

SUBJECT:	Increase the Recruitment and Retention of Foster Carers by Monmouthshire County Council Children's Services
DIRECTORATE:	Social Care and Health
MEETING:	Single Member Action
DATE:	17th February 2017
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

To consider and endorse this report which outlines how Monmouthshire County Council Children's Services intends to develop the recruitment and retention of foster carers within the County.

The report covers a number of linked areas:

- Progress of the invest-to-save fostering business case
- An analysis of the issues that are preventing a net increase in foster carers
- A revised targeted financial offer to aid recruitment of foster carers
- The implications for Monmouthshire of regional and national approaches to fostering services under the National Fostering Framework.

2. RECOMMENDATIONS:

That Cabinet Member endorses the approach contained within the report and that:

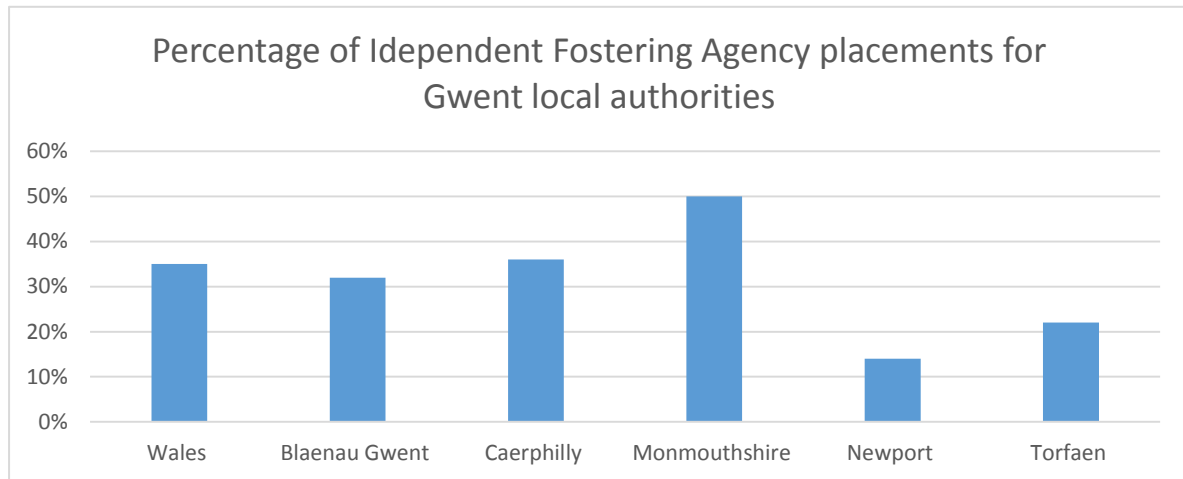
- The payment of fostering allowances is simplified by using consolidated rates so that annual one off payments are included in the weekly allowance, thus reducing bureaucracy
- A minimum fee of £50 per week is paid to new Generic foster carers so that Monmouthshire County Council payments come closer to other Gwent authorities
- Monmouthshire County Council invests in a marketing campaign to attract new foster carers
- Monmouthshire County Council fully participates in projects to develop a regional approach to fostering services across Gwent and within the context of the National Fostering Framework for Wales.

3. KEY ISSUES:

3.1 Context

Monmouthshire County Council currently has 21 generic in-house foster carers. This is a very small pool of in-house foster carers for the size of the authority. These numbers are not sufficient to meet the current or predicted demand for placements for looked after children for the authority.

The number of children looked after by Monmouthshire County Council has been on an upward trajectory over recent years. The current number of Looked After children is 123.



Monmouthshire County Council children's service is often forced to place children with foster carers recruited and managed by Independent Fostering Agencies (IFAs). 50% of Monmouthshire County Council's Looked After Children are placed with IFAs. This is a considerably higher proportion than other Gwent authorities.

In addition, Monmouthshire County Council uses IFAs for both complex and more straightforward placements. This pattern of placement reflects the low availability of in-house foster carers.

These trends have been a concern to the authority for a number of years. In response the authority increased its staffing within the Placement and Support Team through an Invest-to-Save business case. It also recently commissioned an external independent consultancy to advise on increasing the supply of foster carers.

