

Section 21 Notice – Moray Council

Part C – Prevention and Identification

Timeline of national policy and the echo of Moray Council's policy and practice

1930 – 1996

The information contained in parts 1 and 2 of the inquiry submission provide all known details regarding the legislative and policy frameworks governing practice for the time period above. We have provided any known information relating to this time period in the relevant sections where this has not been covered in parts 1 and 2. Efforts have been consolidated in providing a more detailed account of legislative and policy frameworks from 1996 as this marked the time when the Moray Council was established. Some information has been gathered, and is reflected, from reading children's files due to the retention regulations in place that have allowed this. Moray Council have chosen to focus on three distinct timeframes, 1996-2002, 2002-2014, 2014-present, in order to provide an in depth analysis of policy and practice in respect of Moray Council's fostering service.

KEY:

NAVY: NATIONAL POLICY/ LEGISLATION

ORANGE: LOCAL POLICY

GREEN: EVIDENCE /PRACTICE

1996 - 1998

The **Moray District Council** had been created in 1975 under the Local Government (Scotland) Act 1973.

The Children (Scotland) Act 1995 became the primary legislation in Scotland which conferred duties upon the local authority and the concept of the looked after child and the associated duties enshrined. **There was a wealth of evidence through our file reading exercise in relation to the local authority being aware of and working within both the national legislation frameworks and national policy frameworks from this time. Both were referred to both explicitly and implicitly through practice within the file read from this time period.**

Moray Council became one of the newly created single tier local authorities in 1996, under the Local Government etc. (Scotland) Act 1994.

As part of setting up the local authority framework the Moray adoption and fostering panel was established on 4th March 1996 to meet the council's legal responsibilities as a fostering and adoption agency. Two key pieces of legislation came into force on 1st April 1997 which changed Moray's approach and structure in practice. As set out within The Fostering of Children (Scotland) Regulations 1996 and The Adoption Agencies (Scotland) Regulations 1996 and The Arrangements to Look After Children (Scotland) Regulations 1996 . On 1 April 1997 Separate Fostering and Adoption Panels were established in Moray. Moray Council developed their childcare strategy during this year defining how services would be provided to children and young people requiring to be looked after. (DOCUMENT 10, 11)

[APG] of [ANP]

1996 – Key Legislation – The Fostering Children (Scotland) Regulations 1996

- Came into operation April 1997
- Moray responded by establishing separate panels which came into full operation on the same date.
- The Boarding-out and Fostering of Children (Scotland) Regulations 1985 were in force for exactly 11 years until 1st April 1997, when they were revoked and replaced by the Fostering of Children (Scotland) Regulations 1996.
- Moray stopped boarding out children in 1996. A change in the approach to the provision of looked after and accommodated children's services was outlined within the Moray Childcare Strategy 1997. (DOCUMENT 196)
- Detailed fostering panels, approval, payments, agreements, reviews, terminations
- Panel minutes from the time evidence due process and national guidance was followed in relation to panel functions, roles and responsibilities.
- Foster carer files evidence approval processes, regular reviews, consideration of payments foster carer agreements were in place. Deregistration guidance is clearly outlined with the panel processes from the time, from the panel minutes and foster carer files deregistration processes are there for file closures.

Supporting evidence taken from panel constitution and procedures dated 1995. (DOCUMENT 8)

- Each local authority had to establish a fostering panel
- As above
- Duty to review annually
 - Evidence from reading foster carer files and reviewing minute of the panels would suggest that Moray council aimed to review foster carers annually as of 1st April 1997 and whilst they achieved this in the main, there were occasions when this did not fall into an annual cycle for various reasons.
- Files indicated that annual foster carer reviews took place internally. All aspects of foster caring were reviewed including care and support and training needs etc.
- Before the placement, the foster carer must have entered into a foster care agreement as specified above, and also a foster placement agreement in relation to the particular child.
- Guidance for Moray foster carers at the time make reference to the need for placement agreements to be drawn up at the beginning of every placement.
- Evidence from foster carer files indicates that foster carer agreements were in place. Placement agreements were actively drawn up between social worker link worker and foster carer at the start of a new placement.

The 1996 Regulations allowed local authorities to enter into arrangements with voluntary organisations to discharge their duties in relation to fostering. They could do so only if satisfied that

the voluntary organisation had the capacity to discharge these duties and that making such arrangements was the most suitable way for these duties to be discharged. Required annual review.

1996 – Key Legislation - The Arrangements to Looked After Children (Scotland) 1996 Regulations came into force on 1st April 1997 and were underpinned by the Children (Scotland) Act 1995.

- “The local authority must make a care plan to address the immediate and longer-term needs of the child with a view, under the 1996 Regulations, to safeguarding and promoting his or her welfare”
- **Moray council developed** the National Integrated Assessment Framework from the Department of Health 1995 Good Parenting, Good outcomes **as the primary approach to assessment and planning for children. This approach was developed as the local approach to policy and practice and all staff were trained in using this framework for assessment and planning for children.**
- **Children’s files chiefly show that care plans were developed as part of assessment work and that these addressed all key elements required and that views of children and parents are reflected in the assessments. Plans are of good quality and provide information in relation to the long term plans for the children and any identified interventions which are intended to promote and safeguard their welfare.**
- “The local authority is required to review the case of each child being looked after by them, within six weeks of the placement, then three months thereafter and then at six-monthly intervals”
- **Reviewing process at the time followed the patterns set out within these regulations. Children files show regular review patterns were adhered to as the local policy standard.**
- “Appropriate records have to be kept, until the seventy-fifth (under the 1996 Regulations) or the hundredth (under the 2009 Regulations) anniversary of the child’s birth (or twenty-fifth anniversary of his or her death before the age of 18)”
- **Record retention in Moray has followed the guidelines set out in legislation across the years.**
- “Once a child had been placed (either in a residential establishment or with a foster carer) the local authority has to ensure that the child is visited on its behalf (i) within one week of the placement, (ii) thereafter at three monthly intervals, (iii) on such other occasions as the local authority considers necessary or appropriate in order to safeguard or promote the child’s welfare”
- **Children’s records show that Moray children were visited regularly in their fostering placement throughout 1996 -2000.**
- “if the child is fostered, to give support and assistance to the person caring for him”
- **All foster carers were allocated a link worker to work alongside them and support them in their practice. Foster carers were entitled to a comprehensive range of supports Evidenced in Document guidance for foster carers (DOCUMENT 19). Foster carer files show that regular support and supervision was provided to foster carers, inclusive of a duty service and an out of hour’s services. Foster carers were provided with a high level of training at this time.**

- "Where for any reason it appears to the local authority that it is no longer in the child's best interests to remain in the placement the local authority has to make arrangements to terminate the placement as soon as is practicable in the interests of the child"
- Children's placements were regularly reviewed through both the children's hearing system and internal Looked after and accommodated children's reviews. Files show that children and young people were regularly reviewed and that their views and that of their families were actively sought and recorded. Files also show evidence of unplanned ending reviews when placements broke down to look at whether anything could be learned from this. Where allegations were made there is evidence that discussions took place around what was in the best interests of the child/ren concerned and a move was planned where that was felt to be what was in the child's best interests.

