

## Family Services

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<b>Document Author</b>	Lisa Sayers, Assistant Head of Service – Fostering and Leaving Care Kate Jeffrey, Head of Service - Corporate Parenting
<b>Director of Children’s Services</b>	Chris Munday
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## The Fostering Service Annual Report 2022/23

### **Executive Summary**

The Fostering Services Regulations 2011 require that the Fostering Services provides written reports on the management, outcomes, and financial state of the fostering service. This Annual Fostering Service Report provides quantitative and qualitative evidence relating to the Fostering Services in Barnet.

For the purpose of this document, the word 'placement' and 'home' is used interchangeably throughout. Barnet recognises that these words may not be the right choice as each child will wish for the place where they live to be called something different. For some it is home, however home for others can have powerful connotations and therefore for the purpose of this report both words are used.

This report details the progress that the fostering service has made between April 2022 and March 2023, with a particular focus on securing our out of hours support service, the developments of our supervision policy and the embedding of our support groups. The service has also been able to recruit permanent staff (95%) which has provided stability and continuity to the families we work with. The national challenge in the recruitment of foster carers caused by the cost of living crisis, the Ukrainian crisis (potential carers providing homes to refugees) alongside the progression as we move on from the Covid -19 global pandemic has impacted significantly on Barnet's cohort of carers and recruitment of new carers. Despite these challenges, the service has risen to the challenge through the provision of uplifting foster carer skill fees, developing an online foster carer handbook, facilitated participation events for carers and their children, securing permanency for 40 children, becoming an accredited 'Foster Friendly Employer' with the Fostering Network and launching the fostering awareness film, 'The Difference is You'

## **Introduction**

This report provides an overview of the work of the Barnet Fostering Service for the year 2022/23 and highlights the service outcomes, quality of practice and innovations with plans to continue to improve the service. This report should be read in conjunction with the Fostering Panel Annual Review 2022/23.

Ensuring children and young people in the care of Barnet Family Services flourish and thrive is at the heart of Barnet's resilience-based approach to social work practice. We know it is of significant importance for our looked after children and young people to be placed in the best provision to meet their diverse and individual needs, as informed by our Placement Sufficiency Strategy and Barnet's guidance document, *Who We Place Where* (2020).

### **1. Covid –19 pandemic**

2022-2023 saw the lifting of all restrictions in response to the global Covid-19 pandemic. Life returned to a way many of us were used to, albeit with some changes. Within fostering services, the pandemic signified many challenges including a national shortage of carers and a significant reduction of enquiries nationally, alongside approximately 12% of current foster carers leaving fostering or retiring across the country. Despite this, some positives in the ways in which we work were fast-tracked, especially in the context of hybrid and remote working. The pandemic saw Barnet shift advertising to informed through an increased digital advertising recruitment strategy, whereby traditional recruitment methods previously used such as newspapers and banners, were no longer the central element, but used in conjunction with a wider social media presence and updated website and analytics. Throughout the year as restrictions lifted, we were able to adapt and embed Barnet's practice model for hybrid flexible working whereby online outreach work took place in parallel with in person activities, generating enquiries and undertaking our holistic, thorough, and dynamic assessments in line with our practice standards.

This year Barnet successfully recruited 7 carers. As of 31<sup>st</sup> March 2023, there 87 approved fostering households, totaling 171 placements for children.

### **2. Recruitment and Assessment**

The Fostering Recruitment Team are involved with prospective carers from the point of initial enquiry through to when they are formally presented to the Fostering Panel for approval, when their approval as foster carers is ratified by the Agency Decision Maker (ADM). Once approved, fostering households are allocated a supervising social worker within the Fostering Support Team, who oversees their development as carers, providing them with regular supervision and supporting them to care for Barnet's looked after children.

