



Report of: **Susanna Daus Service Manager Adoption, Fostering and Contact**

| Meeting of | Date | Agenda Item | Ward(s) |
|----------------------------------|------|--|---------|
| Corporate Parenting Board | | Foster Carer Recruitment Strategy 2018/20 | |

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SUBJECT: Islington Fostering Service Recruitment Strategy 2018/20 – approving the right foster carers

Summary

1. This report sets out how Islington will recruit the right foster carers explaining the complexities in recruiting and maintaining the right fostering beds for Islington children.
2. Islington fostering service is the main provider of local foster homes for currently 170 children and care leavers of all ages including parent and children together, Specialist foster care, parent and child placements, family based short breaks carers for disabled children and supportive lodgings for care leavers. On any day 12 foster families are offering a home to new children or young people, but it can be difficult to find the best match especially for teenagers at risk of involvement in gangs or offending or for children with complex needs or in large sibling groups.
3. There are currently 155 foster carer households including family and friends foster carers and short breaks carers for disabled children. There is capacity for 215 children and young people at any time. 23 placements are used for Staying Put for care leavers, reducing capacity to find foster carers for younger teenagers. 7 Young people are in Specialist foster homes. 2 agency carers transferred to Islington's supervision with Islington children, reducing placement costs by £1000 per month.
4. This strategy proposes out a range of new methods such as widening the Find a Foster carer scheme and innovative approaches to housing to attract new foster carers in particular for young people who have experienced traumatic events and siblings together.

5. A target of 10 new foster families per year is proposed to meet local needs, for children with complex needs, teenagers, mother and baby placements and children with disabilities.

1. Introduction

The fostering service offers a range of placements for children and young people of all ages from birth to parent and child to staying put placements for care leavers. There are currently 155 foster carer households including family and friends foster carers and short breaks carers for disabled children. Together there is capacity for 215 children and young people at any one time.

This Recruitment Strategy sets out how Islington will continue to recruit its own professional foster carers to meet the needs of Islington's children. Our aim is to:

- Offer local placements
- Reduce the number of young people in residential placements
- Increase the number of children and young people with complex needs in house foster placements
- Provide placements for larger sibling groups
- Recruit foster carers who can be trained to work in a trauma informed way and provide intensive DDP training and support, integrating the work of CLA and fostering social workers in the team around the carer approach.
- Recruit more short breaks carers for disabled children to help families to stay together
- Recruit more supportive lodgings carers for 16+, offering a better service to the growing number of young people 16+ in need of homes.

Current situation

The fostering service provides a range of placements for babies, including parents and babies together, for children of all ages and for young people up to the age of 21. Including friends and family placements this is 41.9% of children in Islington's care.

- There are 5 approved Specialist carers who care for 7 young people
- There are 11 more children whose placements receive high levels of support to meet their needs and provide placement stability but more of these placements are needed.
- There are 44 young people over the age of 14 in Islington foster placements
- There are 17 carers for babies and young children, but only 10 of these placements are currently in use
- There are 24 children of primary school age currently placed with unrelated carers
- There are also 42 children and young people in friends and family foster care

Islington's use of Independent Fostering agencies

Islington remains reliant on the independent fostering sector for foster placements for larger sibling groups, young people with high level needs and young people who need to be placed out of the area for their own safety. This fluctuates between 27% and 32% of all children's placements

This year, 5 young people have left residential care to move into Islington foster homes, with high levels of support. Over the last 2 years, 2 carers caring for children with high level needs transferred over to Islington's supervision from agencies, because they wanted a better more joined up service to support their young people and because of the high quality of support they were receiving from the child's own social worker.

The recruitment, supervision and support of foster carers is highly regulated and inspected by Ofsted. The Registered Manager is accountable directly to Ofsted for the quality of care provided including the process of recruiting suitable foster carers.

In 2017, OFSTED concluded that, '*Fostering assessments are timely and of good quality and contain clear analysis and recommendations for learning in all cases seen by inspectors. Child-centred review assessments were seen, with good use of the fostering clinical psychologist to support carers through difficulties. The fostering panel has a robust quality assurance process*'.