Contextualising national policy at the time is important, as nationally the government and Department of Health were concerned with looking at child protection practices and the development of these which eventually led to the 21st century review and the implementation of GIRFEC and the review of foster care in Scotland.

1995 – Key Document - Child protection: messages from research. HMSO, 1995. The need for new information became manifest in the 1980s after a series of child abuse scandals. The Cleveland Inquiry 1987, chaired by Lady Justice Butler-Schloss, followed public concern about the removal from home of children suspected of being sexually abused. Has professional been over zealous, had parents' right been disregarded? The Inquiry gave a new salience to the problems of child sexual abuse and raised important questions about the ways in which child welfare agencies handle cases coming to their notice. The following gaps in knowledge were identified: the definition and diagnosis of child maltreatment; the response of protection agencies when suspected child abuse comes to light; and, the most effective forms of intervention. These raised important practice questions, namely; when to take action, how to intervene, when to remove children and when and how to withdraw services. The conclusion of this work noted that as child protection services evolve, they need to be continuously assessed and reviewed. The message from the 20 studies is that decisions about children in need are, to some extent, socially constructed and that the same need may require different inputs in different historical eras. Post-Cleveland the need was for an ordered protection service; in ten years' time the need might well be for family support and protection. If policy and practice changes are to follow from this round of research, it should be to reconsider the balance of services and alter the way in which professionals are perceived by parent accused of abusing or neglecting their offspring"

The 1996 Moray childcare strategy was shaped from legislation and the national research at the time and looked to develop far more targeted support to families who were in need. From file reads we can see that children and their families views were regularly sought in Moray and were recoded and cognisance taken of these.

1996 – Key Document - In 1996 the Scottish Executive commissioned John Triseliotis from University of Edinburgh and Moira Walker and Malcom Hill from the Glasgow Centre for the Child and Society, University of Glasgow to review how foster care was being delivered across Scotland. This was prompted by concerns about the structure and organisation of fostering services, and about the supply and retention of foster carer relative to the demand for them. The findings from the research showed that key messages for policy and practice were that the Scottish fostering systems were

found to have many strengths and this possibly explains the high retention rate for foster carers. The problem was not so much one of loss but one of recruiting and retaining foster carers for longer than an average of seven years. Nevertheless, the services were facing some major challenges requiring all authorities to:

- Develop far more distinctive, detailed and long term foster care policies
- Raise the profile of their services and significantly raise the quality of social worker support services to children and foster carers
- Consider the provision of support to carers as central to the operation of the whole service
- Establish much greater rapport with carers at all levels and make partnership a much greater reality than it is at present
- Obtain annually objective feedback from carers who leave the service.

During this time Moray were establishing their fostering team. Within the guidance that was drawn up to support foster cares at this time it makes detailed reference to the types of placements that can be provided including permanent and long term placements and the policies and approaches to practice in providing these. Foster care has always been high on the agenda for Moray with various different types of recruitment campaigns over the years. It is clear through the policy and practices tracked that support to carers was more structured and central to the service delivery as Moray council became an authority in its own right. Partnership is in the ethos and values section of the Guidance for foster carers from this time. (DOCUMENT 19)

1997 – Key Local Document – Moray Childcare Strategy. The Moray childcare strategy was launched with full council approval in February 1997 as a partnership between Moray Council, Aberlour Child Care Trust and NCH Action for Children (Scotland). Children 1st joined the Partnership in 1998. This strategy saw Moray Council set up partnership with various voluntary agencies to enhance the service provisions. It attempted to meet certain key objectives in the broad outcomes for children.

- I. To Maximise the number of children worked with by the community based services on a no-order basis (i.e. without being looked-after by the local authority)
- II. For those who are looked after maximise the number of children worked with at home or in the community-based placements (friends, relatives and supported lodgings)
- III. For children who are looked after and accommodated maximise the number of placements made within Moray (or provided directly by Moray Council)

As part of this strategy many new initiatives were developed in partnership with Moray Council. In relation to fostering this saw a new scheme developed in partnership with NCH in November 1997. Moray Alternative Placement Scheme (MAPS) project was developed as a specialised fostering service that looked at accommodating young people who would previously have been looked after outside of Moray due to their high level of need. The scheme provided a 24 hour wrap around support to the foster carers in order to support and maintain the placements. Ultimately the scheme failed to thrive reportedly due to a lack of proper funding, demands of the young people, stresses placed on the carers due to lack of short-break support and the demotivation/deskilling of staff due to lack of accessible training. The successes of the project were noted and three young people who would have otherwise been accommodated out with Moray staying with foster carers on a medium term basis (at least 12 months). We cannot comment on the quality of the questions outlined below in relation to this scheme as it was provided by NCH who no longer operate these services in Moray.

Evidence for this taken from Moray Project annual service report on NCH Services. Sept 2000

Evidence taken from Minutes from the 1998 committee retrospectively reports:

Moray Adoption and Fostering Panels 1998 Review

Purpose: To inform Community Services Committee of the work undertaken by the Moray Panels.

Background: Separate Fostering and Adoption Panels were established on 1 April 1997 in accordance with Adoption Agencies (Scotland) Regulations 1996 and the Fostering of Children (Scotland) Regulations 1996.

1997 - Key Document: In 1997 the Welsh office produced People Like us: the report of the review of safeguards for children living away from home. Whilst this review looked at a review the safeguards introduced for England and Wales by the Children Act 1989 and the further measures since taken to protect children living away from home, with particular reference to children's residential homes, foster care and boarding schools; assess whether these safeguards are the most effective that can realistically be designed to protect such children from abuse and other harm and whether they are being satisfactorily enforced; and it made recommendations accordingly to the Secretary of State for Health, and the Secretary of State for Wales. However, this document was significant in that led to *The National Association for Foster Care producing the 'UK National Standards for Foster Care' 1999 which was used to develop a National Code of Practice on the recruitment, assessment, approval, training, management and support of foster carers. Moray used this as its underpinning framework for the delivery of the fostering service until it was superseded by the National Health and Social Care standards introduced by the Scottish government in 2002.

*The National Association for Foster Care rebranded in 2002 and became The Fostering Network as we know it now

1998-2001

1998 – Key Legislation - THE SCOTLAND ACT 1998

- Devolved powers and establishment of the Scottish parliament

1998 – Key Legislation - HUMAN RIGHTS ACT 1998

- The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights into domestic British Law.

1998 – Key Legislation - Data Protection Act 1998 (Service users can access information being held about them through this act)

1998 - Key Document – Modernising Social Services (DoH paper with proposals for setting up new regulatory bodies such as Scottish Social Services Council etc)

This document was of significance in Moray as it proposed a national approach to the regulation of fostering, adoption and adult placement services and the workforce providing these.