Barnet's placement transformation programme is underpinned by developing our in-house offer for foster carers and supported lodgings hosts. Within this program of development, the foster care services have undergone a review focusing on a needs-led analysis of the service. The analysis has enabled the service to implement systemic changes to how we deliver services across fostering, utilizing virtual working mechanism such as virtual fostering panels and hybrid models of assessment and supervision, alongside continuing to develop our online social media presence through Instagram and Facebook as both a recruitment tool and a support service. The demand for carers to provide warm and loving home for the most vulnerable children has continued to increase, and despite the

challenges of the pandemic the Fostering Recruitment Team has continued to recruit foster carers utilizing social media platforms alongside more traditional means of print advertising.

### 3. Enquiries

Throughout 2022/2023 we received 169 enquiries, and increase from 2021/2022 which saw 121 enquiries, and similar figure to 2020/2021 with 168 enquiries. Despite lower levels of enquiries received from prospective fostering households during 2021/2022, the proportion of those enquiries converting into applications was at an all-time high at 9%. Barnet’s conversion rate from enquiries to approval has steadily increased from 3.98% in 2019/2020 to 8.92% in 2020/2021 with the approval of 16 households and in 2021/22 this increased to 9% with the approval of 11 households.

The challenges of global pandemic and more recently the cost-of-living crisis, has compounded the challenges of recruiting foster carers for Barnet’s children across the country. Despite such challenges, However, through the use of creative and dynamic approaches on social media platforms, our more usual campaigns and increased outreach activities, resulted in the recruitment of 5 foster carer households and 2 supported lodgings hosts, with conversion rate of 11.83%

The downward trend applications for mainstream fostering over the last 5 years is a national picture. As noted in Ofsted annual fostering statistics April 21 – March 22:

*There has been a downward trend of applications for mainstream fostering over the last 5 years. In both sectors a relatively large number of enquiries are not translating into applications. The number of mainstream fostering applications has fallen from 10,520 in 2018 to 8,280 in 2022. This year, IFAs reported a ration of 23 initial enquiries per application and LAs report a ration of 8 initial enquiries per applications.*

The below table illustrates the decrease in enquiries pre and post-pandemic.

Enquiries	Total
2019/20	201
2020/21	168
2021/22	121
2022/23	169

**Table 1: Barnet Fostering Enquiries 2019 – 2023**

Barnet has seen a steady increase in the numbers of enquiries with the re-introduction face to face outreach activities and continued social media and digital advertising, indicating that a hybrid approach to recruitment is positive development within our strategy. Of the 169 enquiries, 35 were through outreach activities and 35 through our website. The remaining 129 enquiries were received from a variety of sources, see Table 2 for a break down the source of all 169 enquiries.

**Table 2: Enquiry Source to approval**

Source	Approved (FC/SL)	Enquiries	Screening/IV	Stage 2
Bus Stop Ad	1	3	1	1
Consortium	0	3	1	0

<i>Facebook</i>	<i>0</i>	<i>2</i>	<i>1</i>	<i>0</i>
<i>Internal Comms</i>	<i>3</i>	<i>12</i>	<i>5</i>	<i>3</i>
<i>Leaflet</i>	<i>0</i>	<i>2</i>	<i>0</i>	<i>0</i>
<i>Press</i>	<i>0</i>	<i>1</i>	<i>0</i>	<i>0</i>
<i>Poster</i>	<i>0</i>	<i>9</i>	<i>0</i>	<i>0</i>
<i>Outreach</i>	<i>0</i>	<i>35</i>	<i>3</i>	<i>0</i>
<i>Previously enquired</i>	<i>1</i>	<i>6</i>	<i>4</i>	<i>1</i>
<i>Publication</i>	<i>0</i>	<i>6</i>	<i>0</i>	<i>0</i>
<i>Referral</i>	<i>1</i>	<i>14</i>	<i>4</i>	<i>2</i>
<i>Search Engine</i>	<i>0</i>	<i>12</i>	<i>0</i>	<i>0</i>
<i>Previous FC</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Website</i>	<i>1</i>	<i>35</i>	<i>5</i>	<i>6</i>
<i>WOM</i>	<i>0</i>	<i>15</i>	<i>6</i>	<i>0</i>
<i>Unknown</i>	<i>0</i>	<i>14</i>	<i>1</i>	<i>0</i>
<b><i>Grand Total</i></b>	<b><i>7</i></b>	<b><i>169</i></b>	<b><i>30</i></b>	<b><i>13</i></b>

Research has indicated that there is a 2-year process between first enquiry to approval for a prospective foster carer (Westco 2022). It is not unusual for an individual to make an enquiry to casually explore the option and not progress further to an assessment, reflecting the significance of the decision to become a foster carer.

