Meeting at South Green Park, Mattishall.  27th September 2017
9.45 – 1pm

Present: Stefan Rice (Chair), Pam Weyer, Sharon Donoghue, Francis Whymark, Sarah Hunter, Sarah Cressey, Antonella Parker, Debbie Burrell, Roni Kingston-Miles, Mike Woodward, Sally Sinclair.

Invited: Francesca Burgess from Youth Offending Team, Harmful Sexual Behaviour Team.

Apologies: Peter Ronan, Julia Spinks, Matt Dunkley, Catherine Sutton, Keeley White, Anne Ritchie, Lori Ong, Emily Wilkens, Fiona Fitzpatrick, Rachel Bartholomew, Theresa Lavery, Michaela Fysh.

1. Welcome to Francesca who will be presenting on behalf of the HSB team, and to Sally Sinclair – Head of Social Work for Breckland who will be attending FAP and Team Around the Child meetings to represent Social Work. Stefan has offered to chair the meeting – Thank you Stefan!

2. Previous minutes checked, these will now be distributed and put online.

3. Youth Offending Team – Harmful Sexual Behaviour Project:

   Harmful Sexual Behaviour is:
   “Sexual behaviour expressed by children and young people under the age of 18 that are developmentally inappropriate, may be harmful towards self or others, or be abusive towards another child young person or adult” (Hackett, 2014)

   The project was set up in June as this area of work was identified as a priority by Norfolk Safeguarding Board. This is a partnership with Norfolk and Suffolk Foundation Trust (NSFT) and the Youth Offending Team (YOT @ Norfolk County Council). It covers ages 0-18 and provides consultation, support and specialist advice.

   The team includes a Specialist Clinical Psychologist (Romana from Compass) and HBS Specialists. The team have significant skills and experience in working with sexual violence, trauma, sexually appropriate behaviour, child sexual exploitation and harmful sexual behaviour.

Page 1.
The team has three strands;  
Primary – to prevent behaviour escalating.  
Secondary – to work with those who exhibit worrying behaviour  
Tertiary – create awareness amongst those working with children.

Consultations are provided for worries or concerns around harmful sexual behaviour, including inappropriate or problematic sexual behaviour which has not resulted in police involvement or where there has been a police investigation which resulted in no further action but there are still ongoing concerns.  
Francesca pointed out that it is not an issue solely for boys and that since greater education has taken place more agencies/professionals are coming forward with girls where there are concerns. Children with disabilities have a higher representation and there are a few reasons for this including they may not be secretive. Access to pornography and social media has had an impact on creating an unrealistic expectation on sexual relationships.

During a recent audit 25 response were received from a survey are we doing we dealing with HSB and the outcome of the audit is expected next week and will shape future work. The work is funded by Health, until 2020.

Training:
The Brook Sexual Behaviour traffic light tool training is to be rolled out (https://www.brook.org.uk/our-services ) with training for professionals in Police, Residential, Education. It is hoped that training for carers will take place soon.

The FAP members are very positive about this new development and team and feel this was missing previously. HSB work alongside organisations such as Rose, MAP, Benjamin Foundation, Starfish. The role of the Psychologist is to enable access to health in referral process but in the most complex cases NCC delivers the work and Romana (Psychologist) delivers therapy.

Contact: hsbproject@norfolk.gcsx.gov.uk  
Useful websites: https://www.lucyfaithfull.org.uk/  
http://www.barnardos.org.uk/  
https://www.nspcc.org.uk/  
https://www.thinkuknow.co.uk/  

Thanks to Francesca for your presentation and attending FAP today.
4. **TAC Conference 2017:**

There have been 270 delegates apply. The venue holds 300 so there are just a few spaces. We felt that the new booking procedure played a part in the high numbers as this is very quick and easy. Some carers said that they had applied twice just in case it didn’t go through, but Sarah and her ever decreasing team do correct this. Confirmation went out to all delegates yesterday. At the last conference there were 50 delegates that did not arrive on the day or provide prior notice; this meant that people who could have taken their spaces were not able to. If a delegate does not attend and provide prior notice then their team will be billed. Sarah provided a comprehensive list of market place and all agreed there will be some fantastic stalls and a plan of the day which we were all happy with. The market place will close around an hour after the speakers finish so that everyone has a chance to look through the stalls. We agreed that badges were not necessary.

‘My Learning Pool’ – will soon include online bookings and hopefully a template for CPD. Discussions are ongoing as to how this system can be developed.

Stepping Stones - Antonella said that there were no new carers on the last stepping stones sessions and a few empty spaces. The carers who attend this course “sing its praises”. Mike added that most or the new carers are family and friends carers.