1998 - Key Document - Protecting Children – A Shared Responsibility published by Scottish Office. Guidance and the beginnings of a national approach to standardising Child Protection practices across Scotland

This was a key document for Moray Council which led to a review and an update of Morays child protection procedures being implemented in 1999.

1999 – Key Legislation - EUROPEAN CONVENTION ON HUMAN RIGHTS 1999

1999 - Key Document - Aiming for Excellence 1999. White paper published by the Scottish Office (setting out the government’s proposal to set up SSSC – registering the workforce and putting in place codes of practice to raise professional practice and training. Also the proposal for the Care Commission, registering services and beginning to develop inspection cycles)

1999 - Key Document – UK National Standards and code of practice for the recruitment, assessment, approval training and management and support of foster carers.

From 1999 Moray Council used the Code of Practice on the recruitment, assessment, approval, training, management and support of foster carers. Published by The National Association for Foster Care.

2000 – Key Legislation - SEXUAL OFFENCES (AMENDMENT) ACT 2000

- Came into force August 2003
- Sexual activity by a person over 18 with a person under 18 while in a position of trust became illegal regardless of consent.

2000 – Key Legislation - Freedom of information Act 2000 – (Key legislation in beginning to shape professional accountability in public services.)

2000 – Child Death - Victoria Climbié dies: Public enquiry into her death begins in 2001 and reports to DoH in 2003 – key findings highlight 100 recommendations for change. The main concerns highlighting problems in multi-agency communication and organisational differences of opinion the skill base of the staff to manage high levels of aggression presented by her family.

The impact of policy and practice changes from this came much later after the inquiry was published – see section 2000-2014.

2000 – Child Death - Kennedy McFarlane Dies: enquiry findings make recommendations for both health and social work. Findings highlight failings in multi-agency communication and the skill base of the staff to manage complex child protection work. 2001 the Scottish Government ordered a full review of child protection in Scotland. The audit published a year and a half later indicated that half of all children at risk of abuse and neglect in Scotland receive adequate protection. Two years later the children’s charter was published setting out how carers and professionals should protect and respect children’s rights.

Committee Minutes

4 August 1998

Moray Adoption and Fostering Panels 1998 Review

Purpose: To inform Community Services Committee of the work undertaken by the Moray Panels.

Background: Separate Fostering and Adoption Panels were established on 1 April 1997 in accordance with Adoption Agencies (Scotland) Regulations 1996 and the Fostering of Children (Scotland) Regulations 1996. Reference is made in the minute to the Moray Adoption and Fostering Teams having completed a comprehensive handbook entitled “Guidance for Foster Carers”. However there has been hard copy found of this.

29 March 2000

Moray Adoption and Fostering Panels 1999 Review was heard at the committee. No changes to policy or procedure noted at this review.

2001

REGULATION OF CARE (SCOTLAND) ACT 2001

- Came into force April 2002
- Created the Care Commission
- Duty to register fostering services (though local authorities providing adoption and fostering services were registered under Part Two of the 2001 Act, which had separate enforcement mechanisms).
- **Moray council registered fostering, adoption and adult placement services by agreement and compliance with the 2001 Act.**
- Registration of service granted on the basis of Regulation that Care (Requirements as to Care Services) (Scotland) Regulations were satisfied.
- Care Commission to issue improvement notices
- "Established a national regulatory body to undertake this work and to take account of new national care standards in its registration, inspection and enforcement work."
- Repealed inspections as known from the Social Work (Scotland) Act 1968.
- Set up of SSSC

2004

2004 - Key Document - National Objectives for Social Work in Criminal Justice published – chapter 11 outlining specific work with Schedule 1 offenders – supporting the child protection framework.

Approval of the Moray Fostering Scheme (Aug/ Sept)

7 April 2004

COSLA recommendations in relation to fostering allowances

Proposal: COSLA has recommended in a letter, dated 27th February 2004 that Foster Carer Allowances be increased by 2.5% over the 2003/2004 levels. **Committee approved recommendation.**

2 June 2004

Fostering in Moray

Purpose: Seek approval for the establishment of a new fostering scheme in Moray, approval to Moray Council to be part of the North and East of Scotland Consortium for the provision of permanent care.

Recommendations: Establishment of a new fostering scheme in Moray, participation in North and East Consortium agreed.

(Influenced by shortage of carers due to problems with recruitment)

Permission was granted to consult with key stakeholders on the proposed fostering scheme.

11 August 2004

Fostering in Moray

Purpose: Seek approval for establishment of a new fostering scheme in Moray having now formally consulted on the proposed arrangements, to recommend to the Policy and Resource Committee the additional staffing and financial resources required to implement the proposed new scheme.

Recommendation: approve the establishment of a new fostering scheme in Moray, recommend to the Policy and Resource Committee the staffing and financial implications as set out in the report.

2005

The Social Work Inspection Agency (SWIA) was set up in 2005 to inspect social work services and promote good practice.

Key Document - SWIA published 'an inspection into the Care and Protection of Children in Eilan Sair'. This was a response to the Scandal in Orkney where 13 adult were charged with abuse and neglect.
2005

2005 - Key Document - Protecting children and young people: Child Protection Committees 2005

- **Key Documents** - Scottish policy changes implemented:
- Getting it right for every child: proposals for action (2005a) Scottish Executive, Edinburgh
- Reserved functions of the social worker (2005b) Scottish Executive, Edinburgh
- The need for social work intervention (2005c) Scottish Executive, Edinburgh

2005 - Key Document - Colyn Evans report published. Report into LAAC young person Colyn Evans management after carrying out the brutal murder of Karen Dewar and burning her body in wheely bin in Tayport in Fife. Colyn Evans had previously spent 2 years in Kerelaw care home in Ayrshire which became the subject of its own abuse scandal many years later.

2005 - Fostering Allowances paid at FN rates across 2005/2006 (and sustained annually thereafter)

December 2005 Moray Fostering Service registered with Care Commission. Development plan reflects updated practice approaches for reviews and other processes.

2 February 2005

Adoption & Fostering Panel Review October 2003 to December 2004

No changes to policy or procedure noted.

Purpose: To seek approval from Committee to amend the composition of the Moray Adoption and Fostering Panels. It is proposed that there should be a more flexible approach to the composition of the Moray panels in the light of operational experience and the tasks the panels are required to undertake. Greater capacity for change within panels proposed. **Committee approved proposed composition of Moray Adoption and Fostering Panels.**

30 March 2005

Fostering Finance and Related Allowances

Purpose: Recommending to the Policy and Resources approval of the level of payments for Moray Fostering Scheme Allowances. **Committee approved recommendation.**

1 April 2005

New Fostering Scheme implemented.

Moray Council received letter from the Scottish Executive detailing additional money available to the Council over the next 3 years to improve fostering services.

10 August 2005

Moray Fostering Scheme

Purpose: Report on the financial implications of the implementation of the new Moray Fostering Scheme based on its first 3 months of operation, to advise Committee of the additional funds available to the Council from the Scottish Executive and seek agreement on how such resources be used.