Other explanations for an enquiry to not progress includes limited space in the home, financial instability, an inability to adhere to the tight fostering requirements, or individuals' own views or wishes in respect of their prospective fostering career being at odds with the requirements of the local authority and the children we care for.

For those prospective carers who need time to reflect and consider their options, the Fostering Recruitment Team remain in contact with across the year, them, communicating regular information about the outreach activities and the newsletter ensuring that they are well informed and supported in their decision making.

#### 4. Campaigns



## Social Media Campaigns

**BARNET Fostering**

“I live with my foster carer because she makes me feel safe and we do lots of fun things together.”

Join our fostering community today and see how you can change a child's life.  
[WWW.BARNET.GOV.UK/FOSTERING](http://WWW.BARNET.GOV.UK/FOSTERING) • 020 8359 6274

**BARNET Fostering**

“I felt scared when I first came to live with my foster carer, but it helped that I could stay with my brother as I didn't feel so alone.”

Join our fostering community today and see how you can change a child's life.  
[WWW.BARNET.GOV.UK/FOSTERING](http://WWW.BARNET.GOV.UK/FOSTERING) • 020 8359 6274

**Your kindness... can make all the difference!**

“Learning life skills has helped me enter the business world with confidence and support.”  
 Alice, 21 yrs

**Supported Lodgings**  
 Do you have a spare room? You could support a young person like Alice on their journey to independent living.



For further information: 020 8359 6274  
[www.barnet.gov.uk/supportedlodging](http://www.barnet.gov.uk/supportedlodging)



#### Film Launch

July 2022 marked the launch of Barnet's new fostering film "The Difference is You!" viewed over 37,000 across the country. This is the first professional fostering film Barnet has created in more than

10 years with the aim increasing national awareness of the need for foster carers both in Barnet and more widely across the UK. The film highlighted how every 20 minutes another child in the UK needs of a foster family and that Barnet is on a mission to provide the best possible care for our looked after children through 8 short vignettes illustrating the various experiences of children and young people who need care outside of their family network. The message of the film is that foster care transforms lives and "The Difference is You".

See below for details of images:



### Foster care Friendly employer



Fostering Friendly is The Fostering Network's programme to encourage employers to support fostering and the recruitment of foster carers. Barnet successfully became accredited as a Fostering

Friendly employer this year with the introduction of a Fostering Friendly policy. According to the Fostering Network in 2022, approximately 40% of foster carers work and therefore as part of Barnet's accreditation it was agreed that any employees who are foster carers are eligible to receive up to an additional 10 days annual leave to support them in their caring role.

### Foster Care Fortnight



Foster Care Fortnight took place from 9th -25th May 2022. As part of Barnet's celebrations and awareness raising, and a number of activities took place. This included a foster carers walk throughout Hampstead Heath on a sunny Tuesday, a picnic and a chance for carers and staff to come together. The walk was a wonderful way of developing our fostering community, and attended by over 20 carers. Feedback from the day was positive with carers sharing how much they enjoyed the opportunity to be outside in the fresh air with their supervising social workers and the wider fostering service.



### 5. Fostering Households

As of 31<sup>st</sup> March 2023, Barnet had 87 approved foster carers, with an additional 25 connected carers who care for children within their family network. The majority of Barnet fostering households are



residents of Barnet with 59 (68%) foster care households living in the borough and a further 11 (13%) living in neighbouring boroughs. The remaining 17 (19%) reside across London and outside the capital. For the carers living wider afield, the majority are former Barnet residents who have relocated following becoming approved foster carers. 85 (98%) of primary foster carers are female and 35 (40%) carers are of White British origin, with second largest groups being of Caribbean origin and African.