Data for the application process

For the year 2017//8

- **181 families enquired about fostering**
- **33 families had an initial visit**
- **12 started stage 2 of the assessment**

For the year 2018/9 up to the end of July

- **37 families have enquired about fostering so far this year**
- **11 families had an initial visit**
- **6 families are in stage 2 of the assessment process**
- Lack of space remains the biggest barrier to approving new foster carers, followed by ability to speak English fluently and understand the needs of Islington children. These applicants are signposted to language classes and volunteering opportunities, and several have later returned and become foster carers.

Comparatively, a local IFA, the GLF, receives 1200 enquiries per year and this converted to 26 new foster carers last year. They only accept applicants willing to foster the full age range 0-18, whereas we offer more flexibility and we are looking for potential for training and development. This agency offers to visit all carers immediately on enquiry and we are now doing the same. This agency is a family based service where carers feel a strong sense of belonging. Nationally, we expect 5% of enquirers to be approved as foster carers, so out of 181 enquiries last year, we could expect 9 new foster carers to have been

approved by the end of this year. We are not progressing any new carers for babies due to reduced demand so this will affect our data.

Comparison with Consortium partners 2017/8

In comparing Islington's performance, Enfield and Hackney have been most successful. Enfield has had vigorous Facebook activity including responding out of hours. All consortium partners rely on digital advertising, word of mouth recommendation and some community activity. Enfield reduced spend by £10k last year, resulting in 50 less enquirers as a result. Hackney has resumed its own advertising following a disappointing outsourcing period and has widened its incentive scheme to all staff and increased the fee to £1500.

| LA | Number recruited 2017/8 | Different approaches |
|-----------|-------------------------|--|
| Islington | 12 | £500 reward scheme carers only |
| Camden | 5 | Gap in staffing during this period |
| Hackney | 18 | Find a foster carer £1500 scheme for all Council staff and carers. Designated 4 bedroom Hackney properties available for foster carers |
| Haringey | 13? | Better housing stock |
| Enfield | 18 | Find a foster carer £1000 scheme carers only Better housing stock Larger LA area Robust management leadership and social media activity |
| Barnet | 10 | Better housing stock Larger LA area |

Cost of recruitment approval and enquiry including social media advertising 2005/2018

The chart below shows the advertising cost of approval of recruiting foster carers over the last 6 years. The team has become more skilled at investing in all types of advertising to reduce the cost per approval, from £8,800 per approval to the current £3,200 per approval. In terms of rate of enquiry, this has gone down but approvals have followed a similar pattern, reflecting rapid changes in how enquirers use the internet to get information before contacting the service directly. The £38,000 budget represents a minimum spend required to encourage applications until shared Consortium advertising becomes effective enough to generate enough actual enquiries. Increasingly, social media and word of mouth are the main recruiters. However, in years we spent less, we achieved less carer approvals. A recent mini film on YouTube generated a response from 75 people.

| Year | Spend (£K) | Enquiries | Spend per enquiry | Projected approvals (5% of enquires) | Actual approvals | Target | Info session | Spend per approval (£K) | Conversion % |
|---------------|------------|-----------|-------------------|--------------------------------------|------------------|--------|--------------|-------------------------|--------------|
| 2011/12 | 51 | 302 | £ 169.00 | 15 | 10 | -5 | 132 | 5.1 | 3 |
| 2012/13 | 54 | 270 | £ 200.00 | 14 | 16 | 2 | 123 | 3.4 | 6 |
| 2013/14 | 70 | 312 | £ 224.00 | 16 | 8 | -8 | 122 | 8.8 | 3 |
| 2014/15 | 22 | 210 | £ 104.00 | 11 | 10 | -1 | 76 | 2.2 | 5 |
| 2015/16 | 57 | 266 | £ 214.00 | 13 | 9 | -4 | 87 | 6.3 | 3 |
| 2016/17 | 30 | 260 | £ 115.00 | 13 | 11 | -2 | 96 | 2.7 | 4 |
| 2017/18 | 38 | 200 | £ 190.00 | 10 | 12 | 2 | 69 | 3.2 | 6 |
| | | | | | | | | | |
| Totals | 958 | 4669 | £ 205.00 | 233 | 158 | -75 | 705 | 6.0 | 3 |

Competition and collaboration in the Fostering north London Consortium

The Consortium sharing scheme is an example of cross border partnerships, to find the right placement at the right time. Demand fluctuates and where foster carers are waiting for babies or asylum seeking children, we offer placements to other LA's. An additional fee is paid for Islington overheads. Currently, Islington is providing 10 placements, mainly to Camden who have offered some good foster, adoptive and leaving care placements to Islington young people. However, there have been 6 Early adoption placements under the fostering regulations in the last 12 months. These are often supervised by neighbouring fostering services.