Committee approved cost of providing the service.

2006

2006 – Key Legislation - THE FAMILY LAW (SCOTLAND) ACT 2006

- Abolished the status of “illegitimacy”
- Allowed unmarried fathers to have full parental rights and responsibilities.
- Extended existing cohabiting rules to same sex couples

2006 – Key Document - Scottish Government: Extraordinary Lives a positive future for looked after children and young people in Scotland

2006 – Key Document - Scottish Government: Celebrating Success what helps looked after children succeed

2006 – Key Document - Scottish Government: The health of looked after and accommodated children and young people in Scotland - messages from research

2006 – Key Document - Scottish Government: Time well spent – fed into Extraordinary Lives

2006 – Key Document - SIRCC No Time to Lose: A Manifesto for Children and Young People looked after away from home

Fostering and Adoption Training strategy - Work on Recruitment strategy (BIBLIOGRAPHY 66)

2006 – Key Event - First Inspection of the fostering service. Five requirements and seventeen recommendations were made - one had not been met, one partially met and three had been fully met as noted below:

1. It is required that the service puts in place a system, policy and procedure with partner agencies with regards to an allegation or complaint being made against a Foster Carer This in accordance with The Fostering of Children (Scotland) Regulation and Rules 1996, 4/16 Regulation 8 Schedule Guidelines regarding the action to be taken when an allegation or complaint had been made against a Foster Carer had been developed - **Requirement fully met**

2. It is required that all foster carers are reviewed annually. This in accordance with The Fostering of Children (Scotland) Regulations and Rules 1996, Regulation 8, 10(1) Schedule 2. Timescale: Immediate on receipt of this report. **Files and foster carers confirmed that annual reviews were being undertaken - Requirement fully met**

3. It is required that the service includes an assessment of: training and support received by the foster carer and their family to ensure the planned programme identifies the needs of the carers and the service. This in accordance with The Fostering of Children (Scotland) Regulations and Rules 1996, Regulation 8, Schedule 2. **Training records and foster carers confirmed that training was being provided and assessed - Requirement fully met**

4. It is required that a system is put in place to gain the views of Looked After Children and their parents in a more direct way. This in accordance with the Fostering of Children (Scotland) Regulations and Rules 1996, Regulation 10 and The Children (Scotland) Act 1995, 17(3)(a)(b). **Questionnaires were being developed and the Children's Rights Officer confirmed she had been consulted and involved in the process - Requirement partially met - see requirement 4 at the end of this report**

5. It is required that a review meeting is held as soon as possible after any significant incident, complaint or allegation of abuse or neglect. This in accordance with Scottish Statutory Instrument 2002, 114, The Regulation of Care (Requirements as to Care Services (Scotland) Regulations 2002, Regulation 4(1) Welfare of Service Users. **Written procedures/protocols had been developed - Requirement fully met**

The service had fully implemented eleven of the seventeen recommendations made at the last inspection, two had been partially met and four had not been met which were noted under recommendation 3, 5, 6, 7, 8 and 9 in inspection in 2008. See below

The initial information pack sent to prospective foster carers should be further developed to include information regarding making a complaint and the appeals process. This also needs to include the details and role of the Care Commission. This recommendation was made at the last inspection and remains outstanding. (See recommendation 5)

The Foster Carer Handbook needs to be reviewed to take account of the National Care Standards, this recommendation was made at the last inspection and remains outstanding (see recommendation 6)

The service needs to establish and publish a clear procedure for reconsidering applications and hearing appeals against decisions and ensure that all staff and panel members are aware of such protocols, this recommendation was made at the last inspection and remains outstanding (see recommendation 7)

13/16 the service panel selection procedures should state that all panel members will be subject to Disclosure Scotland checks, this recommendation was made at the last inspection and was partially met (see recommendation 8)

Information regarding the appeals procedure needs to be put in place, this recommendation was made at the last inspection and remains outstanding (see recommendation 9)

To establish a system that obtains the views of parents in a more direct way, this requirement was made at the last inspection and remains outstanding (see requirement 3)

2006 - Key Event– New fostering scheme 'Choices' gets underway

Committee 31 May 2006

Moray Fostering and Adoption Panel Review January to December 2005

No changes to policy/procedure noted.

9 August 2006

Moray Fostering Scheme

Reason for Report: To provide committee with a review of progress following the implementation of the new Moray Fostering Scheme from 1 April 2005.

Background: A series of reports headed "Fostering in Moray" were tables at Committee meeting on 3 December 2003, 2 June 2004, and 11 August 2004.

2007

ADOPTION AND CHILDREN (SCOTLAND) ACT 2007

- Allowed same sex and unmarried couples to make joint application for adoption
- Duty to provide, and definition of, an Adoption Service.
- This act revolutionised legal routes to adoption and allowed for the sharing of parental rights and responsibilities for children who were remaining in long term permanent local authority care.

Moray addressed the changes across this legislation changed the Adoption Service accordingly.

THE PROTECTION OF VULNERABLE GROUPS (SCOTLAND) ACT 2007

- Came into effect February 2011 and remains in law today
- "Part 1 sets out the provisions for the operation of the lists of those individuals who are barred from working with children and protected adults respectively. It provides for the Scottish Ministers (as the Central Barring Unit) to maintain the lists and to determine an individual's unsuitability to undertake regulated work with children or protected adults"
- "Part 1 also provides the courts with duties or powers, in different circumstances respectively, to refer individuals for consideration by the Scottish Ministers for inclusion on the relevant list(s). Criteria for the automatic inclusion of individuals on the lists can be specified by order, made under powers in Part 1. Part 1 also makes provision for appeals and the process for removal from the list."

All foster carers and staff were moved into the PVG scheme – Moray still works with PVG registrations at present.

2007 - Key Document - Publication of Changing lives: Report of the 21st Century Social Work Review 2007 – identifies three overriding conclusions.

- **Doing more of the same won't work.** Increasing demand, greater complexity and rising expectations mean that the current situation is not sustainable: Tomorrow's solutions will need to engage people as active participants, delivering accessible, responsive services of the highest quality and promoting wellbeing.
- **Social work services don't have all of the answers.** They need to work closely with other universal providers in all sectors to find new ways to design and deliver services across the public sector: Tomorrow's solutions will involve professionals, services and agencies from across the public, private and voluntary sectors in a concerted and joined-up effort, building new capacity in individuals, families and communities and focusing on preventing problems before they damage people's life chances irreparably.
- **Social workers' skills are highly valued and increasingly relevant to the changing needs of society.** Yet we are far from making the best use of these skills: Tomorrow's solutions will need to make the best use of skills across the public sector workforce, refocusing on the core

values of social work. Social workers will need to make effective use of therapeutic relationships and find new ways to manage risk.

2007 - Key Document - Crerar Review 2007 – recommending significant changes to the regulation systems in Scotland.