Barnet, similar to most local authorities across the country has an older age-range of foster carers, with the 52% being over the age of 55. See table 3 for a further breakdown.

Age Ranges	Foster Carers	%
55+		
55-60	23	20%
61-65	21	18%
66-70	10	9%
71-75	4	3%
76+	2	2%

**Table 3: foster carer aged 55 and above.**

Barnet has an aging fostering community and the majority of foster carers who have resigned are those who have retired from fostering following many years of caring for our children. For some carers who are downsizing and retiring out of London, they have requested to pause their fostering career, waiting to settle in their new neighbourhoods before consider fostering in their new homes. Careful planning is done with the carers to ensure that there is minimal disruption for the children in their care that that there are positive endings for the children.

Some foster carers leave fostering as they have adopted the child in their care or taken on the permanent care of a child under a Special Guardianship Order. Neither of these care arrangements were endorsed in the year 2022/2023. Connected Carers, who are considered outside of mainstream carers, as they a carer who is assessed specifically in relation to a child within their family network. Often these carers become the child’s permanent carer through adoption or Special Guardianship, or if they child returns home to their parents, the carer is deregistered as they are no longer a connected carer.

Of the 11 supported lodgings hosts recruited since 2020, 6 hosts live within Barnet, 3 living just outside the border within neighbouring authorities and 2 living out of borough. In consideration of diversity, 8 are female and 3 male, 5 are White British, 3 are of mixed heritage and 3 are Asian.

As at 31 March 2023, Barnet has 17 care experienced young people who remain living with their former foster parent. The data evidences a slight decrease in the number of young people who remain living with their carers under Staying Put arrangements, in comparison to 2021/22, when 18 young people remained living with their foster carers post 18. Staying Put remains a pathway for young people to remain living with their permanent foster carers as they transition into independence and adult-living. Many of our young people who remain living in this arrangement are those attending university, or who are working and prefer to remain at home before moving into their permanent housing. This living arrangement replicates the journey many young people undertake when living within their birth family.

## 6. De-registrations

Throughout the year there has been a total of 24 de-registrations, a significant reduction on the year before. This includes both internal foster carers and connected carers, who no longer had children in their care. Foster carers or connected carers who can no longer foster for Barnet are presented to the Fostering Panel where de-registration is fully considered, and a recommendation is sent to the Agency Decision Maker for the final decision.

Of the **16** Foster Carers who deregistered:

- 11 foster carers resigned
- 5 other reasons, including deregistration

Of the **8** Connected Carers who were deregistered

- 4 were deregistered on account of no longer having a child in their care
- 3 connected carers became Special Guardians for the child in their care
- 1 became a foster carer in another borough

## 7. Fostering Support and Development

Foster care is the right choice for the majority of children in our care. Children of all ages need to feel secure in their relationships with the adults who look after them. Barnet's resilience and secure based model is provided by high-quality foster care in a stable family-like environment to act as a protective factor in supporting and enabling children to achieve positive outcomes and thrive throughout their lives.

When we place children and young people in foster care, we focus on their needs, the quality of the care and the outcomes we wish to achieve for the child. We think systematically about their relationships and networks in their local area and the support that will enable them to thrive, including aiming to place siblings together where possible.