*Sally will ensure that everyone knows about this course and those who can sign up for it.*

5. **Permanence Panels**

Due to the backlog now being completed there are no more Permanence Panels. These decision for permanence will now be held within the LAC Review and through discussions with Social Workers and Supervising Social Workers. A ‘business led’ panel will decide on the finance and there is no need for carers to participate in this meeting. We felt that carers must see and sign off as agreed the documentation relating to permanence. A distinction should be made between a Panel where everyone including the carers agrees and it is just a matter of finance and those Panels where decisions are being made; in the latter the carer should always be given the option to attend. A carer provided an example of a case which went to Panel where it was agreed that the child would return home. There was no prior warning of this being discussed, the carer was not invited or given anything to read and the social worker was not as aware of the case history as the carer. No discussions were held with the child previously to gain his wishes and feelings.
It should be noted that some children have many social workers and with the greatest respects they may not know the case as well as the carer. So communication should always take place with the carer as they may hold vital pieces of information that could help with decisions.

The use of the word ‘Permanence’ was questioned as some birth parents need a more in-depth discussion regarding the use of this word.
We questioned whether permanence is relevant and always appropriate for older children especially for those who come into care later on in teenage years, however it was pointed out that the use or the word permanence is what the Children and Young People wanted and that permanence is a legal requirement.

*Sally will speak with the relevant parties with a view to ensuring that carers attend all decision making Panel meetings (not those involving finance) and that carers have the opportunity to read and sign off the reports which accompany Permanence.

6. Special Guardianship Orders:
Mike provided copies to all of SGO leaflets which have recently been distributed amongst NCC carers, Agency carers, & Team Managers. Yesterday a session was held to discuss SGO and answer any questions carers had. 35 carers attended.
Mike will hold a similar session for agency carers to clarify to all what the offer is.
The Support Plan is agreed and will include all services which are currently on offer such as respite, therapeutic input, educational needs and post 18 support. This Support Plan will not change if the current offer changes and the current offer may change.
Allowance - there is nothing to say you must give a financial statement.
Parents – can challenge but ultimately SGO is decided in court.
We agreed that this is a good offer and for many children this will help with their sense of family belonging, but it may not be appropriate for other children.

7. Team Around the Child:
September’s meeting has been cancelled as there are no new issues.
Pam and Stefan visited the IRO meeting to discuss scaling/scoring and provide carers concerns regarding inconsistencies. The IRO team listened to their concerns and said that there should be inconsistencies, which we agree with, however the reasons for using or not using scoring should be made clear to all before the Review. It was suggested by IRO’s that carers take signs of safety training – which we take exception to as all carers have received training. The issues have not come about because of lack of training, but how and why it is used differently or not at all in some case.
Some carers may be new or may have challenging placements and being scored low exacerbates existing problems and could result in placement breakdown; comments such as being told to “Man up” under these circumstances is not helpful and shows a lack of understanding of the role and daily challenges of a foster carer. Carey Cake said that supervising social workers are not required at reviews. Also for disputes, carers can contact the IRO if they have any concerns. However our first point of call should be the Manager of the social worker.

Where timescales are set in reviews for things such as life story work these are followed up by the social worker and IRO.

*Carey/Pam will speak with the duty staff so that IRO can attend a Network Group.*

8. **Fostering Friends:**

Sarah said; There are 130 members and Anne Ritchie has been added as a 5th member of admin.

Many activities were organised throughout the summer such as High Lodge, Wizard Maze, and Sandringham. Sarah has taken it upon herself to start organising events for older children and teenagers such as Go Karting and Tubing. Norwich Christmas Party is being organised again this year. Funding for last year’s party has not been received therefore *Sally will chase this up with Peter (Tina Nobbs and Anita Howard are the carers who organise the parties)*. A Christmas lunch has been organised for carers on the 11/12. Friday Therapy is happening this Friday and monthly thereafter. Breakfast clubs across Norfolk continue to be well attended. Some carers attended a Mindfulness course and are keen to repeat this.

9. **Network Groups:**

A meeting was held with Duty staff and carers to discuss next year’s dates and guest speakers at Network Groups. Several ideas were put forward and the main focus will be on matter relating to Crime and Health. The minutes of this meeting can be found in appendix A.

Norwich - 11 carers attended, Jackie Cushion was the speaker on therapeutic ideas and strategies.

North Walsham – 10 carers attended, Catherine Sutton from Virtual School, Early Years attended and a discussion on SGO took place.

Watton – 5 carers attended, Karen Searle talked about Passport to Independence.