3.2 Progress of the Invest-to-Save Fostering Business Case

The objective of the invest-to-save fostering business case was

'to make more effective use of Monmouthshire County Councils resources, and to increase the capacity and the quality of the care our foster carers provide over a 5 year period.'

The business case has three elements to it. The progress of each needs to be considered separately.

Element 1 : Special Guardians

The business case created a new full-time Social Worker post within the Placement and Support Team focusing on Special Guardians. The rationale for the investment was to enable the authority to manage a significant increase in Special Guardianship Orders (SGOs).

This legal arrangement secures permanency for a child by transferring parental responsibility from the local authority to a foster carer or a kinship carer who then becomes a Special Guardian. In some circumstances SGOs can enable parental responsibility to be transferred from a parent directly to a Special Guardian.

These arrangements can be beneficial as the SGO reduces the bureaucracy involved when a child is 'Looked After'. They also reduce some costs, as the allowances paid to a Special Guardian are means tested. The authority has a duty to provide non-financial support to Special Guardians.

Currently Monmouthshire County Council has 34 Special Guardians supporting 47 different children. In the calendar year 2016 there were 7 new Special Guardianship Orders granted.

This element of the business case has been successful.

Element 2 : Improve compliance with Fostering Regulations and increase foster carer recruitment

The business case created a number of posts that were designed to increase the number of foster carers over a five year period. These posts are:

- One permanent and one temporary Social Worker both focusing on recruitment
- A Placement and Contracts officer
- A Business Support Administrator

The investment in these posts has not as yet resulted in an increase in the net numbers of foster carers, despite the team's best efforts.

The service, in conjunction with the external independent consultant, has reviewed the reasons for not increasing the numbers of people coming forward to be foster carers and has developed a number of recommendations to ensure that there is a step change in recruitment within 2017/18. Further details of these recommendations are set out in the next two sections of this report.

The additional staff within the Placement and Support Team has however enabled the service to manage a very significant increase in Kinship Carer 'Viability' Assessments. Local authorities are increasingly being required to complete these assessments by the courts where a friend or family member of a looked after child has been identified as a potential kinship carer. In the calendar year 2016 the team completed 43 Kinship Carer 'Viability' Assessments and commissioned an additional 7 externally. In addition to this 11 kinship carer assessments were completed by the team with an additional

15 kinship care assessments commissioned externally. The demands on the service arising from kinship work is not likely to decrease in the foreseeable future.

Element 3 : Clinical Psychologist

The business case also enabled the employment of a Clinical Psychologist (0.4 FTE) to work at BASE (Monmouthshire County Council's Therapeutic Support Project). The clinical Psychologist has focused on supporting the increase in special guardians and kinship carers. Access to a clinical Psychologist remains a key element of the wider offer to foster carers including specialist foster carers who support children with the greatest need.

3.3 Foster Carer Recruitment and Retention

As outlined above, Children's Services has not yet managed to increase the net numbers of foster carers. There are a number of reasons for this:

- ❑ There are challenges in recruiting foster carers in areas like Monmouthshire. The county has a very low population density, there are a number of small towns with individual identities and there isn't a focused single Monmouthshire media.
- ❑ Monmouthshire County Council restricts recruitment activity to within the county borders.
- ❑ Activity undertaken has not been within a wider recruitment strategy aimed at potential foster carers.
- ❑ Foster carer recruitment has not been targeted at specific groups of people who may be able to look after children with more complex needs. This includes people who have previously fostered or other people who have a good knowledge of children's social care.
- ❑ The authority has not invested in targeted advertising or focused social media promotion. Other authorities have had good success developing fostering focused engagement strategies.
- ❑ The authority does not have in place any specific strategies to ensure the retention of foster carers. The authority needs to, for example, set up recognition systems to ensure that long serving foster carers are identified and valued.
- ❑ The authority has a relatively low financial offer to foster carers particularly in relation to some of the other Gwent authorities.

3.4 Monmouthshire County Council's 'Offer'

The fostering financial offer is the amount of money made up of both a maintenance allowance and a fee that a local authority is required to publish to demonstrate the minimum amount a foster carer will receive per week for looking after children.

The maintenance allowance is designed to cover the foster carer's expenses for looking after a child and the fee is the amount the foster carer receives as a reward element.

