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Hampshire
County Council

Briefing	Children and Families Advisory Panel
Date and Time	Tuesday, 8th June, 2021 at 2.00 pm
Place	Remote informal Briefing
Enquiries to	members.services@hants.gov.uk

John Coughlan CBE
Chief Executive
The Castle, Winchester SO23 8UJ

AGENDA

1. APOLOGIES FOR ABSENCE

To receive any apologies for absence.

2. MINUTES OF PREVIOUS MEETING (Pages 3 - 6)

To note the minutes of a meeting held on 9 February 2021.

3. ADOPT SOUTH QUARTERLY REPORT (Pages 7 - 74)

This Report by the Director of Children's Services seeks to provide members with information on Adopt South's Year 2 performance for the financial year 2020/2021. This includes the journey of adopters from enquiry to approval and Children's Information.

4. SUPPORTING FAMILIES ANNUAL REPORT (Pages 75 - 82)

To Consider a Report by the Director of Children's Services providing an overview on the Supporting Families Programme.

5. PREVENT (Pages 83 - 90)

This Report by the Director of Children's services is to update members on Prevent activity throughout this year.

6. WILLOW ACTIVITY FROM APRIL 2020 - FEBRUARY 2021 (Pages 91 - 108)

This report by the Director of Children's Services is to provide an overview of Willow activity from April 2020 to end of February 2021.

This informal briefing is being held remotely to enable County Councillors to receive important updates on County Council services whilst observing Covid related social distancing. Items which are not exempt or confidential will be webcast in the interests of public access and transparency.

Agenda Item 2

AT A MEETING of the Children and Families Advisory Panel of HAMPSHIRE COUNTY COUNCIL held as a remote meeting on Tuesday, 9th February, 2021

Chairman:

* Councillor David Keast

* Councillor Pal Hayre

Councillor Martin Boiles

* Councillor Ann Briggs

* Councillor Fran Carpenter

* Councillor Peter Edgar MBE

* Councillor Floss Mitchell

* Councillor Jackie Porter

* Councillor Malcolm Wade

*Present

93. APOLOGIES FOR ABSENCE

There were no apologies.

94. DECLARATIONS OF INTEREST

Members were mindful that where they believed they had a Disclosable Pecuniary Interest in any matter considered at the meeting they must declare that interest at the time of the relevant debate and, having regard to the circumstances described in Part 3, Paragraph 1.5 of the County Council's Members' Code of Conduct, leave the meeting while the matter was discussed, save for exercising any right to speak in accordance with Paragraph 1.6 of the Code. Furthermore Members were mindful that where they believed they had a Personal Interest in a matter being considered at the meeting they considered whether such interest should be declared, and having regard to Part 5, Paragraph 5 of the Code, considered whether it was appropriate to leave the meeting whilst the matter was discussed, save for exercising any right to speak in accordance with the Code.

95. MINUTES OF THE PREVIOUS MEETING

The minutes of the meeting held on 12 October 2020 were agreed as a correct record.

96. DEPUTATIONS

There were no deputations.

97. CHAIRMAN'S ANNOUNCEMENTS

The Chairman had no announcements.

98. **PRINCIPAL SOCIAL WORKER CHILDREN AND FAMILIES**

The Panel considered the report of the Director of Children's Services with an overview of the roles and responsibilities of the Hampshire Children and Families Principal Social Worker (PSW).

In response to Members' questions, it was confirmed that:

- Exit interviews with social work officers leaving the organisation were always carried out through the workforce development team and the feedback was collated. A six monthly report containing this information was reviewed by the management team.
- New social workers who have transferred to Hampshire from other Local Authorities generally observed how the 'Hampshire approach' was different and refreshing to that which they had experienced previously.
- The role of the PSW linked into Children's Services Departmental Management Team (CSDMT) through the Assistant Director for Children and Families.
- Ensuring the wellbeing of staff, whilst challenging due to different ways of working throughout the pandemic, was of utmost importance. Participating in regional and national networks to share how other Local Authorities were working and to collaborate on best practice enabled the Hampshire team to continue to review and develop their approach.

The Panel congratulated the PSW on the ever evolving role and for establishing innovative and creative practices.