Crerar Review proposed the introduction of standardised complaint systems across local authorities. Moray introduce their new complaints framework.

2007 - Key Document - Scottish Executive becomes the Scottish Government 2007

2007 - Key Document - Scottish Government Looked after children and young people: we can and must do better

2007 - Baaf Practice Note (51) re smoking 2007

Moray developed their new smoking policy for based on this practice note.

2007 – Child Death - Peter Connelly dies (Known as Baby P)

2007 – Key Document - GIRFEC guidance for implementation being developed

2007 – Key Document - Scottish Government: Getting it Right for every Child in Kinship and Foster Care, followed by National Fostering and Kinship Care strategy

Moray council rolls out Proact-Scip Training and Practice Monitoring. A crisis intervention model of support and de-escalation.

2008

2008 – Child Death - Brandon Muir dies. The Significant Case review included: the evaluation and sharing of information, the need for full background checks on all household members, the need for continual assessment and care planning, the conduct of initial referral discussions, the impact of domestic abuse and substance misuse on children, the need for clear multi agency ownership and leadership of child protection, the capacity of resources in the Child Protection Team, the capacity and resilience of community nursing resources.

2008 – Child Death - Declan Haney dies. The significant case review reported in 2010 and identified a number of key themes including: Risk assessment and review processes. Interagency communication and information sharing. Identification of non-engagement/non-compliance with services resulting in the child not being seen.

Key Document - Getting it Right for Every Child is published – This is hailed as the national approach to best practice in child protection and across Scotland and was established in practice in 2010. Whilst it is widely recognised that the roots of this document were built upon changing public policy and a building approach to better more joined up working and putting the child at the centre of the system.

Moray Council rolled out GIRFEC training across their services and redesigned their approaches to assessment work with children and their families.

Moray Adoption and Fostering Panels processes are reviewed and updated.

Staff member seriously injured by young person in Choices. Results in a full review of the Choices Scheme (Sept) Choices Respite Process reviewed and checklist is created.

2008 – Key Event - Fostering service inspected – recommendations and requirements and the action taken as follows:

1. The service should develop a code of practice that uphold the rights of children and young people where information about them is used in an advertising or recruitment campaign. This is to comply with Scottish Statutory Instrument 2002 No.114 The Regulation of Care Requirements as to Care Services (Scotland) Regulations 2002, regulation 4 (1)(a)(b) as amended by Scottish Statutory Instrument 2004 No. 94 The Regulation of Care Requirements as to Care Services (Scotland) Amendment Regulations 2004 regulation 2, Amendment of Principal Regulations. The following National Care Standard has been taken into account Foster care and family placement services, Standard 3.2 Time scale for implementation: 3 months from publication of this report

Action taken: The service had developed a written code of practice to protect the identity and rights of children and young people where information is being used about them in any advertising or recruitment campaign. The requirement had been actioned and met.

2. The service should ensure that a complaints procedure is available for all service users and their representatives in a format and language that is appropriate to their needs. This is to comply with: Scottish Statutory Instrument 2002 No.114 the Regulation of Care of Care Requirements as to Care Services (Scotland) Amendment Regulations 2002, regulation 25 - complaints as amended by Scottish Statutory Instrument 2004 No. 94 The Regulation of Care (Requirements as to Care Services (Scotland) Amendment Regulations 2004 regulation 2, Amendment of Principal Regulations. The following National Care Standard has been taken into account Foster care and family placement services, Standard 4.5 Time scale for implementation: 3 months from publication of this report.

Action Taken: The service had a complaints leaflet for children and young people which was included in the information pack. The service had access to an agency that could translate literature into other languages. The Moray Council had reproduced its complaints procedure for all social work services and it included information on the Care Commission which was to be included in the fostering and adoption information packs, foster carer's handbooks and information packs for children and young people. This requirement had been actioned and met.

3. To establish a system that obtains the views of parents in a more direct way. This is in order to comply with: The Fostering of Children (Scotland) Regulations and Rules 1996, Regulation 10 The following National Care Standard has been taken into account Foster care and family placement services, Standard, 11 Time scale: 8 weeks from the publication of this report

Action Taken: The service was continuing to progress the service users and carers participation strategy and working groups would continue to consider parents in future planning. The requirement had been actioned.

Recommendations

15/16 1. The service should further develop the information/welcome booklet for children and young people to include the elements in standard 1.1. The 'Welcome' information to be amended and distributed as soon as possible. National Care Standards Foster Care and Family Placement Services, Standard 1: Informing and deciding - **this recommendation had not been met and was carried forward**

2. The service should ensure that there is a system to analyse placements so that shortfalls are identified and recruitment can be targeted to meet the shortfalls. National Care Standards Foster Care and Family Placement Services, Standard 3: Helping you as an individual
3. The service continues to explore different ways of involving foster carers, children and young people in the quality improvement of the service and produces an annual report that can include the information. National Care Standards Foster Care and Family Placement Services, Standard 13: Management and staffing – **Recommendation Actioned**
4. Whilst there was an established system, policy and procedure with partner agencies with regards to an allegation or complaint being made against a foster carer, the service should continue to improve and progress elements of practice and communication with partner agencies to ensure that the system is appropriately implemented and robust. National Care Standards Foster Care and Family Placement Services, Standard 13: Management and staffing
5. It is recommended that the initial information pack sent to prospective foster carers should be further developed to include information regarding making a complaint and the appeals process. This also needs to include the details and role of the Care Commission. National Care Standards: Foster Care and Family Placement Services, Standard 5: Assessing and approving carers
6. The Foster Carer Handbook needs to be reviewed to take account of the National Care Standards. Foster Care and Family Placement Services, Standard 5: Assessing and approving carers – **Draft handbook in place – plan to distribute following foster carer consultation**
7. The service to establish and publish a clear procedure for reconsidering applications and hearing appeals against decisions and ensure that all staff, applicants and panel members are aware of such protocols. National Care Standards Foster Care and Family Placement Services: Standard 6: Completing the application
8. The service panel selection procedures should state that all panel members will be subject to Disclosure Scotland checks National Care Standards Foster Care and Family Placement Services; Standard 12: The fostering panel
9. Information regarding the appeals procedure to be put in place National Care Standards: Foster Care and Family Placement Services, Standard 12: The fostering panel.

2009

2009 – Key Event – Fostering Service Inspected

Requirements

No requirements were made at this inspection.