The Welsh Government issues regulations on a national minimum maintenance allowance. This allowance is paid to all approved foster carers including those who are kinship carers and short break or respite carers¹. This is the baseline minimum offer.

In addition to the maintenance allowance there is an ability to pay generic foster carers a fee. The level of fee reflects the additional skills required by the foster carer to look after a child they have not had a previous relationship with. Fees can be increased proportionately to the complexity of the needs of the child. Fee increases represent a recognition of the additional training that is required to care for children with greater needs or the skills required to manage older children.

The combination of the fee and the allowance makes up the offer.

Monmouthshire County Council's Offer 2016/17

Age	Band 1	Band 2	Band 3
0-4	£166	£226	£241
5-10	£151	£211	£226
11-15	£152.55	£212.55	£227.55
16-17	£197.61	£257.61	£272.61

Monmouthshire County Council's offer to foster carers is to pay at least the Welsh Government's minimum maintenance allowance plus a fee in one of three bands: Band 1 = £0, Band 2 = £60 and Band 3 = £75. Newly approved foster carers currently get paid the Band 1 (£0) rate. This is the lowest level that a foster carer in Wales could be paid.

This means someone with their first placement in Monmouthshire would just receive the Welsh Government recommended lowest level of maintenance allowance and no fee. This compares to Newport when someone with their first placement will receive a minimum package of £309 per week, and to Torfaen a minimum package of £256.75 per week.

Monmouthshire County Council's headline published financial offer is simply far lower than neighbouring authorities and IFAs. If these levels of financial support are annualised the figures are quite stark.

Comparative yearly package for looking after 11-15 year old with complex needs

Fostering options II	£ 30,004
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¹ <http://gov.wales/docs/dhss/publications/141117foster-carersen.pdf>

Fostering options I	£ 22,516
Newport II	£ 30,940
Newport I	£ 16,068
Cardiff	£ 18,597
Torfaen	£ 14,131
MCC	£ 12,743

Although there is lots of evidence that financial remuneration is not the sole factor determining which organisations potential foster carers go to, it is a contributing factor. Monmouthshire County Council's offer is consequently an important element of any foster carer recruitment and retention strategy.

3.5 Recommended Changes to the Offer

Monmouthshire County Councils needs to:

1. Increase its minimum financial offer to new generic foster carers to £50 per week so that there is some financial incentive from the outset and brings Monmouthshire a step closer to offers made by other authorities within South East Wales. (All existing carers within Monmouthshire already receive a minimum fee of £50 per week.)
2. Aggregate additional yearly allowances and ad-hoc payments and include them in the weekly maintenance allowance. This will reduce administration costs and reduce the bureaucracy on foster carers, whilst being cost neutral. This will ensure transparency, better equity across foster carers, and enable foster carers to plan spending on their foster children in a more 'natural' way.

Proposed New Financial Offer 2017/18

Age Band	Proposed Consolidated Allowance Rates 17/18	Level 1 Fee	Level 2 Fee	Level 3 Fee
0-4	216.00	50.00	60.00	75.00
5-10	174.00	50.00	60.00	75.00
11-15	174.00	50.00	60.00	75.00
16-17	223.00	50.00	60.00	75.00

3.6 Specialist Foster Carers

The authority has a number of children in residential accommodation that could be fostered if suitable specialist foster carers were available. This would reduce costs and improve outcomes for the children, however, it would require foster carers with significant levels of skill in dealing with children with complex needs. A key element of any recruitment strategy for specialist foster carers would be an increase in the offer for people willing and able to support children with the highest levels of need. There are no specific recommendations regarding the recruitment of specialised / therapeutic foster carers within this report, however, this is potentially an important area of development work for Monmouthshire moving forward.

3.7 The non-financial offer

The on-going support provided to foster carers is equally important in both recruitment and retention. This includes training and professional development, as well as foster carers feeling valued and supported in the vital role they play for some of our most vulnerable children. Making sure that we have the right support in place for our carers is being addressed as part of our overall 'Delivering Excellence in Children's Services' development plan.