### *CASE STUDY: N and G story*

*Khadija and Mohammed have been fostering for Barnet for the past 19 years, with an approval criterion of short term/ permanent carers for three children/young people ages 11 -18 (males only). They had been caring for three young unaccompanied asylum seeking children aged 15 years old, 16 years old, and 17 respectively.*

*Aamir had been living with Khadija and Mohammed since March 2022 and in August through social media, he discovered his young brother Hamza was in the UK living in foster care in Portsmouth. With the support of their respective social workers, Aamir and Hamza were reunited, initially with contact and later overnight stays at each other's foster homes.*

*At the brothers request, Barnet and Portsmouth began to consider how to reunify the children together to enable them to live as siblings in the same home. Both Aamir and Hamza had requested for them to live with Khadija and Mohammed, which was supported by Hamza's social worker. Krishna and Arjun were also in support of this plan, and their supervising social worker began considering with them what additional support was required in the caring for four young people. These reflective and constructive discussions aided the carers to prepare and identify any support they needed to make this plan happen. Khadija and Mohammed continue to be part of the professional network around both children, and are strong advocates for children, and are proactive, resilient foster carers. They had discussions with both social workers for Aamir and Hamza in support of Hamza moving in with his brother and ensured*

*an appropriate joined up plan of reunification was in place. Hamza moved in with his brother Khadija and Mohammed in December 2022, reuniting the brothers.*

Barnet prioritises cultural matching alongside other individual factors unique to each child and the carer(s) to ensure that the secure base relationship promote not only their identity but their sense of security, confidence and resilience. Barnet's goal is to find an alternative home where they are loved, kept safe and are encouraged to be the best they can be.

The fostering support team are responsible for the support and development of foster carers to ensure that they meet National Minimum Standards as underpinned by the Fostering Services Regulations 2011, in their provision of care for Barnet's children. The team of 9 social workers who each have several years of experience in front line child protection and fostering. They have attended training offered to foster carers in Attuned Therapeutic Care, PACE and working with the mental health needs of children and young people looked after, enable the entire fostering network around the child to work in a trauma informed and therapeutic way.

### **Reflective Fostering study**

Over the past 2 years, supervising social workers have also been involved with the Reflective Fostering programme, run by the Anna Freud Centre, aiming to assist foster carers to provide the best possible home and care by building strong supportive relationships via a reflective stance.

### **Training for foster carers**

Training for foster carers has progressed at pace, moving from online to a hybrid model. During the pandemic all training was provided via virtual platforms and e-learning courses, resulting in a consistently high attendance rate. Many carers expressed a preference for this style of learning, citing the flexibility it enabled when they were at home caring for small and vulnerable children. Training opportunities for Barnet foster carers is also accessible in conjunction with the North London Consortium of which Barnet is part of along with Camden, Haringey, Hackney, Enfield and Islington. Over the year, foster carers have accessed support from BICS (Barnet Integrated Clinical Services) through consultations and therapeutic sessions with the child in their care, enhancing the support provided to children and carers in the home. This level of support has been reduced in 2022- 2023 due to sufficiency within the BICS service. It is anticipated that this will resume with staffing increases during 2023-2024.

A new foster carer handbook was published on Tri.x Procedures on-line May 2022. This has provided more accessibility for all carers with regular reviews and updates provided throughout each year. The Foster Carer Charter, an agreement between Barnet, in our role as corporate parents and the foster carers, representing the commitment and partnership between Barnet and our Foster Carers as corporate parents. The Charter was reviewed throughout the year and has been shared with all carers. Additionally, there have been changes in Barnet's Foster Carer Association (BaFCA) with a new Chairperson and changes in other roles and the committee members. BaFCA has provided a strong message of collaboration with the fostering service and support to foster carers. December 2022 BafCA arranged an event for foster carers and children at Alexandra Palace and worked together with Barnet Fostering to facilitate a Christmas Celebration event for foster carers. Both events were highly

successful and plans are underway to make both celebrations an annual event as part of Barnet's participation strategy 'You Say Matters'.