RESOLVED:

That the Children and Families Advisory Panel notes the role and work of the Hampshire Children and Families Principal Social Worker.

99. **HAMPSHIRE SAFEGUARDING CHILDREN BOARD 2019/20**

The Panel considered the report of the Director of Children's Services providing a summary of the Hampshire Safeguarding Children Partnership (HSCP) Annual Report 2019-20.

In response to Member's questions, it was confirmed that:

- The Child Death Overview Panel (CDOP) referred to within section 8 of the report is responsible for reviewing information on all child deaths. Serious child safeguarding cases are reviewed by a separate group, the Learning and Enquiry Group, to determine if a review is appropriate to identify improvements to practice.
- GP and maternity services can refer a family to Children's Services before birth if there was a known history of child abuse or neglect.
- Children's Services provide the majority of funding to the Hampshire Safeguarding Partnership with funding also provided from partner agencies.

- Ongoing initiatives, such as Every Sleep Counts, were regularly revised and refreshed with messaging being circulated widely through GP surgeries, via newsletter, social media, the County Council's website and through the workforce.

The Panel discussed the mental health of care leavers and how they were supported through Children's Services and through CAMHS. It was noted that care leavers were more likely to experience mental health problems.

RESOLVED:

That the Children and Families Advisory Panel notes the annual report of the Hampshire Safeguarding Children Partnership (HSCP) Annual Report 2019-20.

100. INDEPENDENT REVIEWING SERVICE ANNUAL REPORT 2019/20

The Panel considered the report of the Director of Children's Services providing the annual update on the work of the Independent Reviewing Service (IRS) in Hampshire.

In response to Members' questions, it was confirmed that:

- The report covered the period from 1 July 2019 to 31 July 2020 which mirrored the time period that each Local Authority submits their IRS annual update.
- Virtual meetings were proving successful although it had been recognised that not being able to hold physical meetings during the pandemic had meant that interactions were slightly different. A participation survey was due to be circulated in March 2021 to evaluate experiences and to gauge the desire to continue meeting virtually in some capacity once the pandemic had passed.
- The role of an Independent Reviewing Officer (IRO) was to review the Local Authority and other partner organisations ensuring that they are fully meeting the child's needs.
- An average IRO caseload was 50-70 cases, working with one child or family on average three times a year. The role was not a close liaison role such as that of a social worker hence the larger average caseload numbers.

RESOLVED:

That the Children and Families Advisory Panel notes the annual report of the Independent Reviewing Service.

101. UPDATE ON LOCKDOWN 3

The Panel received the presentation of the Director of Children's Services with an update on the activities and ongoing work throughout the third national lockdown.

In response to Members' questions, it was confirmed that:

- Enhanced support was being offered to staff throughout the pandemic although staff absences due to mental health and stress were lower than in the previous year. Members noted that there would likely be a lasting mental health impact both locally and on a national scale once the pandemic had passed.
- The same criminal checks were carried out for volunteers as well as for employees.
- Virtual events and meetings had generally experienced higher attendance particularly from partner organisations who had found it difficult to attend some physical meetings previously.
- Children's Services as a department was fit for the next decade and transforming its practices continuously. Members noted the considerable regulations around children's social care but that the department were striving to develop new and innovative ways of working and improving. Members praised the departments reactive response to the pandemic.

RESOLVED:

That the Children and Families Advisory Panel notes the content of the presentation.

HAMPSHIRE COUNTY COUNCIL

Report

Panel:	Children and Families Advisory Panel
Date:	8 th June 2021
Title:	Adopt South – Year 2 End of Year Report – 2020-2021
Report From:	Director of Children’s Services

Contact name: Alison Carver

Tel: 0370 779 4427

Email: alison.carver@hants.gov.uk

Purpose of this Report

This report seeks to provide members with information on Adopt South’s Year 2 performance for the financial year 2020/2021 which includes the journey of adopters from enquiry to approval and Children’s Information.

Adopt South is the partnership Regional Adoption Agency for Hampshire, Isle of Wight, Portsmouth and Southampton local authorities.