3.8 Marketing

Monmouthshire County Council competes against both neighbouring authorities and Independent Fostering Agencies (IFAs) to secure the services of foster carers. To increase the net numbers of in-house foster carers the authority will have to change and refocus its approach to marketing. This will need to ensure that:

- ❑ The maximum number of people in the key demographic groups who are likely to foster are made aware of Monmouthshire's County Councils need for foster carers, and have good recognition of how they can contact the authority (contact number of website landing page).
- ❑ Those people that have already considered fostering or are current foster carers for IFA or other authorities in the Monmouthshire area need to recognise that Monmouthshire's offer is broadly equivalent to that of other local authorities.

The Council's Communications team have developed a costed approach to marketing Monmouthshire County Councils fostering offer. This will include on-line marketing and radio advertising. In addition they have also developed an approach to utilise the 30 buses that make up the councils school transport service to provide street lining advertising. The plan is to launch the new marketing campaign to coincide with the national foster week activity in mid May 2017.

3.9 Regional and National Foster Carer Service

Local authorities in Gwent are mapping out a process of developing a regional approach to fostering. In turn, this fits into the National Fostering Framework under the

direction of the Welsh Government. Both approaches will have potential benefit for Monmouthshire County Council, and it is vital that Monmouthshire Children's Services help to shape and influence these initiatives.

A robust regional / national end-to-end approach to fostering services with a single pool of foster carers receiving a standard unified financial offer could reduce financial risk, decrease recruitment costs and dramatically increase the pool of in-house foster carers available for the authority. This in turn would reduce Monmouthshire's County Council's dependency on a high proportion of IFAs. It is likely that any regional or national approach would initially cover recruitment, training or assessment. If this was the case then the authority would still be vulnerable to carers choosing other authorities or agencies based on higher financial offers available elsewhere. A precursor to any successful regionalisation would be a harmonisation of fees and allowances.

4. REASONS:

We want to ensure that children and young people achieve in their childhood, and that they can be successful in their futures.

We want to ensure that children and young people who are unable to live safely within their own families are looked after and provided with the best possible care and support in placements that meet their needs. We believe that this is best achieved by Children's Services working closely with foster carers who are integral to the service, and who share our values and beliefs.

Where ever possible we want to ensure that Monmouthshire children remain closer to their home communities and live with carers who can support their culture and identity. We want Monmouthshire foster carers for Monmouthshire children.

We want to ensure that Monmouthshire Children's Services live within the means allocated by the Council. Reducing the money spent on IFAs is an important part of realising this, and something that can be achieved by increasing our pool of in-house foster carers.

5. RESOURCE IMPLICATIONS:

Understanding the financial implications and potential constraints of increasing the recruitment and retention of foster carers within Monmouthshire County Council will be built into the work programme for the next phase. In embarking upon this journey we are mindful of the financial challenges facing local government.

Welsh Government publish recommended national minimum allowance rates, for foster carers which Local Authorities are expected to implement. The consolidated allowance rates in Monmouthshire's new offer exceed these minimum allowance rates. As mentioned at 3.5 (2) moving to these consolidated rates will be cost neutral.

The proposal to pay new foster carers a minimum fee of £50 per week (like existing carers) is effectively cost neutral from the point of view that the fee will only be paid to them upon a child being placed and thereby avoiding the need for Monmouthshire to use more expensive IFA placements. This is a key financial advantage of attracting new in house carers and having a larger pool to call upon and which should mean that the percentage of our looked after children population being placed in IFAs will start

to come down. Therefore, any changing levels of expenditure against the external placements budget and in-house fostering budget will need to be monitored with flexibility around budget virements as necessary.

6. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING)

The significant equality impacts identified in the assessment (Appendix 1) are summarised below for members' consideration:

The report has been developed to impact positively on all children, young people and their families we work with. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council to support the needs of children, young people and their families.

The Future Generations Evaluations Form has helped the Council understand the proposal to increase the recruitment and retention of foster carers within Monmouthshire County Council and has evidenced that the Council has paid due regard to equality and sustainable development issues within the proposal.

The actual impacts from this report's recommendations will be regularly reviewed by the Fostering Project established to recruit and retain foster carers.