Recommendations

1. The service should further develop the information/welcome booklet for children and young people, at the earliest opportunity and include the elements in standard 1.1. The 'Welcome' information to be amended consideration should be given to consulting with children and young people that use the service. National Care Standards Foster Care and Family Placement Services, Standard 1: Informing and deciding – **Recommendation continues as not complete**
2. The initial information pack sent to prospective foster carers should be further developed to include information regarding making a complaint and the appeals process. This also needs to

include the details and role of the Care Commission. National Care Standards: Foster Care and Family Placement Services, Standard 5: Assessing and approving carers – Recommendation continues as not complete

2009 – Key Legislation - LOOKED AFTER CHILDREN (SCOTLAND) REGULATIONS 2009

- “The local authority must make a care plan to address the immediate and longer-term needs of the child with a view, under the 1996 Regulations, to safeguarding and promoting his or her welfare and under the 2009 Regulations, an assessment of how these needs can be met.”
- “Appropriate records have to be kept, until the seventy-fifth (under the 1996 Regulations) or the hundredth (under the 2009 Regulations) anniversary of the child’s birth (or twenty-fifth anniversary of his or her death before the age of 18),”
- “removed the prohibition on placing children for fostering with anyone other than a man and a woman acting together or a man or a woman acting alone”
- “The local authority is responsible for the approval of foster carers as well as reviews and termination of that approval. When considering whether to approve a person as a foster carer the local authority must refer the case to the fostering panel, providing them so far as reasonably practicable with information specified in Schedule 3700 and such other information or observations as it considers appropriate, and if it receives a recommendation from the panel the local authority must make a decision within 14 days”
- Written records of each foster carer must be kept.
- Allowed for fostering panel decision appeals.

2009 - Key Legislation - Adoption Agencies (Scotland) regulations 2009

SEXUAL OFFENCES (SCOTLAND) ACT 2009

- Repealed SEXUAL OFFENCES (AMENDMENT) ACT 2000
- And replaced with law replicating this.
- “position of trust” includes foster care

“while they are detained by a court order or under an enactment in an institution, or are resident in a home or other place in which accommodation is provided by a local authority, or are accommodated and cared for in a hospital, care home service, residential establishment or accommodation provided by a school care accommodation service or secure accommodation service. In addition, anyone who fulfils or exercises parental responsibilities or parental rights under an arrangement with a person who has such responsibilities or rights (private fosterers), or treats the person under 18 as a child of his or her family while being a member of the same household⁵⁵⁶ is also in a position of trust”

2009 - Key Document - Lord Laming’s report on Child Protection published (2009) The report makes recommendations on improving inspection work in child protection services and the quality of serious case reviews.

BAAF guidance Assessment Gay and Lesbian Carers - training in Moray

SAAS Training in Moray ‘Therapeutic Positioning; ideas around ‘safe uncertainty

2009 – Moray Document - Foster Carer Reviews – proposal

2009 – Moray Document - Choices guidance re Incident reporting and minor incident form

2009 – Moray Document - Lone Working Practice – each Department must develop its own Risk Assessment Checklist – Children and Families staff to develop their own specific checklist

2009 – Moray Document - Paper on Expenses in Therapeutic Fostering

2009 – Moray Document – CHILDREN 1st, an independent agency, was approached by the Moray Council's Fostering Adoption Team to conduct an evaluation of their fostering service through a consultation process involving children and young people currently in foster care. To make this piece of work possible, additional funding was secured by Moray Council. It was agreed that the three areas that the consultation would identify were:

- positive areas of the service
- areas of the service which require development
- how young people might be involved in developing the service

2010

February 2010 – Key Event – Fostering Service Inspected

Requirements

No requirements were made at this inspection.

Recommendations

1. The service should further develop the information/welcome booklet for children and young people, at the earliest opportunity and include National Care Standard 1.1. Consideration should be given to consulting people who use the service as part of the process. National Care Standards Foster Care and Family Placement Services, Standard 1: Informing and deciding - **The service had progressed the recommendation made in relation to the creation of an information/welcome booklet for children young people which had been made following a previous inspection. This booklet should be completed and made available to children and young people.**

2. The initial information pack sent to prospective foster carers should include information regarding making a complaint and the appeals process. Also the contact details and role of the Care Commission. National Care Standards: Foster Care and Family Placement Services, Standard 5: Assessing and approving carers – **recommendation met.**

2010 - Key Legislation - PUBLIC SERVICES REFORM (SCOTLAND) ACT 2010

- Replaced from October 2010 many of the structures under the Regulation of Care (Scotland) Act 2001.
- Replaces the Care Commission with the Care Inspectorate

2010 - Key Legislation - PUBLIC SERVICES REFORM (SCOTLAND) ACT 2010

- Replaced from October 2010 many of the structures under the Regulation of Care (Scotland) Act 2001.
- Replaces the Care Commission with the Care Inspectorate

“Though adoption and fostering services are inspected by the Care Inspectorate, they have no role in enforcing any local authority obligation since local authorities have a statutory duty to provide such services and so the Care Inspectorate cannot deregister them.”

2010 - Key Documents - National Guidance for Child Protection in Scotland 2010 published. Outlining the national policy and practice approach to child protection work in Scotland.

2010 - Key Document - Eillen Munros report on child protection was published (2010) echoing the findings of Lord Laming's publication but going further and making 12 recommendations to the government including several to Ofsted about how inspection work should be undertaken.

2010 – Key Document – SWIA Practice guide to chronologies published.

SAAS provide Moray Council training re Contact (Wassail)

Rowan Centre provides 'Mindful Care' Training to Choices carers and staff

Choices Social Worker post interview (Carers)

9 June 2010

Moray Fostering and Adoption Panel Review January to December 2009

No changes to policy/procedure noted.

2010 Adoption Service date of INSPECTION Feb 2010 Draft report

- | | |
|--|--------------|
| - Quality of Care and support | 5 Very good |
| - Quality of staffing | 5 Very good |
| - Quality of Management and Leadership | not assessed |

- No requirements and no recommendations arising from this inspection
- Areas for improvement are noted as being to take account of the content of the consultation that was carried out, progress the post adoption support agreement. Restructuring was noted along with the impact of the new Scottish Government legislation creating a need for ongoing liaison with people who use the service.

2011

2011 - Key Legislation - THE SOCIAL CARE AND SOCIAL WORK IMPROVEMENT SCOTLAND (REQUIREMENTS FOR CARE SERVICES) REGULATIONS 2011

2011 – Key Legislation - CHILDREN'S HEARING (SCOTLAND) ACT 2011 - The act created Children's Hearings Scotland a national body. Safeguarding panel was created to ensure consistency and decision making processes were changed and developed to ensure transparency and clarity in these processes.

2011 - Key Document - Christie Commission on the future delivery of public services (2011) The report made many recommendations about making improvements to public services. Including a whole system approach to providing services.

1 April 2011

Fostering Service transferred registration from the Care Commission to the Care Inspectorate.

22 June 2011

2011 – Key Event - Inspection of Moray Fostering Service Requirements

No requirements were made at this inspection.

Recommendations

No recommendations were made at this inspection

Areas for Improvement:

- The service identified as an area for improvement the need to ratify and implement the guidance on the management of allegations against foster carers.
- The service identified as an area of improvement their plan to work in partnership with CAMH services to roll out training on "Promoting and Managing Young People's Mental Health" to all mainstream foster cares.

Improvements:

- Initial information pack sent to prospective foster carers now includes a copy of The Moray Council leaflet "How to Complain about Social Work Services" which includes contact details for the Social Care and Social Work Improvement Services (SCSWIS) previously the Care Commission.