Each LA must prioritise their own children and the acute shortage of placements in all the North London Fostering services means that this will not solve all our difficulties.

3 Islington schemes needing foster carers

Islington fostering service provides a range of foster placements, seeking potential from the public who come forward, with a view to developing the skills of local people, for example a carer may come forward to care for babies, but may move to become a foster carer of teenagers, following further training.

The current target is 10 new families, but we are no longer progressing applications for carers for babies. The service is implementing a new trauma informed approach to support more carers to care for children with complex needs, reducing our use of agency placements and residential care.

Specialist fostering

Since the Specialist fostering scheme started in 2014, it has provided placements for young people a range of serious difficulties including remands into Islington's care. This small group of resilient carers relate to young people's experiences. 7 young people are currently placed in this scheme. The scheme offers 1-1 clinical and group supervision from the team psychologist as well as supervisory meetings with their fostering supervisor. Most of these carers applied directly to this scheme but one existing foster family was attracted by the challenge and support offered.

High support placements

There are also 11 placements requiring high levels of support because of the emotional needs of children or in one case the disabilities of the young people where the carers need daily assistance with hoists for mobility. All these young people would otherwise be in distant higher cost placements, which would have disrupted their lives further. Some of the children are primary school age, who have been deeply affected by traumatic events in their early years, affecting their ability to make attachments. Some young people and their placements require additional daily or weekly support to ensure the child is safe and their needs are met.

Placements for teenagers

There continues to be high demand for foster carers for teenagers but applicants are often fearful of fostering teenagers, exacerbated by media alerts about knife crime. However, there are a total of 86 Islington fostering beds occupied by young people aged 13-18.

Placements for brothers and sisters together

Demand for these placements remains a challenge, partly because of the shortage of space locally where children need separate bedrooms. Large sibling groups who need to stay together tend to be placed further out of London in agency placements at costs of up to £4000 per week. This disrupts their schooling and makes travelling to contact very difficult for children and their carers.

More supportive lodgings placements for unaccompanied asylum seekers

We would like to provide more supportive lodgings placements for these young people. At 1st April 2018, there were 44 young people seeking asylum with 17 placed in Islington foster placements and 6 staying put. In 2017, Islington joined the dispersal scheme, which has reduced the number of young people placed in Islington's own fostering beds. This has released fostering beds for a wider group of young people and we are re training carers to make sense of the trauma which all children have experienced before becoming looked after. However, there are a number of older asylum seeking children who would be better placed in supportive lodgings placements than in other supported accommodation.

Short breaks for disabled children with severe and complex needs

10 children are currently receiving short breaks with approved foster carers. Some of the children need 2-1 support due to very complex health care needs. Some children have very challenging behaviour due to their learning disability. These children exhibit ADHD type behaviour as they are constantly on the move and need lots of stimulation, exercise and sensory input, with additional complex needs such as sleep apnoea. There is a shortage of short breaks placements both in-house and in the independent sector and we need more of these placements. Full specific training is offered before each child is placed.

Parent and child together placements

These placements can be quite high risk with parents affected by substance use, mental health problems, domestic violence and learning difficulties. Each baby has a different plan to ensure their safety during the assessment period. We provide one of these placements in partnership with the North London Fostering Consortium project, advertising collaboratively. A number of other Islington foster carers are also approved to provide parent and child placements where the primary need is for support. Demand for these placements fluctuates and they are often required at very short notice.

4 Foster carer workforce challenges

Foster carer availability constantly fluctuates, with carers resting from time to time or resigning when fostering no longer suits their family. Generally, retention is good, with few families leaving and we know why they leave. 6 families resigned as they felt they could not offer care any longer and one carer sadly passed away. However, there are a number of Islington foster carers who are 65+ years old so we need to constantly attract new carers of all ages.

Foster care placements for babies

Demand for baby placement fluctuates and at times foster carers have had to wait several months for placements. More young children are going to friends and family or to Early adoption placements. At July 2018, demand is low and 8 carers are waiting for babies. We have invested in training these carers but some are now struggling to afford to stay available with the move to harsher DWP regimes and may need to return to work. Recruitment of new carers for babies has been suspended until further notice. We are proposing to extend retainer payments for carers beyond the standard 12 weeks to retain carers who have already been trained by Islington. We also propose to offer home adaptations to these existing foster carers to enable them to accommodate older children and siblings by providing extra bedrooms.

