

National Fostering Framework Phase Three 2017-18

North Wales Regional Development Programme (10.01.2019)

Priority Task	Basis of Work / Work Required	Lead Responsibility	Timeframe	Outcomes/Update
Continue established regional work.	Consolidate and draw together established regional work: <ul style="list-style-type: none"> • policy / guidance development • strategic corporate partners within and across agencies 	Heads of Children’s Services Group - designated NFF leads. NFF Regional Fostering Managers’ Group NFF Regional Recruitment & Marketing Group NFF Regional Development Manager	Ongoing NFF Fostering Managers’ Group meeting monthly. NFF Marketing & Recruitment Group meeting regularly. Representation at all NFF national groups. NFF Regional Performance and Finance groups to be further developed. Formalised links established with relevant others including regional Training Managers/ Officers.	Shared regional footprint with Safeguarding Board; Health; Police & Judiciary. Ongoing proven capacity and willingness to work regionally. Development of regional policies; protocols and templates including: SSWB(W) A related - Assessment & Eligibility Tool; Part 4 CSP; Part 6 CSP; Pathway Plan; Practitioner Guidance Parts 4 and 6; When I’m Ready and Assessment Format. Regional policy development ongoing including Special Guardianship Policy; Pre – Approval Kinship Assessment; Review of Foster Carer Continued Suitability.

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Develop an approved Regional Development Programme with identified priorities.	<ul style="list-style-type: none"> • Consideration of historic / current regional and national policy and practice context • Inform the DP through the Fostering Managers' Group • Consultation with stakeholders including foster carers via regional conference • Secure approval of HOCS group. • Ensure ownership of the DP via Development Day 	Regional Development Manager NFF Fostering Managers' Group HOCS Group	April – June 2018. Ongoing monitoring.	Regional Development Programme presented to the HOCS group 27 April 2018. Full approval with identified priorities of DP secured at regional NFF Development Session with full HOCS representation 14.06.2018 DP amended and updated as work progresses.
Ensure corporate response / responsibility and ownership of the NFF	<ul style="list-style-type: none"> • Raise awareness within and across the LAs including children's services; planning; performance and commissioning; elected members; fostering panels; education and health 	Regional Development Manager NFF Fostering Managers' Group HOCS Group	June – October 2018	Standing item at Fostering Managers' Group Meeting agenda. Raising Awareness Powerpoint Presentation developed and delivered regionally at Service Days, Scrutiny Committees, Corporate Parenting Panels, Fostering Panel Business Days

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	<ul style="list-style-type: none"> regionally – health, police, probation, judiciary, YOTS, Safeguarding Board 			<p>and Independent Panel Chairs' Forum.</p> <p>Approval for recruitment and funding of Regional Development Manager post.</p>
<p>Convene regional NFF Conference for Foster Carers and Fostering Managers and Practitioners.</p>	<p>Organise and deliver first Regional Fostering Conference. National and regional guest speakers with six workshops reflecting NFF Themes including Life Journey Work Framework; Models of Support Kinship Care; Attachment in Education; National Training, Learning & Development Framework; Well-being CLA; Marketing, Recruitment & Retention.</p>	<p>NFF Fostering Managers' Group with Gwynedd taking lead role.</p> <p>Supported by AFA Cymru.</p> <p>Regional Development Manager</p>	<p>20 March 2018</p>	<p>Conference held (126 delegates).</p> <p>Conference Evaluation Report completed with positive feedback.</p> <p><u>Set Objectives Met:</u></p> <ul style="list-style-type: none"> first regional opportunity for foster carers to meet. To provide information about the NFF To involve key stakeholders in the regional implementation To ensure a shared understanding and ownership

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				<ul style="list-style-type: none"> • To inform and identify priorities for the regional development programme. • To provide consultation opportunities including for the National Learning & Development and LJW Frameworks; Marketing & Recruitment.
Consider models for increasing assessment of suitability capacity, in order to redress the current imbalance vis a vis kinship and mainstream assessment.	<ul style="list-style-type: none"> • Audit current situation and identify pressure points. • Audit to include role specification i.e. task and placement type i.e. kinship / mainstream. • Explore development of regional model to include support and supervision of assessors and quality assurance. 	Regional Development Manager NFF Fostering Managers HOCS Group	April – October 2018	Identified as a designated priority at the NFF Development Day 14.06.2018. Required actions highlighted and assigned in Development Day Feedback & Action Plan report. Standing Item at Fostering Managers’ Group meeting agenda.

