

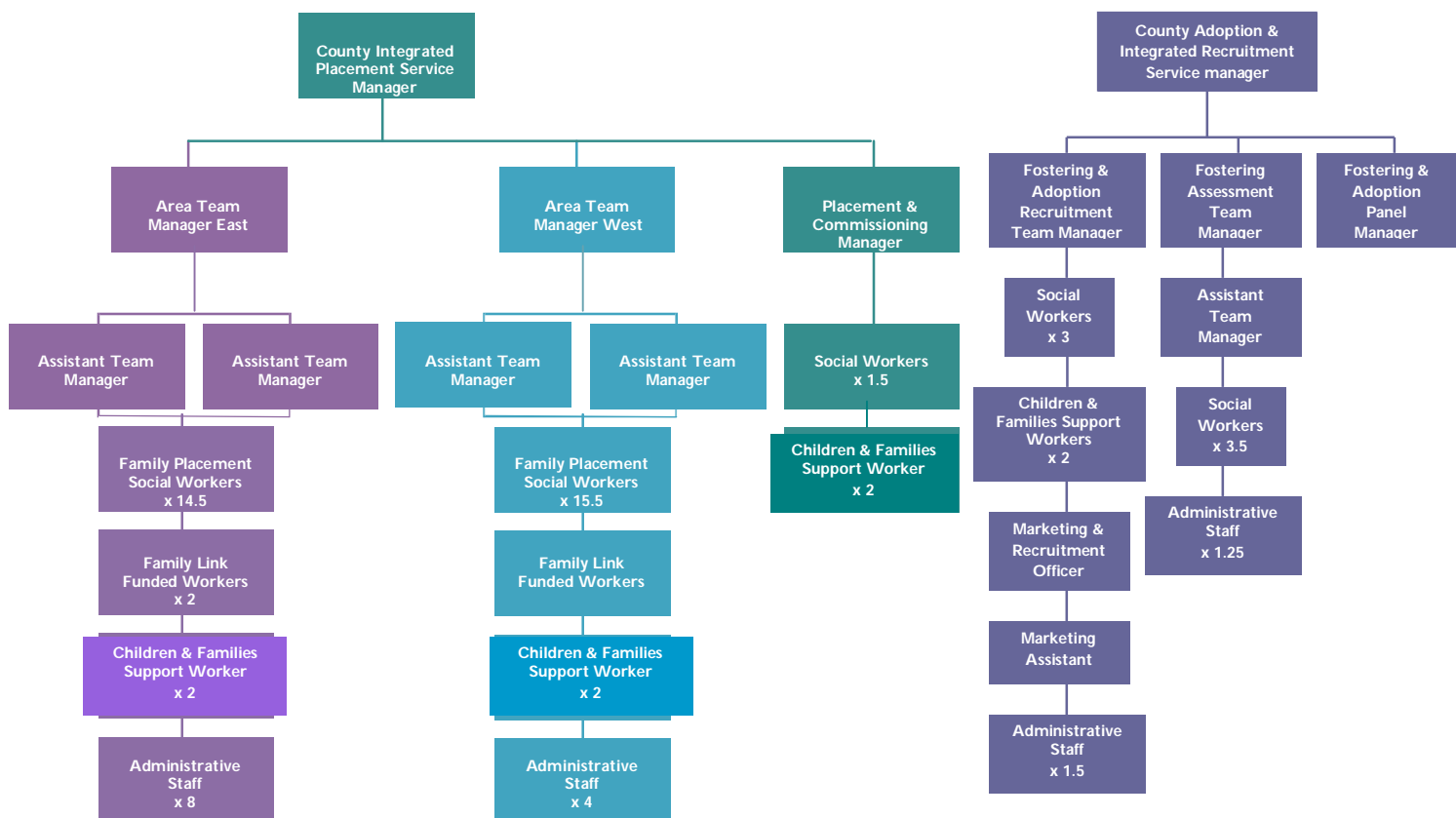
Management Structure

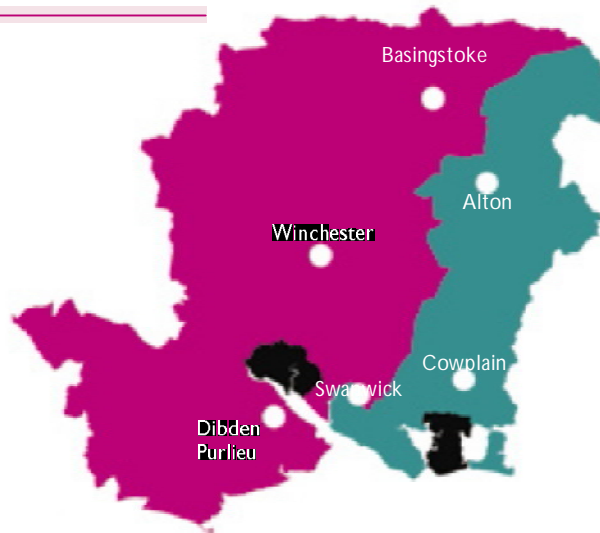
The Family Placement Service is part of Hampshire County Council's Children's Services Directorate.

The Head of County Services is responsible for the placement of children and fostering services. Day to day operational management of the service is the responsibility of the County Adoption & Integrated Service Manager, Integrated Placements and Team Managers appointed to cover two area teams.

Team Managers lead the work of Social Workers, Social Services Assistants and the administration services to support foster carers within their geographic area of responsibility.