7. CONSULTEES:

Claire Marchant – Chief Officer, Social Care and Health
Children's Services Leadership Team – 15th February 2016

8. BACKGROUND PAPERS:

None

9. AUTHOR:

Jane Rodgers, Head of Children's Services

10. CONTACT DETAILS:

Tel: 01633 644054

E-mail: JaneRodgers@Monmouthshire.gov.uk

APPENDIX 1



Future Generations

<p>Name of the Officer completing the evaluation</p> <p>Jane Rogers</p> <p>Phone no: 01633 644054 E-mail: : JaneRodgers@Monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To increase the recruitment and retention of foster carers within Monmouthshire County Council</p>
<p>Name of Service</p> <p>Children's Services</p>	<p>Date Future Generations Evaluation form completed</p> <p>14th February 2017</p>

1. **Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.

<p>Well Being Goal</p>	<p>Does the proposal contribute to this goal? Describe the positive and negative impacts.</p>	<p>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</p>
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Increasing the recruitment and retention of foster carers within Monmouthshire County Council will have a positive impact within the County through efficient use of resources, skilled educated people, generating wealth and providing jobs (e.g. recruiting and retaining foster carers by using proven</p>	<p>N/A</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	marketing techniques, and increasing the financial offer made to foster carers).	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	N / A	
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	The Social Services and Wellbeing (Wales) Act 2014, requires local authorities to review the care and support they provide, while providing a range of services designed to promote wellbeing and prevent the need for care and support. The vision contained within the report is for children and young people to be healthy, happy, and feel valued and loved and grow into successful adults who can have positive relationships, positive futures and become responsible citizens. For example it is hoped that if foster carers are supported to maintain placements and meet the needs of children more effectively, then children will experience more stable placements, have improved emotional well-being, learn better and make the transition to adulthood more successfully. In addition, foster carers will become more resilient, enjoy better emotional well-being and are more likely to remain as Monmouthshire foster carers.	N/A



Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>The values and principles contained within the report are to ensure that we recruit and retain foster carers within Monmouthshire County Council and find ways to help them meet the needs of children who are placed with them, including their need to be protected from harm. We will, whenever it is safe to do so, always look for ways to support children and young people to remain with their birth family or extended family and avoid the need for children and young people to become looked after. However, when this is not possible we will always seek to look after children within the boundaries of Monmouthshire in order to maintain their relationship with their family, peers and to enable them to continue to maintain their links with education, health and other services that may be involved with them unless there is a reason why this would not be in their best interest. For example Monmouthshire foster carers provide the opportunity for children and young people to remain living in their local communities which assists with potential plans for reunification, and enables children and young people to retain their friendships, education, and community activities, all of which promote placements being stable and successful.</p>	<p>N/A</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>There are many significant benefits in promoting the growth in local foster carers. Monmouthshire foster carers promote a strong sense of community pride and achievement in supporting local children and young people to remain in the communities they are from.</p>	<p>N/A</p>
<p>A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation</p>	<p>The purpose of the report is to expand the availability of placements to meet a wide range of children within the Foster Team. This means promoting and protecting the culture, heritage and Welsh language by expanding and proving placements to meet these particular needs / well being goals.</p>	<p>N/A</p>
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<p>An overarching priority within Children's Services is to ensure that we will find safe and appropriate ways to work with families to help them meet their children's needs, including their need to be protected from harm. We will, whenever it is safe to do so, always look for ways to support children and young people to remain with their birth family or extended family and avoid the need for children and young people to become looked after. But when children and young people are unable to live with their own family a family based foster placement which meets their needs will be sought and secured and</p>	<p>N/A</p>


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	the report recommends ways in which we can recruit and retain these family based foster carers.	