Adopt South

End of Year 2 Report

2020-2021

Presented by

Rachel Reynolds
Head of Adopt South

May 2021



Since we started in April 2019:

- 298 children have had families identified
- 106 of these children have been Hard to Place
- 226 children formally linked
- 238 families approved
- 3,918 enquiries to the Adoption Support Team
- Stage 1 timescales reduced by 24% (under Government threshold)
- Stage 2 timescales are 3.8 months (under Government threshold)
- All 4 LAs Scorecard 1 under Government threshold
- Post Adoption Disruption Rate <81% (National Average)
- 554 children and young people accessed an Adoption Support Plan in 2021/21



Executive Summary

Adopt South's fourth and final quarter has seen, yet again, some significant outcomes, including successes with recruitment, matching children to approved adopters and supporting a high number of families in crisis during the pandemic.

Year 2 Headline Stats

- 150 children have had families identified
- 62 of these children have been Hard to Place
- 108 children have been formally linked to 98 families
- 236 new families progressed to assessment
- 117 families approved
- 3,268 Enquiries to Adoption Support
- 554 children and young people have accessed direct support from an adoption support social worker
- 63 adoptive parents have attended Adopting Little Changes
- 32 adoptive parents have attended Adopting Changes
- Just 2 children with no potential links at the end of Year 2

Q4 2021 Headline Stats

- 39 children have had families identified
- 18 of these children have been Hard to Place
- 61 new families progressed to assessment
- 32 new adoptive families approved
- 22 children formally linked to 21 families
- 2 Hard to Place children have no potential links compared to 39 before Adopt South

Excellent Results this quarter

- ↑ Enquiries up by 53% on last quarter
- ↑ 143% above quarterly target for Adoption Information Sessions
- ↑ 57% above quarterly target for Pre-Stage Visits
- ↑ 38% conversion rate from Enquiry to Pre-Stage Visit
- ↑ 22% above quarterly target for Registration of Interest Forms
- ↑ 22% of annual target achieved for RIFs
- ↑ 25% Enquiry to Assessment conversion rate
- ↑ Enquiry to Assessment 24% - 20% above target
- ↑ 15% increase from RIF to Assessment (61) from last quarter
- ↑ 32 Approved Adopters – 86% of Quarterly Target
- ↑ Spend on buying vs selling adopters/training equates to nearly zero
- ↑ Stage 1 timescales 1.3 months
- ↑ Stage 2 timescales 3.8 months

244 RIFS received in Year 2 – 22% above Annual Target
£42,395.52 Training Income

Adoption Support Team Stats Q4 2021

The continued increase in support was unabated in the final quarter of Year 2. The team continued to deliver innovative parenting solutions delivered on Zoom/MS Teams.

- ↑ 6% increase in post adoption support enquiries compared to Q3 2020
- ↑ 402% increase in post adoption support enquiries compared to Year 1
- ↑ 97% increase in Adoption Support Needs Assessments (ASNA's) and reviews compared to last year
- ↑ 27 consultations to 40 adoptive parents. 14 Coffee and Chat Sessions to 86 attendees
- ↑ £573k on approved therapeutic interventions and Covid-19 schemes

Notable outcomes for Adopt South

- Placed heavier emphasis on digital advertising with the use of more focussed messaging and placement in regional press, parish magazines, 3D Reach and digital news networks
- Evolving strategies both in recruitment and placement for greater diversity including increased number of BAME, ethnic and LGBT+ adopters
- Low number of disruptions at just 2 this year
- Evaluation of Adoption Support's intervention increased adopters rating of their average day by 85%
- 186 applicants/adopters now being supported by 35 Volunteer Mentors
- Stage 1 continue to encourage new applicants to consider placements of siblings, older children and children with additional needs, giving greater scope for placement
- Training pathway increasing applicant's knowledge
- Speedier matching - Family Finding Team continue matching. Scorecard 1 for all 4 LA's has continued to be under Government thresholds
- Centralizing the Adoption Support Fund and the COVID-19 Scheme totalling £572,555.07

The recent RAA Evaluation in October 2020, recognized Adopt South's use of Virtual Reality and the Mentoring Scheme as a crucial aspect of both adopter preparation and adoption support.