2012

2012 – Key Legislation - Welfare Reform Act 2012 – modernised the welfare system

2012 – Key Document - CELCIS Consultation Response: A Tobacco Control strategy for Scotland – Following a detailed review of NHS Ayrshire & Arran's adverse event management in the spring of 2012, the Cabinet Secretary for Health, Wellbeing and Cities Strategy instructed Healthcare Improvement Scotland to develop a national framework and a programme of reviews. Between autumn 2012 and spring 2014 All staff working in registered services undertook Duty of Candour training

2012 - Guidance for Consideration of Substance Misuse concerns in Assessment Process

2012 – Key Document - NRAF

Updated process re Management of Allegations against Foster Carers (DOCUMENT 129)

Moray Council New Complaint's process (DOCUMENT 130)

BAAF training in Moray Permanence and Adoption

Moray Council Risk Assessment and Management Manual updated including Lone Working (DOCUMENT 128)

2013

December 2013 – Key Event – Fostering Service Inspected

Requirements

No requirements were made at this inspection.

Recommendations

1. The service provider should ensure that there is a clear procedure in place which allows information gathered about the quality of the service to be analysed, fed back to participants and influence service improvements.

Action Plan established to address recommendation:

- i. Placement services team improvement plan in draft form to be submitted by January 31st 2014.
- ii. Fostering team improvement plan to be submitted by April 2014.
- iii. Input to team improvement plan from service users to be gathered and collated to inform the draft improvement plan.
- iv. New senior social workers in post on 20 January 2014
- v. Spreadsheet to monitor feedback will be developed by senior social worker to collate feedback from different sources by end February 2014
- vi. Carers coffee morning planned for February 2014 and views gathered re ongoing collation of feedback

Routine feedback regarding service developments will be passed onto service users at carers meetings. These meetings will also be evaluated to inform ongoing service development.

2013 – Key document - SWIA file Audit tool

2013 – Key Document - Malloch Report re Secure Care (In their own Right – Support for families with a young person in secure care accommodation)

2013 – Key Document - Staying Put Scotland – Scottish Government Guidance

2013 – Key Document - National Foster Care Review – 6 recommendations:

RECOMMENDATIONS FROM THE FOSTER CARE REVIEW

1. **Placement descriptors:** Scottish Government (in collaboration with all relevant parties) should establish a set of clear descriptors for the different types of foster care placements available to children and young people in Scotland. These descriptors would be for use in a child's care plan, where clarity over the purpose of every placement is critical (even if that purpose changes over time). These descriptors should be set out in national guidance, and embedded into practice via the Care Inspectorate's Annual Return for Fostering Agencies and appropriate national statistics. It would be beneficial if the terms used for carer approval were aligned with these placement descriptors.
2. **National foster carer database:** The proposal to establish a national database of foster carers should not be taken forward at this time. Alternative strategies for realising the perceived benefits of a national database should be explored.
3. **Placement Limits:** The Scottish Government should introduce a maximum placement limit, preferably through a new National Care Standard for Foster Care and Family Placement Services. (Only if that is not possible should regulation be considered.) The limit described should be for a maximum of three unrelated children in a fostering household. Birth and adopted children in the household should not be counted, nor young people who were formerly looked after. Agencies should be able to seek exemptions from the fostering panel in certain circumstances (such as in emergencies or short-break arrangements for children).
4. **Learning & Development:** The Scottish Government should commission a National Learning and Development Framework for Foster Care, underwritten by new National Care Standards (Fostering) or Regulations. The Framework should include two mandatory courses (at preparatory and induction stages) for new carers, and a mandatory programme of continuous skills and knowledge development for experienced carers. The Framework should be accredited, with progress through the stages providing carers with the opportunity to obtain qualifications. The Framework should apply to all fostering agencies operating in Scotland, and while it should establish minimum standards in respect to the provision of learning and

development (and supervision), agencies should continue to set goals for their carers above those set out in the framework.

5. **Allowances:** In order to ensure that the relevant National Care Standard (No. 9: Allowances & Expenses) is being met, research should be undertaken to identify (a) the generic costs associated with fostering placements, and (b) how these relate to current allowance rates. Local and National government should consider the findings of this research, and then consider (including carrying out any necessary impact assessments) how changes could be introduced over time.
6. **Fees:** Local Authorities – with assistance from their Community Planning Partners and the Joint Improvement Team – should initiate a discussion about the future of fostering fees in Scotland (across all settings – local authority, independent & voluntary). This discussion should be seen as part of broader efforts to introduce a more strategic approach to the commissioning of children’s services. (The Review encourages any future discussions on fees to make reference to the principles and issues identified in the Review’s final report.)

2013 – Key Document - Information Commissioners Office Guidance on Information- sharing between services

June 2013 Fostering and Adoption Smoking Policy (reviewed 2014)

Children 1st Internet Safety guidance shared with Foster Carers

Permanence Procedures Updated version

Children’s Placement services and TCAC Team Smoking Policy

Nov Draft Moray Council Quality Assurance Guidelines

Dec Moray Council Integrated Children’s Services restructuring – (DOCUMENT 142)

2014 – Present

2014

November 2014 – Key Event – Fostering Service Inspected

Requirements

1. The service provider needs to ensure that a resolution to the delay in the review of Foster Carers is found. This in accordance with The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011: Regulation: 4(1)(a), National Care Standards: Foster Care and Family Placement Services: National Care Standard: 11: 1 and 2 and The Looked After Children (Scotland) Regulations 2009 No. 210. Regulation 25(1)(a). **Timescale: 2 months from receipt of this report. This requirement was made on 09 December 2015. This requirement had been met and foster carers reviews are now being held within the timescales. This has been assisted by a more detailed excel spreadsheet being in place which is monitored by very able administration staff. Met - Within Timescales**

Recommendations

No recommendations were made at this inspection.

2014 – Key Legislation - THE CHILDREN AND YOUNG PEOPLE (SCOTLAND) ACT 2014

- Recognition of the merits of early state intervention in family life as a means of avoiding, or at least reducing the risks of, compulsory intervention.
- sought to give statutory enhancement of the GIRFEC approach of early intervention
- Part 3 provides for the preparation of three year “children's services plans” for local authority areas designed to secure, *inter alia*, that children's services are provided in a way which: best safeguards, supports and promotes the well-being of children; ensures that any action to meet their needs is taken at the earliest appropriate time; is most integrated from the point of view of recipients; and constitutes the best use of available resources
- Part 5 provides for the preparation of a “child's plan” in respect of any child whose well-being is being, or is at risk of being, adversely affected by any matter and requires a targeted intervention beyond the services provided to children generally.
- Part 9 of the Children and Young People (Scotland) Act 2014 gives statutory force to the concept of “corporate parenting”.

2014 – Key Legislation - Public Bodies (Joint Working) (Scotland) Act 2014 (takes forward the recommendations made within the Christie Commission report. It requires integration for health and social care services.)