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.	If not, what has been done to better meet this principle?
 <p>Balancing short term need with long term and planning for the future</p>	<p>We have set out our commitment within the report to use the resources afforded to us by the Council effectively to support children, young people, and their families within the Councils allocation. This is within the context of the 3 year service and financial plan which sets out a sustainable service and financial plan for children’s services, combining improvements in social work practice, workforce development and commissioning. This report is a key strand to deliver those improvements through recruiting and retaining foster carers within Monmouthshire.</p>	<p>N/A</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.	If not, what has been done to better meet this principle?
 <p data-bbox="376 549 566 724">Working together with other partners to deliver objectives</p> <p data-bbox="203 727 344 751">Collaboration</p>	<p data-bbox="600 301 1346 963">The Social Services and Wellbeing (Wales) Act 2014, which came into force on the 6th of April 2016, is the legislative underpinning for changes in the way that local authorities and their partners work with individual families. Within the report we outline how we will continue to strengthen commissioning and partnership arrangements to ensure that the services we use are the ones that best meet the needs of children, young people and their families, and will best help families to be able to become successful and independent. We are also going to identify the key needs and service development priorities in terms of developing a regional approach to fostering, to include looking at potential partnerships with neighbouring services. We will continue to develop working arrangements with partners to ensure that we are achieving the best outcomes for children and young people.</p>	<p data-bbox="1697 632 1756 655">N/A</p>
 <p data-bbox="394 1066 566 1235">Involving those with an interest and seeking their views</p> <p data-bbox="215 1251 344 1275">Involvement</p>	<p data-bbox="600 1003 1323 1315">Within the report we outline our marketing and engagement strategy and how we are actively seeking the views of our current foster carers with regard to the new offer. The Councils Marketing & Engagement team have developed an approach to marketing Monmouthshire County Councils fostering offer which will include on-line marketing and radio advertising.</p>	<p data-bbox="1697 1155 1756 1179">N/A</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.	If not, what has been done to better meet this principle?
 <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Within the report we discuss how we will work successfully with children and young people, their parents and families, and partner agencies to help children and young people achieve the best outcomes. We will ensure that children and young people achieve in their childhood, and that they can be successful in their futures. We will ensure that achieving the best for children and young people is at the centre of everything we do. We will ensure that children and young people who are unable to live safely within their own families are looked after and provided with the best possible care and support in placements that meet their needs. To enable us to do this we have developed a financial offer, and recruitment and retention plan which articulates the actions we must take and the resources we must develop to ensure that the needs of children and young people are appropriately met.</p>	<p>N/A</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.	If not, what has been done to better meet this principle?
 <p data-bbox="389 371 562 619">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="600 300 1323 691">Within the report its outlines when children are unable to remain within their own families the Council will find the next best alternative such as a family based foster placement with the aim of returning children and young people to their birth family when it is safe to do so. The report demonstrates how we will meet sustainable development by supporting children and young people in foster placements and how it will impact on foster carers themselves.</p>	<p data-bbox="1697 491 1756 520">N/A</p>

- 3. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: <http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	The report has been developed to impact positively on all looked after children and young people (and their families) we work with (which includes children and young people with disabilities) by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A
Gender reassignment	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Marriage or civil partnership	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A
Pregnancy or maternity	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A
Religion or Belief	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sex	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A
Sexual Orientation	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Welsh Language	The report has been developed to impact positively on all looked after children and young people (and their families) we work with by ensuring they achieve in their childhood, and that they can be successful in their futures. This will be achieved through increasing the recruitment and retention of foster carers within Monmouthshire County Council.	N/A	N/A

4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	The report outlines how being able to increase the Councils recruitment and retention of foster carers we will be able to keep children and young people safe, by responding appropriately to disadvantage and safeguarding concerns, and maintaining a focus on identifying the most appropriate placement setting.	N/A	N/A
Corporate Parenting	The report outlines the Councils corporate parenting responsibility for looked after children and how the Council currently responds to those duties and how it will respond in the future to those responsibilities to support children, young people and their families by recruiting and retaining foster carers.	N/A	N/A

5. What evidence and data has informed the development of your proposal?

The evidence and data that has informed the report on increasing the recruitment and retention of foster carers within Monmouthshire County Council was:

1. The Social Services and Wellbeing (Wales) Act 2014
2. Statswales.gov.uk – Quantitative data on population, services users, comparative data across Wales
3. Local Government Data Unit – Qualitative data on service users
4. Service user data from PLANT
5. Financial data – Agresso
6. Cabinet – Business Cases Paper - May 2015
- 7.

6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The Future Generations Evaluations Form has helped the Council understand the proposal to increase the recruitment and retention of foster carers within Monmouthshire County Council and has evidenced that the Council has paid due regard to equality and sustainable development issues within the proposal.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A

8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	17.02.2018
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9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet	17.02.2017	