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	<ul style="list-style-type: none"> • Clear link with marketing and recruitment work. • Analysis of NFF Performance Data 2017 – 2018 			<p>Analysis of NFF Performance Data 2017 – 2018 undertaken and Powerpoint Presentation developed to incorporate assessment capacity and deficits.</p> <p>Alternative assessment models' paper written, options to include transfer of capacity from kinship; independent assessors; partnerships with Third Sector Partners etc...</p>
Develop costed options, actions and return of investment analysis, for building capacity to assess and develop new foster carers and reduce reliance on IFAs.	<ul style="list-style-type: none"> • Benefits costs analysis • Informed by relevant research and studies • To build informed business 'invest to save' case (based on numbers of CYP cared for by IFAs and comparative IFA /LA placement figures at NFF Phase 2 Report p.11) to evidence need for additional capacity 	<p>Regional Development Manager</p> <p>NFF Fostering Managers Finance Group</p> <p>HOCS Group</p>	April – October 2018	To be considered further by HOCS group, particularly in relation to the work being undertaken on residential provision.

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<p>Analyse the pathways into care and the associated support / services/ skills needed with predicted metrics so that the right number of corresponding foster carers can be recruited / supported/ developed.</p>	<ul style="list-style-type: none"> • Analysis of the CLA cohort profile of need • Informed by the NFF Performance Report 2016/2017; 2017/2018; CIW Thematic Fostering Review 2018; National Population Assessment – Regional Plan 2018 – 2023 • Analysis of pathways into care and of permanence and placement outcomes e.g. Placement with Parents; kinship; revocation; SGO • Analyse ‘unplanned endings’ / disruption patterns and causes. (122/739 2016 – 2017) • Dovetail with children’s services and corporate partners • Dovetail with the Residential project and 	<p>Regional Development Manager</p> <p>NFF Fostering Managers</p> <p>HOCS Group</p> <p>NFF Performance Group</p> <p>Residential Project Lead</p>	<p>April – October 2018</p>	<p>Development Session 14.06.18 focused on Needs Analysis and Placement Commissioning Strategy.</p> <p>Anonymized analysis of the individual LA data submitted to the CIW Thematic Fostering January 2018 Review (App 1 to Development Day Briefing document).</p> <p>Analysis of regional messages from disruption completed.</p> <p>Ongoing liaison with Residential Project Leads.</p> <p>Regional Analysis of performance data 2017 – 2018 undertaken.</p>

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	<p>consider potential for developing appropriate alternatives e.g. therapeutic fostering.</p> <ul style="list-style-type: none"> • Explore potential for third sector partnerships in order to meet needs. • Analysis of performance data 			
Conduct a regional needs analysis and placement commissioning strategy.	<ul style="list-style-type: none"> • Analyse regional Data – Performance Report 2016/17; 2017/18; CIW Thematic Fostering Review • Analysis of messages from disruption across region • Consider models including Children’s Commissioning Consortiwm Cymru ‘commissioning care & support services’ template’ 	<p>Regional Development Manager</p> <p>NFF Fostering Managers Group</p> <p>HOCS group.</p> <p>NFF Performance Officer</p> <p>Regional Performance Group</p>	April – August 2018	<p>Initial priorities identified at National CCCC commissioning conference 30.01.18</p> <p>Development Session 14.06.18 focused on Needs Analysis and Placement Commissioning Strategy.</p> <p>Anonymized data analysis conducted to inform NFF Development session 14.06.18</p>