The Family Placement Service comprises 89 members of staff, including both full and part time workers.





Area based services	Name	Phone
Team Manager Eastern Hampshire	Mike Earls	02392 256 822 01420 544 349
Team Manager Western Hampshire	Paula Haynes	01256 362080 01962 876 273

County-wide services (Swanwick)	Name	Phone
Integrated Placement Service Manager		01489 587549
County Adoption & Integrated Recruitment Service Manager	Mary Blanchard	01489 587549

Staff Qualifications and Experience

Service and Team Managers have both social work and management qualifications to support their extensive experience in providing services for children. They are registered with the Health and Care Professions Council (HCPC).

Social Workers all hold relevant professional qualifications and are registered with the HCPC, as well as having experience in supporting children in need and looking after children. Social Services Assistants do not hold a professional social work qualification but have experience of working with children, young people and families gained from working with a range of services. They work under the close supervision of Social Workers or Team Managers.

All Hampshire County Council employees and contractors are subject to rigorous selection, assessment and checking prior to commencing work within their teams as set out in regulations. The recruitment process for Family Placement is also monitored by Ofsted.

- **Achievements of Hampshire Fostering Network in 2012**

The Hampshire Fostering Network (HFN) are the Foster Care Association for all approved foster carers of Hampshire County Council providing support to Hampshire's foster carers.

The past twelve months have been a period of great activity for the HFN, the committee having been very pro-active in a number of areas; representatives being in place on the 'Care Matters' board to ensure carers perspectives are highlighted. A decision being made that every other meeting of the HFN should be closed (committee only) to enable HFN business to be fully discussed and action plans formulated – these 'closed' meetings alternate with the familiar open ones whereby all Hampshire foster carers are welcome, and speakers are regularly invited. HFN are now becoming actively involved training, a designated member of the committee having taken on the role of looking at specific areas of training for foster carers and their families, and in liaising with the Workforce Development Team in developing these. The HFN have also been instrumental in Hampshire County Council's successful continuing 'roll out' of the Delegated Authority tool; this has proved very beneficial for carers where implemented and it is gratifying that Hampshire County Council is being perceived by the Fostering Network on a national basis as being 'ahead of the game'. Indeed, with the support of HFN, Hampshire County Council were invited and successfully ran a well attended workshop appertaining to Delegated Authority and its implementation at the Fostering Network's national conference in London in November of 2012.

In addition to the above and arguably the most 'high profile' and noticeable achievement of HFN during the past year was the reintroduction of the foster carer's conference, held at Crestwood school, Eastleigh in September. This event was well supported by foster carers and members of Children's Services alike, providing an opportunity for carers to attend various workshops, interact with like-minded people and extend their own support networks. The event was not only geared to providing information to carers themselves but provided an excellent opportunity for carers own children, and children looked after to interact in an informal, fun atmosphere where various activities were laid on and appropriately supervised. Feedback subsequent to the conference has been very positive and it is anticipated it will become a regular annual event.

- **Foster e-Comms continues to be developed**

Foster
e-Comms

Our secure and dedicated website for foster carers remains the 'one-stop-shop' website with all the up-to-date information that foster carers need.

Foster e-comms continues to be developed and some new features will be launched this year.

- **Ofsted inspection highlights**

In February 2012 our Foster Care service was inspected by Ofsted. The overall quality rating was 'good' with some aspects judged as 'outstanding'. This is a fantastic recognition of the quality of our service provided through the staff team and foster carers.

Inspection is the main way Ofsted check the quality of services for children and young people. The purpose of inspections is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided. The inspection was carried out under the Care Standards Act 2000.

Here are some of the report highlights:

This is a good service with some aspects judged as outstanding. The service is consistent across the county and is led by experienced and knowledgeable managers. Monitoring systems ensure that the outcomes for children and young people are constantly considered. There is excellent information available about the service and it is organised in an effective way.

Good arrangements are in place for meeting children and young people's assessed health needs. The fostering service is proactive in ensuring children and young people's educational attainments are achieved. There are excellent systems in place for consulting children and young people in foster care. Managers are committed to promoting the welfare of children and young people, and focusing improvement.

The promotion of education for children in fostering placements is one of the strengths of the service.

For more information or to view the full report visit www.ofsted.gov.uk

- **Fostering recruitment**

We always need new carers to ensure we are matching children with the best carers for their needs. We hold a number of recruitment events and stands throughout Hampshire every year.

Our excellent team of foster carers have continued to support recruitment events in 2012, helping us to inform the public about fostering, sharing experiences, combatting myths and encouraging people with the right skills and attitude to consider fostering.

In 2013 we will be working closely with HFN to build on these foundations and continue to promote fostering with Hampshire. For more information about supporting recruitment events please visit Foster e-Comms.

- **Fostering Fortnight**

Foster Care Fortnight is an annual campaign led by the Fostering Network to raise the profile of fostering and attract new foster carers.

From 14 to 27 May 2012 the campaign highlighted there is still an urgent need for more foster carers and urged everyone to get behind fostering and support children in care.

We were delighted to receive extensive media coverage throughout fostering fortnight. This helped to gain much deserved recognition for our current foster carers and raise interest in future foster carer recruitment.

Foster Care Fortnight 2013 takes place from 13 to 26 May. This year our campaign will focus on recruiting foster families for teenagers, sibling groups and children with disabilities in Hampshire.

Ofsted

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www.hants.gov.uk/fostering

This information is available in alternative formats on request

For further information contact 01489 587017

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