## 8. Staying Put

The 'Staying Put' Scheme allows care experienced young people to remain living with their foster carers after they turn 18. As of 31 March 2023, Barnet has 17 care experienced young people remain living with their former foster parent. The data evidences a slight decrease in the number of young people who remain living with their carers under Staying Put arrangements, in comparison to 2021/22, when 18 young people remained living with their foster carers. This represents a steady decrease of this living arrangement for young people moving into their independence and adult lives. This is likely attributed to the 27 young people living in this arrangement in March 2020 remaining in their home due to the early beginning of the covid pandemic, alongside a changing demographic in recent years to our children in care profile. Over the past three years there has been a steady increase of older adolescents coming into care aged 16 and 17. Many of these young people are keen to move into independent living accessed through their own accommodation. The development of Supported Lodgings as a stepping stone to independence as also impacted on the number of young people remaining in Staying Put.

## 9. Supported Lodgings

Barnet's Supported Lodgings scheme was introduced in 2019 with 2 supported lodgings carers successfully recruited in the first year. Capacity increased with a further 6 being approved in 2020/21 and 5 in 2021/22. Barnet currently has 11 supported lodgings hosts. The supported lodgings campaign has been successful, where the target of 10 supported lodgings hosts recruited between 2020/22 having been met.

**Your kindness will make all the difference**

"It's nice to have choices like everyone else. I didn't feel ready to live alone at 18 and it was good I had the freedom to choose when I was ready." Ahmed, 20yrs

**Supported Lodgings**

Do you have a spare room? You could support a young person like Ahmed on their journey to independent living.



For further information: 020 8359 6274  
[www.barnet.gov.uk/supportedlodging](http://www.barnet.gov.uk/supportedlodging)



**Your kindness... makes all the difference!**

"Staying in a family environment gave me the confidence I needed to believe in myself. I have now started university. I feel more confident and ready to live independently." Sarah, 19yrs

**Supported Lodgings**

Do you have a spare room? You could support a young person like Sarah on their journey to independent living.



For further information: 020 8359 6274  
[www.barnet.gov.uk/supportedlodging](http://www.barnet.gov.uk/supportedlodging)



## 10. Support groups

This year saw Barnet increase their support group offer to carers, with the development of specific support groups. Carers had mixed views following the lifting of covid restrictions in regard to support groups being virtual or face to face. Therefore, support groups during 2022-2023 have been a mix of in person and virtual.

<b>Group</b>	<b>Frequency</b>
<b>Mainstream Support Group</b> - Open to all Mainstream Foster carers	Once and month
<b>Support group &amp; Forum</b> (attended by HOS/AHOS) - Open to all Mainstream Foster carers	Once every 3 months
<b>Children with Additional Needs Support Group</b> – Open to carers caring for children with additional needs	Every 2 months
<b>Therapeutic Support Group</b> – Open to all carers	Every 2 months
<b>Reg 24/ Connected carers Support Group</b> – Open to specific carer groups	Every 6 weeks
<b>TSD Training Support group</b> - (Foster Carer Led) – Open to carers needing assistance in completing their training Standards Folders	Twice a month
<b>Unaccompanied Asylum-Seeking Children (UASC) Support Group</b> – Open to carers caring for a UASC	Once a month
<b>Barnet Foster Carers Association (BAFCA) group meetings</b> – Open to all members of BAFCA	Once a month
<b>Male Foster Carers Support Group</b> - Hosted by North London Fostering and Permanence Consortium - Open to LBBarnet Male Foster Carers	Once a month

## 11. Fostering Panel

The Fostering Panel acts in accordance with the regulatory framework provided by the Fostering Service Regulations 2011, Family and Friends Care, Statutory Guidance for Local Authorities 2011, and the Standards set out in the National Minimum Standards for Fostering Services 2011. The Foster Panel takes account of the legislation set out in The Children Act 1989, and the Care Planning, Placement and Case Review (England) Regulations 2010 and Amendments 2015 and Guidance, volume 2, 2010.

The Fostering Panel has the responsibility for making recommendations in relation to:

- The approval of foster carers.
- The approval of family members or friends as "connected person" carers
- The first annual review of foster carers and connected persons carers

- Reviews of carers where there have been serious concerns and breach of the fostering regulations
- Investigations or reviews of carers where there are concerns regarding their fostering practice and their suitability.