Kings Lynn - 7 children, 3 staff, speaker - Catherine Sutton - virtual school. Really interesting but much too noisy - speaker could barely be heard because of the numbers of children. Anne has put forward the suggestion that we avoid school holidays. **Pg5.**
10. Carers as recruiters:
Peter asked our opinion on whether carers could be used to recruit new carers at supermarkets and such places. Our feelings were mixed but the main issue was the protection of our identity and that of the children we look after. We would be happy to give it a go if it was a different locality. Some venues would be more appropriate than others; the Forum would be a good venue. The carers in the room all had different ways in to fostering. None were recruited via these types of events although we do acknowledge that it might have helped us join sooner if we had been. Google search brings up Norfolk Fostering Service as the fourth choice, but the first on the list are advertisements. Could NFS put more advertisements on the local radio stations? A carer said that she has three sets of friends who applied within the last year but were declined. The carer knows these people very well and could not understand the reasons given for being declined. *Mike will feedback this to the recruitment team and Peter.*

11. Action points from previous minutes:
Stefan & mobile phones, Stefan has found a company called Engine Mobile which has filters and blocks and can record messages so that carers/parents can view these. It is unclear where we stand under the ‘deprivation of liberty act’ in viewing the child’s messages etc. [https://www.gov.uk/government/publications/mental-capacity-act-deprivation-of-liberty-safeguards](https://www.gov.uk/government/publications/mental-capacity-act-deprivation-of-liberty-safeguards) *Sally will check this out with Legal department.*
Mike added that the needs of each placement will differ and the use of phones and other devices should be discussed with the child, social worker and parents if applicable and agreement reached. Whoever holds Parental Responsibility ultimately decides.

12. Future FAP meetings:
As Wednesdays clash with Network Groups a suggestion was made that we change the day to a Friday from 2018. All are happy with this and wish to remain at this venue. All agreed that the start time should be 10 to allow attendees who travel from Gt Yarmouth and Kings Lynn time to travel. **The 10 start will be from October.** Finish time by 12.30.

13. AOB
Items for next agenda: Emergency placements & Social Worker changes and cancellations of appointments. Compass – Emily Wilkens to attend.

PG 6
Written by Sharon Donoghue 27.9.2017                          Checked by Roni Kingston-Miles 28.9
Network Groups Planning Meeting

Monday 18th September 2017 @ County Hall, Norwich 10.30 – 12

Present: Theresa Lavery, Michaela Fysh, Debbie Burrell, Roni Kingston-Miles, Sharon Donoghue, Rachel Bartholomew.

Purpose of the meeting is to discuss dates, venue and speakers for 2018 network groups (NWG).

Date and venue of groups - Duty workers have booked venues for next year’s groups; Theresa handed out a list of these to all. Discussed how which day would be best for FAP meetings so that they do not clash with NWG. A Friday would be best so Sharon will check this with the other FAP members at the next meeting. Michaela pointed out that her Kings Lynn venue is not able to confirm definite bookings at the moment but they have the dates and Michaela will check this out ASAP. It was decided that the format used for the existing meetings should continue as carers get to know when their areas meeting will take place.

Speakers for 2018: Anne Ritchie has provided the meeting with a number of suggestions – Thank you Anne. Some ideas put forward are;

1. A crime/police session including disclosures of abuse, missing from care, drugs awareness, and acronyms such as LADO. It was thought either a Police Officer or Karen Seale might be able to help with this.
2. Adoption and issues relating to this. General discussion and information on recent changes to bridging. (Fiona Carter, Sue Russel and Adoption Worker)
3. A medical session including NICU and drug addicted babies and other matters relating to health. (Charlotte Driver from the newly formed LAC Health Visitor/Nursing Team)
4. Sensory hands on ideas. (Either Virtual School or Sharon to ask SENSI)
5. IRO/Guardian/Advocate
6. Life story work
7. Compass (Emily Wilkens)
8. Fostering Network (Antonella/Andy Kirk)
9. Contact/Recording guidance and issues. It was thought that this could be discussed with the Supervising Social Worker in attendance as part of the session on an ongoing basis for those who are in need of help, rather than a separate session.
10. Library service – this has been presented at this year’s meetings but went down well with carers. A session has now been organised for the 16th Oct, at the Millennium Library in Norwich, details to follow. Possibly at the end of next year.
11. EDT is happy to attend any group.
12. Fostering Managers.
Other points:

When a speaker cancels every attempt is made to fill the space.

We discussed holding a group without a speaker but decided that most carers like to come along to hear information from the speaker and additionally other informal groups are available for carers such as breakfast clubs and fostering friends.

Groups will not take place during School holidays.

Michaela is organising a picnic at Sandringham for next summer.

Carers can bring in information/resources to groups to show other carers.

To include speakers relevant to carers with older children/teenagers.

Written by S Donoghue 18th Sep 2017

Checked by T Lavery 19th Sep 17