2014 – Key Document - Rotherham Child Sexual Exploitation Scandal – major multi-agency failings identified in protecting children and young people in the area.

2014 – Historical Event - Scottish referendum on Independence – Scotland voted against independence.

2014– Child Death - Three children are killed in Fife 2014

- January 2014 Mikaeel Kular dies. Unknown to social services at the time.
- March 2014 Liam Fee dies. Known to social work and reported to them on several occasions with concerns about his care.
- April 2014 Madison Horn dies. Madison and her family were not known to social services.

2014 – Key Document - March NSPCC briefing re Risk and Adolescents – Learning from case reviews

2014 – Key Document - SCRA joint protocol for contact

2015

November 2015 – **Key Event – Fostering Service Inspected**

Requirements

No requirements were made at this inspection.

Recommendations

No recommendations were made at this inspection.

2015 – Key Legislation - Mental Health (Scotland) Act Passed 2015

2016

2016 – Key Legislation - Scotland Act passed 2016 – further devolving of powers to Scotland.

2016 – Key Document - Revised SSSC Codes of Practice published

2016 – INSPECTION - 2 March 2016

Inspection of Moray Fostering Service

Short notice inspection carried out between 16-30 November 2015.

No recommendations.

2017

2017 – Key Document - Health and Social Care standards replace the National care Standards 2018

25 January 2017

Moray Fostering and Adoption Panel Review 2016 – report to committee

23 August 2017

Moray Fostering and Adoption Panel Procedures (outcomes identified through PACE program)

Reason for Report: Seek approval for changes to the Moray Fostering and Adoption Panel procedures and to seek delegated authority for the Chief Social Work Officer to approve future changes.

New Procedures:

- i. Timing of referring a child to panel has reduced from 14 to 12 weeks following recommendation from permanence at the Child's LAC Review.
- ii. Membership of the panel is for 3 years, previously membership was for 2 years. Change is to be more efficient by reducing administration processes.
- iii. Highland council will join protocol Moray has with Aberdeenshire and Aberdeen City.
- iv. To be quorate the number of voting panels members has increased to 4, from 3 to ensure that there is robust discussion of all issues given the issue is permanent planning of care of a child out with their birth family.
- v. Panel papers must be sent 3 weeks in advance of panel, rather than 2 weeks.
- vi. To support the increased business of the panel additional dates are scheduled in March and October.
- vii. Agenda setting has been at a set time, this is now managed in a more fluid manner, to be responsive to changing need.
- viii. Any of the appointed panel members can lead discussion, to develop skills and strengths of the panel members and to ensure all panel members are familiar with all processes.
- ix. Processes for managing access to panel papers have been tightened.
- x. There have been slight changes to processes relating to new members. Following writing submission made by the applicant, disclosure checks, interview and references, prospective panel members will receive papers for and attend 2 panels as observers before recommendation for appointment to the panel.

All references to practice that is conducted out with the business of the panel has been removed from the procedures.

August 2017 – Key Event – Fostering Service Inspection

Requirements

No requirements were made at this inspection.

Recommendations

No recommendations were made at this inspection

2018

Moray Fostering and Adoption Panel Review 2017 – Report to Committee

7 March 2018

2 May 2018

Fostering in Moray

Purpose: To seek approval to explore options for the establishment of a new fostering scheme in Moray.

Recommendations: that enquiries and audits currently being undertaken should continue to progress, that foster carers should be active in shaping the options for a new fostering scheme in Moray, recommendations for the developing a new fostering scheme will be reported to Committee for approval in September this year.

Need for a new scheme identified for the previous 10 year period also without significant change. Revised scheme takes note of the National Foster Care Review (December 2013) that put forward a number of recommendations which have been or which are being progressed nationally and which have implications for local policy and practice:

- Placement descriptions
- Placement limits for fostering households
- Learning and development of foster carers
- Allowances and fees

Each of the above will be a consideration in the revised scheme.

27 June 2018

Fostering and Adoption Services Update

Purpose: To provide Committee with background information on the developments made within the fostering and adoption services, placement services, as a result of phase 1 redesign. Placements service moved from 6 general teams to 2 teams (adult assessment and children and young peoples)

2019

Throughout 2018 and into 2019 Moray Placement Services experienced significant changes within its management structure and operated within a service that was also undergoing structural changes.

New fostering scheme launched in April

- **Fostering scheme is rights based and underpinned by the Health and Social Care standards**
- **Introducing portfolio of learning and development for foster carers based on the standards for foster carer learning and development from SSSC**

October 2019 – Key Event – Fostering Service Inspected

Requirements

1. The agency must ensure that quality assurance systems are robust and are used effectively in order to monitor that formal/statutory checks for foster carers are always up to date and reviewed appropriately. This is in order to comply with: The Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011 - Regulation 4 (1) (a) - 'A provider must make proper provision for the health, welfare and safety of service users.' This is to ensure that care and support is consistent with the Health and Social Care Standards which

[APG] of [ANP]

state "I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes". (HSCS 4.19) Timescale: March 2020

Recommendations

1. To ensure a child centred approach is followed in all cases, the agency must provide comprehensive planning for every child and young person moving on a temporary basis to respite carer. This should involve all key individuals attending a planning meeting, and allow time for introductions to be made. In addition, the agency should, in participation with carers and young people explore alternative options to formal respite care. This is to ensure that care and support is consistent with the Health and Social Care Standards which state "I experience high quality care and support because people have the necessary information and resources". (HSCS 4.27) and "I am supported and cared for by people I know so that I can experience consistency and continuity" (HSCS 4.16)
2. The agency should address problematic staff relationships between and within teams to ensure good quality support for children and their families is always available. This is to ensure that the quality of care and support and management and leadership is consistent with the Health and Social Care Standards (HSCS) which state "I am confident that the right people are fully informed about my past, including my health and care experience, and any impact this has on me" (HSCS 3.4), and "My care and support is consistent and stable because people work well together" (HSCS 3.19).
3. The agency should ensure that the quality of reports being provided to the fostering panel is appropriately scrutinised. This will improve matching considerations and clearly highlight areas of vulnerability. The creation of a panel advisor role would support decision-making within the panel. This is to ensure that the quality of care and support and management and leadership is consistent with the Health and Social Care Standards (HSCS) which state "I benefit from a culture of continuous improvement, with the organisation having robust and transparent quality assurance processes". (HSCS 4.19) Inspection report Inspection report for Moray Fostering Service page 6 of 9
4. The service should devise a development plan that follows SMART principles (Specific, measurable, achievable, relevant and timely) and be regularly reviewed. This is to ensure that the quality of care and support and management and leadership is consistent with "I use an organisation that is well led and managed" HSCS (4.23) the service should devise a development plan that follows SMART principles (Specific, measurable, achievable, relevant and timely) and be regularly reviewed. This is to ensure that "I use an organisation that is well led and managed" HSCS (4.23)