## 12. Review of Objectives for 2022-23 - What have we achieved?

- Develop robust recruitment partnership working with local businesses, the Barnet community and faith groups as well as schools and colleges.
- We have increase social and digital media activity.
- Successfully achieve and be accredited as a 'Foster Friendly Employer' with the Fostering Network.
- The recruitment focus:
  - Increased our online presence including an expansion of our website.
  - Produced a targeted fostering video to educate and raise awareness of the need for more carers.

### Foster Carer Support focus:

- We have reviewing matching processes, permanency planning and further developed the use of early permanency planning with 6 children in an early permanence care arrangement.
- Maximised the use of in-house placement, through using annual reviews to strategically explore carers capacity and encouraging increased approval where appropriate, to review and develop carers who have remained on the same skill set for 2 or more years.
- Improve foster carer support and engagement, including a foster carer association survey in partnership with the Fostering network.
- Continued to explore ways of capturing the child's voice and the carers voice for service development and individual plans

## 13. Service Priorities for 2023 - 2024

**Aim - To increase local foster care placement choice and stability for children and young people in Barnet, particularly for teenagers, parent and child and sibling groups through recruiting more carers.**

- To increase the number of in-house foster placements, reduce our reliance on independent fostering agencies and residential care.
- To recruit an additional **15** foster carer households over this strategy period (2023-2025) which equates to 5 households per year.
- To recruit **5** Supported Lodgings Hosts per year.
- To maintain a consistent presence throughout the London Borough of Barnet's Community both in person and via social media.
- To create an Events and Outreach Calendar which includes the activities planned and organised by Fostering Service. This is a flexible activities calendar as items can be added throughout the year including innovative ways to attract new foster carers to Barnet.
- To offer creative solutions to placement sufficiency challenges by review each carers career progression and skills level.
- To consider enhancing carers capacity through the use of home improvements, extensions, annex (for staying put or supported lodgings if in young person's best interest) loft extensions.

Aim - To ensure that our carers continue to enjoy being carers for Barnet and know that we appreciate them for all that they do.

- Strengthen our offer to carers to ensure they have access to highly skills practitioners that provide them with the highest quality support.
- To continue to review our support offers to carers.
- Ensure that foster carer, feel valued for the contributions that they make and the role they play in our fostering community. We will listen to everyone and improve what we do as a result.
- Ensure that we analysis objectively what has happened when foster carers choose to resign through a robust exit interview analysis protocol.
- To review placement stability at the earliest possibility to increase our support offer and reduce the risk of carer fatigue and placement breakdowns.
- To ensure foster carers feel they have a voice in the delivery of our service through regular opportunities for foster carers to share their thoughts and views.
- To review foster carers opportunities to progress within their fostering career.

Aim - To continually improving our quality of Practice and ensure everyone has a voice about how to strengthen Barnet's fostering service.

- We are committed to engaging with all foster carers to seek their views on what is working well and what could be strengthened via surveys, feedback, forum's with senior management attendance, BAFCA, reviews and discussions.
- We will continue to review our internal processes, ensuring that fostering is run efficiently and makes use of the latest technology to streamline processes for everyone in the service.
- To ensure a robust quality assurance programme is imbedded within the service to scrutinise and enhance practice of workers.
- Ensure that everyone on the Team has easy access to the highest quality training, learning and development opportunities both online and in the classroom, and feels empowered to take responsibility for continually updating their skills and knowledge.
- To improve our use of data reporting to ensure that we are robustly monitoring our performance
- To be each other's critical friend and feel confident to challenge and be curious with each other about our practice.

Aim - To create specialist foster care placements so that we have the right placement at the right time for our children and young people

- To support children to step down into inhouse foster placements.
- To create parent and child placements service through career progression for level 3 carers.
- To target recruitment of carers for sibling groups and children with additional needs.
- We want to further promote staying put arrangements and encourage where it is a young person's interests to stay with their foster carers up until the age of 25 where needed.
- To offer supported lodgings as a placement option for young people age 16-25 by registering as a provider with Ofsted.