



## **Recruitment and Retention of Foster Carers Topic Review**

### **SUMMARY**

- 1.1 On 4 August 2015, the Corporate Scrutiny and Governance Board referred the recruitment of in-house foster carers to the Inspiring Young People Overview and Scrutiny Board for a topic review.
- 1.2 The Inspiring Young People Board has held a number of evidence gathering sessions as part of the review. As a result of this the Board has come up with a number of recommendations which aim to increase the numbers of in-house foster carers and reduce budget pressures relating to the cost of agency placements.
- 1.3 At its meeting on 11 July 2016, the Board agreed the draft recommendations. The report and final recommendations can be found at Appendix 2 of this report.

### **RECOMMENDATION**

- 2.1 To receive the Recruitment and Retention of Foster Carers topic review report and consider the recommendations contained within it.
- 2.2 To agree to report back to the Board with a response to the review recommendations and inform the Board of any actions the Council Cabinet proposes to take in relation to the Board's recommendations.

### **REASONS FOR RECOMMENDATION**

- 3.1 To inform Council Cabinet of the results of the Inspiring Young People Overview and Scrutiny Board Recruitment and Retention of Foster Carers Topic Review and to put forward the recommendations agreed by the Board as part of this review.
- 3.2 Rule OS24 of the Council Constitution states that once the scrutiny board has formed recommendations, it will prepare a formal report and submit it to the proper officer for consideration by the Council Cabinet or to the Council as appropriate.
- 3.3 The Inspiring Young People Overview and Scrutiny Board requests that Council Cabinet responds to its recommendations resulting from the completed topic review in accordance with Rules OS26 and OS27 of the Council Constitution.

## SUPPORTING INFORMATION

- 4.1 On 4 August 2015, the Corporate Scrutiny and Governance Board referred the recruitment of in-house foster carers to the Inspiring Young People Board for a detailed topic review.
- 4.2 In August and September 2015, members of the Inspiring Young People Board met with senior officers to discuss the possible scope of the topic review. The scope of the topic review was then agreed by the Board at its meeting on 21 September 2015.
- 4.3 Members of the Board carried out evidence gathering sessions with the following:
- a) Derby City Council senior officers, Foster Care Social Workers and officers from the Fostering and Adoption Team and Derby City Council foster carers.
  - b) Barnardos
  - c) Derby City Council's Policy and Improvement Manager
  - d) The Derby Foster Care Association
- 4.4 At its meeting on 11 July 2016, the Board agreed draft recommendations and agreed that the Chair would meet with Councillors Care, Hezelgrave and Williams to finalise the wording.
- 4.5 The Board's final recommendations are contained within the topic review report attached at Appendix 2.

## OTHER OPTIONS CONSIDERED

- 5.1 None.

**This report has been approved by the following officers:**

<b>Legal officer</b> <b>Financial officer</b> <b>Human Resources officer</b> <b>Estates/Property officer</b> <b>Service Director(s)</b> <b>Other(s)</b>	David Walsh – Head of Democracy
<b>For more information contact:</b> <b>Background papers:</b> <b>List of appendices:</b>	Steven Mason 01332 643653 steven.mason@derby.gov.uk None Appendix 1 – Implications Appendix 2 – Recruitment and Retention of Foster Carers Topic Review Report

## IMPLICATIONS

### Financial and Value for Money

- 1.1 There are likely to be both costs and savings associated with the delivery of the recommendations contained in this report. These have yet to be evaluated, however, the Inspiring Young People Overview and Scrutiny Board understands that the Council is under financial pressures to make savings. The Board's main aim was to put forward recommendations that would increase the recruitment and retention of foster carers and thus decrease the need for much higher placement costs in the independent sector. It is anticipated that the Council Cabinet response will reflect the consideration of any financial and value for money implications.

### Legal

- 2.1 Rules OS24, OS26 and OS27 of the Council Constitution are relevant to this report in its final submission to Council Cabinet.

Rule OS24 of the Council Constitution states that once the scrutiny board has formed recommendations they will prepare a formal report and submit it to the proper officer for consideration by the Council Cabinet or to the Council as appropriate.

Rules OS26 and OS27 of the Council Constitution states that the Council or Council Cabinet shall consider the report of the overview and scrutiny board within one month of it being submitted to the proper officer and respond to the board indicating what action, if any, the Council Cabinet proposes to take, within two months of receipt of the report.

### Personnel

- 3.1 The report makes a number of recommendations that may have an impact upon personnel. These have yet to be evaluated.

### IT

- 4.1 The report makes a number of recommendations that may have an impact upon IT. These have yet to be evaluated.

### Equalities Impact

- 5.1 Effective scrutiny benefits all Derby people and the very nature of the Board looks in depth at equality in all its investigations.

### Health and Safety

6.1 None arising directly from this report.

### **Environmental Sustainability**

7.1 None arising directly from this report.

### **Property and Asset Management**

8.1 None arising directly from this report.

### **Risk Management and Safeguarding**

9.1 None arising directly from this report.

### **Corporate objectives and priorities for change**

10.1 Our aim is to work together so that Derby and its people will enjoy a thriving sustainable economy, good health and well-being and an active cultural life. The work of this board contributes to the Council's big ambitions to give people in Derby 'an inspiring start in life', particularly by improving educational attainment. The work of the board also aims to support children and young people across the city in getting the most out of their time at school and focus on what actions we can take from birth right through to when they leave education at 18 and beyond, to contribute to the Council's ambition for giving people in Derby 'an inspiring work life'.