Spreading the message that Islington needs carers for siblings and adolescents

The council fostering webpages are informative but corporate and so the service has completed a more accessible website. An official launch with online advertising through short film teasers and social media marketing will direct traffic to the site.

However, despite a reduction of interest in traditional print media generally the service still benefits from press editorials and publication of the information session dates. Up to 20% of Information meeting attendances have just dropped in having seen the Town hall banners.

The Fostering Service also effectively engages in street and community campaigns targeting specific outlets across the borough. Staff talk at local events by with community

groups. In addition, the service is regularly seen at established community events such as the Angel Canal Festival and Cally Festival.

The service also has a selection of banners which are displayed locally in rotation at schools and community centres and covers a range of images and copy reflective of the borough's residents. This is bolstered by regular editorial appearances in community publications, newsletters and flyers. Internally, the council's communications team has placed adverts in Islington Life and other council wide bulletins and promotions. The communications team also helps with streamlining the council's fostering webpages (over 8000 views over the last year) and working on the ownership of the fostering service's Google profile to improve the services visibility.

Competition in North London for Foster carers

Competition is fierce across over 100 independent fostering agencies, as well as all the Greater London local authorities competing for foster carers. Our fostering allowance rates are average for London and we have a North London Consortium arrangement not to raise rates without agreement amongst the 6 boroughs. Independent fostering agencies charge Islington an additional 100% for overheads, although the foster carers are actually paid similar rates or lower than our own foster carers.

Maintaining word of mouth recommendation recruitment

Word of mouth recommendation from satisfied foster carers is mentioned as the source of enquiry by 25% of newly approved Islington foster carers. We prioritise our working partnerships with foster carers which increases word of mouth recommendation. Managers meet regularly with Islington Foster Care Association (IFCA), which receives a small grant from the Council to provide activities for carers and children.

We provide legal protection insurance, public liability cover and membership to The Fostering Network. The fostering service hosts a yearly Thank You Lunch and Awards event with the Mayor and Council leaders. Islington Fostering Service also offers a range of well attended training and support groups. All carers are currently entitled to free IZZI gym membership. All these services promote the good reputation of the Islington Fostering Service and encourage foster carers to recommend the service to others.

Transfer of agency foster carers in to Islington

We encourage foster carers to transfer to Islington, having regard to our contracts with agencies and we offer tailored support packages to these carers. We offer incentives such as payment of the second bedroom tax and honouring their existing fostering allowances. This information is documented on our website.

Addressing the impact of the Housing shortage on foster home availability

This remains a challenge because of the availability of a spare room in North London and the cost of private sector housing. We have created more bedroom space for foster children by adult sons and daughters being offered flats by the Council, where this is a suitable home. The first fostering bedroom tax is free and Islington offers to pay for the second bedroom as an incentive to encourage people to apply to foster. The Council also charges a nil Council tax to approved foster carers.

Impact of Staying Put

Staying put is an excellent opportunity for young people but it has impacted on foster placement availability for new children becoming looked after. 23 fostering beds are currently occupied by young people staying put, up to the age of 21.

5 Strategy to attract and develop the right foster carers

Action 1 Embedding trauma informed practice and implementing a 'therapeutic' approach to supporting placements of children with complex needs

We are retraining all carers on trauma informed practice and increasing the support available to carers of children with complex needs. We know this can make a difference. We provide good support which we intend to build on and expand. More intensive support will be provided and there will be better integration between the fostering and children looked after teams, using a Team Around the Carer approach, using the DDP model.

Given the changing needs of young people needing foster care, a new program of implementing trauma informed practice is being developed in the Children Looked after and fostering service. For foster carers this includes the 8week Nurturing Attachment experiential course which helps carers to support children who are affected by attachment difficulties.

There are also plans to implement a therapeutic approach to supporting placements to support young people and carers where there are complex needs. The plan is to develop the skills of existing carers to be more confident in caring for a wider range of placement needs. The staff team are implementing a trauma informed approach to supporting foster carers to offer the best possible support with colleagues in the CLA service.

This approach aims to attract more carers to offer High Support placements.