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	<ul style="list-style-type: none"> • Regional Priorities identified at national commissioning conference • Developing a shared understanding of successful outcomes • Consider individual authorities' needs analysis and Placement Commissioning Strategy • Develop regional Placement Commissioning Strategy in areas of specific need e.g. Parent & Child; complex needs; short breaks • Explore potential for sub-regional • Explore potential for third sector partnerships in service development 	<p>NFF Marketing, Recruitment & Retention Group</p> <p>Children's Services' colleagues</p>		<p>and individual authority PCS planning.</p> <p>Conclusion – proportion of LAs currently have individual PCS in the form of the CCCC template. Others have the information available in a different format. All LAs have reconfigured their PCS in the same template to provide consistency and facilitate a regional PCS.</p> <p>2017 – 2018 Performance Data demonstrate significant increase in the numbers of Placement with Parents' arrangements regionally.</p> <p>Along with Kinship arrangements, significant percentage of the CLA cohort. Viewed as vulnerable cohorts with clear implications for strategic placement</p>

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	<ul style="list-style-type: none"> • Informed by / Liaison with IFAs • Develop robust market position statement 			development needs, assessment capacity etc...
<p>Develop the regional Marketing & Recruitment strategy.</p> <p>Continue to inform the national Marketing & Recruitment Strategy.</p>	<p>Priorities identified:</p> <ul style="list-style-type: none"> • Develop common definition of what constitutes an 'enquiry' (variance in regional 2016/17 Performance Report). • Establish 're-visiting' of earlier enquiries mechanism • Retention challenges and reasons for losing carers. • Continue to inform the national marketing strategy – Narrative Edge • Develop the concept of 'fostering friendly' local authorities regionally 	<p>NFF Marketing & Recruitment Group</p> <p>Regional Development Manager</p> <p>NFF Fostering Managers</p>	April – October 2018	<ul style="list-style-type: none"> • Established Regional recruitment policy & practice including shared website • Regional strategy updated 13 June 2018. • Significant contribution to national agenda including response to Phase 1 Narrative Edge Report (May 2018). • Workshop delivery at national and regional conferences (March 15/20). • Review of recruitment 2017 / 2018 report presented to NFF

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	<ul style="list-style-type: none"> • Dovetail with the L & D and Harmonisation of Fees & Allowances' aspects. • Inform the National Marketing & Branding agenda • Must be considered within the context of assessment capacity. 			<p>managers' group 19 April 2018.</p> <ul style="list-style-type: none"> • Ongoing input into the National Marketing & Branding subgroups. Attendance at sessions and consultation forum to be held with foster carers week beginning 4 February 2019.
<p>Implement Best Practice Guide for Kinship Care.</p> <p>Liaise with children's services and corporate partners including judiciary.</p>	<ul style="list-style-type: none"> • Need for standardised training identified (Skills to Foster for Kinship Carers) • Regional input into development of National Best Practice Guide • Launch of Best Practice Guide. • Celebration of Kinship Conference to be held. 	<p>Regional Development Manager</p> <p>NFF Fostering Managers</p>	<p>October 2018 – March 2019</p>	<ul style="list-style-type: none"> • Pre – Approval Kinship Training being developed regionally, further impetus provided by AFA, meeting 22 February 2019. • Good Practice Guide Launch Event combined with Celebration of Kinship Conference 11.10.2018 (90 delegates, met set objectives).

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	<ul style="list-style-type: none"> • Kinship Carers to contribute directly to the conference. • Consultation – what matters to kinship carers? • Consultation with foster care panels including independent panel chairs • Working with third sector in supporting carers. • Consider regulatory changes, identify implications and respond accordingly • Liaison with the regional Training Managers’ group 			<ul style="list-style-type: none"> • Kinship carers gave their own personal testimony at the Celebration of Kinship conference. • ‘Models of support’ for Kinship Care workshop delivered to 38 delegates at regional conference • CP Assessment format previously agreed with judiciary and widely used • Matter placed on Court User Forum • Matter for discussion at regional Independent Panel Chairs’ forum January 2019 • Ensure this matter is reflected in the