Action 2 Widening the Find a foster carer scheme to £1500 to all council staff

The most efficient way to attract new foster carers is by word of mouth recommendation, this is well evidenced in the research. Since 2009, we have paid existing carers £500 for recommending new carers who have become approved as follows

- 164 referrals from foster carers to the scheme since launch
- 17 approvals from foster carer recommendation under scheme since launch*
- 18% of all enquiries come through word of mouth recommendation (data 2006-2016)
- 36% of all approvals come through word of mouth (data 2006–2016)
- One foster carer approved in 2009 has brought in 3 more fostering households, who together offer 7 foster placements

In comparison with Consortium partners, Enfield and Haringey have recruited the most carers, partly due to their reward schemes to staff and carers

- Enfield pays £1000 to foster carers for introducing new carers
- Hackney pays £1500 to all council staff and foster carers for introducing new carers

Proposed action

If the scheme was open to all LBI staff and partners it would open up around 4000 people actively spreading the message that Islington needs foster carers pieces, raising to 6000 if

partner agencies are involved. Extending the scheme would reach local workers who know their community such as youth workers, teachers and teaching assistants as well as groups such as Help On Your Doorstep allowing them to recommend quality candidates.

Pros for the scheme:

- It is the best value way to attract new carers
- Low maintenance of project
- Includes foster carers in recruitment process
- Only paid on approval - only recruitment platform where spend is directly tied to success rate
- Reduced spend offers scheme as viable recruitment option even in years of austerity

Advantages of opening it to staff and wider partner agencies:

- Targets pivotal persons working and knowing their community – teachers, NHS workers – raising quality of applicants
- Promotes positive conversation around fostering
- Promotes positive conversation around Islington as an employer

Proposal

To widen the scheme to all council and partner staff, raise fee to £1500, £750 to be paid when carers are approved and £750 when the first placement is made. This is being done successfully in Hackney which has seen a remarkable rise in foster care approvals, following adapting the £1500 reward.

Action 3 Creative Housing solutions to create more fostering beds

Increase the type of fostering beds available for Islington children

Across London there is a shortage of fostering beds for teenagers and siblings but in North London there is a surplus of fostering beds for babies. This is primarily related to the shortage of spare bedrooms in North London homes.

3 A Rehousing adult children

Islington housing department has rehoused adult children of existing foster carers to release an additional bedroom for fostering, upon the recommendation of the fostering service manager. This is because of the shortage of 3, 4 and 5 bedroom properties. This has been successful but more solutions are needed as not all carers live within Islington boundary.

3B Rehousing of skilled foster carers to larger properties

There are a number of foster carers with the right commitment to teenagers and siblings, whose homes are too small to care for more than one child. Hackney has a new scheme to move existing carers to 4 bedroom homes. Adopting such a scheme could provide more fostering beds in Islington.

3C GLA Housing adaptation scheme for foster carers

There is a new GLA scheme to loan local authorities up to £10m for adaptations to foster carers homes which create more capacity for foster children. Cllr Richard Watts has been

instrumental in getting it started. We are planning to take on this scheme to convert foster homes for babies to foster homes for teenagers and sibling groups. The loan would be repaid by the Council over 5 years, saving money by placing children in local foster homes.

The scheme involves funding of a 3rd party, Cornerstone social enterprise to assist with making the arrangements. The fee to Cornerstone would be 11.65% or £16,500 in cancellation fees. Many of Islington foster carers are in social housing and there could be additional long term benefit to the community in creating larger homes. There is some complexity in the scheme as it has to involve the right carer in the right property and with the right landlord and with the right planning consents. We will be bringing this matter for a committee decision but in the meantime we would like Corporate parents to support this scheme.

Action 4 Better use of shared Consortium advertising to raise awareness

Shared consortium advertising is a helpful way to raise awareness of fostering in North London but it does not create immediate new foster carers.

Around 500 people a month visit the Fostering North London website which increases around during advertising campaigns or events like the Consortium Pride 2018 stall.. Fostering North London, Adoption North London and Special Guardianship North London are established brands. The new website will enable easier social media interactions such as the Twitter feed and a more complete digital platform. The Consortium's new Parent and Baby and Teenage fostering films have been successful in driving traffic to the site.

https://www.youtube.com/watch?v=eSqX7UfQ_4s

<https://www.youtube.com/watch?v=MjhZ9oc4Zcl>

54 people sent an enquiry to the consortium in the last 12 months of whom 40% came from online search, 18% from Linked in adverts, 12% from press, 9% social media.

Action 5 Better use of the Consortium foster placement sharing scheme

The Consortium sharing scheme is an example of cross border partnerships, to find the right placement at the right time. Demand fluctuates and where foster carers are waiting for babies or asylum seeking children, we offer placements to other LA's. An additional fee is paid for Islington overheads. Currently, Islington is providing 10 placements, mainly to Camden who have offered some good foster, adoptive and leaving care placements to Islington young people. Additionally, there have been 6 Early adoption placements under the fostering regulations in the last 12 months, supervised by neighbouring boroughs. Several adoptive families have been provided by Hackney and Haringey.

Each LA must prioritise their own children and the acute shortage of placements in all the North London Fostering services means that this will not solve all our difficulties.

The Consortium will review the outcomes of the sharing scheme in 2018/9.

Action 6 Digitalising Islington foster carer recruitment and retaining some traditional methods

The fostering service has seen a gradual increase of interest coming through the website, email, Google searches and the social media. We will focus on increasing the visibility of the service across digital platforms and making it easier to contact us. The team also use email newsletters and text messaging to keep people informed, both with information before their enquiry and then during their assessment process with the team.

The service continues to build its social media profile and following across the main platforms – Facebook, Twitter and Instagram with daily posts gaining 500 followers on Facebook and sending over 900 Tweets. This will increase as the social media is streamlined into the other online platforms for a complete digital brand. The service is building its own LinkedIn profile as a quality brand with posts and links promoting the training, financial packages and opportunities of a career in fostering.

The service is also currently in the process of maximising its Google profile and building up the brand around its Google+ and YouTube platforms: Google+ will focus on making the service more visible through searches and giving more information to those looking for fostering agencies online while the YouTube channel will hold both promotional films and testimonial video content filmed by the foster carers.

Follow us on social media:



Action 7 Increasing the supportive lodgings scheme

Given the need for 16+ placements, it would be better for young people and better value for money to offer more supportive lodgings placements. Currently this only works for people who have jobs outside the home, which means that the placements are not suitable for young people in crisis who need extra help to manage work or studying.

We plan to amend the current scheme to bring in a 3 tiered approach to support

- Tier one up to 6 hours support per week, tier 2, 6 to 12 hours support per week at a higher rate, tier 3 a higher rate for young people who need 12+ hours of support per week.
- We are proposing a new supportive lodgings scheme under the fostering regulations so we can accept carers who are not working or on housing benefit and who would then benefit from foster carer tax relief.

Action 8 Increasing the short breaks scheme for disabled children

Given the need for more short breaks placements, the service plans to offer more high support placements for children who need 2 carers to enable them to be safely cared for during their short break.

Action 9 Providing more support to fostering families with complex adolescents

Increasing the support to these placements, through working with the commissioning team, to minimise the risk of placement disruption and avoiding the use of residential care. Some of this support will be provided by foster carers who are waiting for new placements and will include help with school transport where extra help is needed.

6 Recommendations to recruit the right foster carers and find the best matches for young people with complex needs

The following actions are proposed to attract the right carers for children needing foster care.

1 Embedding trauma informed practice across the whole service, training all foster carers on trauma informed practice, DDP and Nurturing Attachments to help more foster carers to connect with more young people who are affected by traumatic events.

2 Widening the Word of Mouth recommendation scheme to pay £1500, to all staff including school staff and carers who successfully refer a new foster carer, £750 on foster carer approval, and £750 on the first placement being made.

3 New rehousing and adaptation housing schemes to rehouse and adapt carer's existing properties, under a new rehousing scheme and the GLA Adaptation scheme.

4 Continuing to evaluate and improve the Consortium shared advertising scheme to raise awareness of fostering across North London.

5 Better use of the Consortium sharing scheme, following Heads of service review in 2018/9.

6 Continuing to digitalise foster carer recruitment, while keeping the most effective traditional strategies to recruit foster carers.

7 Widening the Supportive lodgings scheme for 16 to 21 year olds to offer more placements to more young people, offering a range of terms and conditions including fostering status.

8 Widening the short breaks scheme to offer more support to more disabled children and their families.

9 Providing more support to fostering families with complex adolescents, offering better wrap around services.

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