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				Regional Training Plan 2019 - 2020
Respond to forthcoming regulations and Code of Practice consultation.	<ul style="list-style-type: none"> Consider the implications for policy, practice and the implementation of the NFF. 		Consultation Period ends August 2018	Local, regional and national consultation sessions convened July 2018. Regional response submitted.
Harmonising fees and allowances for foster carers. Develop an outline model for fees that reflect skills needed for complex cases along with effective models of support.	<ul style="list-style-type: none"> Consider relationship with the Training, Learning & Development Framework Consider relationship with Marketing & Recruitment strategy 	NFF Managers' Group including representation on national group. Marketing & Recruitment Group Harmonising Fees National Group representative	Ongoing	<ul style="list-style-type: none"> May 2017 regional decision to harmonise schemes in the first instance Continue to contribute to the national work stream. National Report issued May 2018.
Implementing the National Training, Learning & Development Framework for foster carers	<ul style="list-style-type: none"> Consult on the National Training, Learning & Development Framework Consider the regional implications and the 	Regional Development Manager NFF Fostering Managers	June – December 2018	<ul style="list-style-type: none"> Consultation workshop delivered twice at regional Conference. Feedback to inform national developments. Meeting between Regional Training

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	<p>potential for increased regional dovetailing.</p> <ul style="list-style-type: none"> • To ensure a shared understanding between fostering and training colleagues. • Establish a baseline of current training provision and arrangements including cost allocation. • Aligning of L & D framework with SW First Three Years in Practice • Scope the potential for shared education and social care training in areas such as Attachment, Self – Harm; Autism (Autism Strategy) and ALD (Act 2018). • Scope the potential for developing the FC role 	<p>Regional Training Managers and Training Officers' Groups</p> <p>HOCS group</p>	<p>December 2018 – June 2019</p>	<p>Managers / Officers and NFF Fostering Managers 24 April and 6 December 2018.</p> <ul style="list-style-type: none"> • Meeting between FM Group and Regional Training group to ensure that 2019 – 2020 regional training plan reflects the NFF L & D Framework and the Kinship Good Practice Guidance. • Training provision audit developed and completed regionally. • Initial analysis completed. • Development session 14.06.2018, feedback report with actions placed on 10 July FM meeting including liaison with identified sources of good practice.

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	to mentoring and providing support.			<ul style="list-style-type: none"> Progressing links with Education to be considered by HOCS.
Implement the national performance framework across all local authorities to help shape regional and national/central priorities. Analyse regional performance data to identify areas of development to feed into the regional Development Programme.	<ul style="list-style-type: none"> Develop a shared understanding of successful outcomes and how to measure them Ensuring corporate parenting / multi-agency response and responsibility. 	Regional Development Manager NFF Fostering Managers NFF Performance Group NFF Performance Post Holder	June - December 2018	Analysis of regional performance data completed: NFF 2016 – 2017 CIW Thematic Review January 2018 NFF 2017 - 2018
Identify models of support for young people aged 16 + and how they could be implemented	<ul style="list-style-type: none"> Regional work on When I'm Ready including corporate ownership e.g. housing Positive Pathways' initiative Particular vulnerability of young parents Lobbying - Community Charge initiatives; savings etc... 	Regional Development Manager NFF Fostering Managers Leaving Care Teams NFF Finance Groups CLA / YP Forums	June - December 2018	Regional WIR policy completed. Development Manager to progress asap.

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	<ul style="list-style-type: none"> • Work with third sector partners 			
Identify models and options for shared care / respite	<ul style="list-style-type: none"> • Conduct an audit of current provision and levels of unmet need • Consult and agree on priority development 	Regional Development Manager NFF Fostering Managers Regional Disability Teams	June - December 2018	Areas of unmet need include provision for under 8s and home - based provision. Audit to be developed and circulated
Consideration of foster care panels.	<ul style="list-style-type: none"> • Comparative analysis (similar to NWS development previously) • Potential for member central list to ease quorum challenges • Consider models for regional recruitment, induction, training, support and evaluation of panel members. • Consultation with foster care panels • Undertake a Fostering Performance / Activity Audit. 	Regional Development Manager NFF Fostering Managers Agency Decision Makers Independent Panel Chairs Forum	June – December 2018 Ongoing	Fostering Regulations and Code of Practice consultation – local, regional and national opportunities. Panel Audit Findings / Discussion at Independent Panel Chair’s Forum 24 January 2019. Focus of discussion at Celebration of Kinship Conference.

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	<ul style="list-style-type: none"> • Independent Panel Chair to speak at Kinship Conference • Consideration of training needs in particularly complex areas of kinship assessment of suitability to foster alongside capacity to change, • Respond to forthcoming regulatory proposals and identify implications. 			
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