Quarter 4 2021 has again, produced exceptional outcomes from recruitment to approval. Post Adoption support continues to support many families, maximizing the Adoption Support Fund and utilizing resources as proactively as possible.

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Introduction

Success Outcomes

The fourth quarter of Adopt South's second year has continued to be strong with significant results achieved again across every stage of the adoption process. This has resulted in **39** children (20- HCC; 3- IOW; 9- PCC; 7- SCC) having a family identified (Table 1.3), **32** new adoptive households being approved (Table 2.1) and **22** children being formally linked with **19** families at panel.

The excellent news is that this has included matches being identified for **18** hard to place children, including 5 sibling groups. There are currently just **2** children who have no potential links across the region and who Adopt South are actively family finding for. This compares to the commencement of Adopt South when there were 39 children with no potential matches.

*During Adopt South's second year, **150** potential links have, therefore, been identified. **62** of these, have been for harder to place children.*

- **84 Hampshire children**
- **19 Isle of Wight children**
- **23 Portsmouth children**
- **24 Southampton children**

***108** children have been formally linked with **96** families during the year and **117** adopters approved. Adopt South continues to buck the national trend and, despite the challenges of lockdown, has been able to recruit and develop prospective adopters.*

*Since the launch of Adopt South, **238** adopters have, therefore, been approved and **226** children have been linked. Of these, **113** have been HCC children; **19** IOW children; **40** PCC children; **54** SCC children.*

*The comparison data which has recently been published by the ASGLB for the period October 2019 - September 2020, shows that out of the **31** Regional Adoption Agencies, Adopt South approved the most adopters and had the lowest number of children waiting. In addition, only **3** RAA's placed more children than Adopt South.*

Quarter 4 has continued to see a very encouraging level of enquiries at the recruitment stage, resulting in **242** enquiries being received, an average of **81** per month, and a **53%** increase on last quarter. **91** of the 242 progressed to a pre-stage visit, an excellent conversion rate of **69%**, compared to 49% in Quarter 3. This suggests our more targeted marketing is continuing to show very effective results and that the quality of applicants are more likely to proceed along the adoption journey.

*Adopt South's second year has, therefore, ended strongly with **719** enquiries, a **5.4%** increase on last year (**682**).*

Due to COVID-19 and the Recruitment Team no longer being able to hold weekly face to face Adoption Information Sessions, an Adoption Information Session link has been sent to all prospective adopters progressing from a duty call instead. **168** links were sent during Quarter 4, an increase of 59% on Quarter 3 (**106**) and compares to **81** in Quarter 4 last year.

This is, therefore, the seventh quarter where our target of requiring 69 households per quarter is above target at **143%** (**53%, 70%, 102.9%, 17%, 11.5%** and **10%** increase) to attend an Adoption Information Session to achieve 150 approvals per year.

***531** households, therefore, attended an Adoption Information Session/received a link in Adopt South's second year, which compares to **291** in our first year. This is a substantial increase of 82% and is 93% above the annual target of **275**.*

91 pre-stage visits were undertaken in Quarter 4, compared to **77** in Quarter 3. This is an increase of 18% and is a 60% increase above the target of 57 per quarter. Year on Year for the same period, this is a 51% (348) increase on last year (230).

This is the sixth quarter, therefore, that the number of visits undertaken exceeded our target of requiring 57 pre-stage visits (**39%** increase Q3; **30%** increase Q2; **86%** Q1 Y2. **22.8%** Q4 and **10.5%** in Q3 Y1) to achieve 150 approvals per year.

***230** pre-stage visits were undertaken in the first year of Adopt South. This year, a total of **348** pre-stage visits/virtual video calls have been completed, achieving a **51%** increase on last year, and **53%** above the **228** target for the year.*

A high percentage of those receiving home visits returned forms expressing a wish to proceed to assessment and **62** Registration of Interest Forms were returned in Quarter 4, achieving above our target (**50**) by 24%. This was also an increase on Quarter 3 (**56**) by 11%.

***244** Registration of Interest Forms were, therefore, returned in Adopt South's second year, a 22% increase on the **200** target, compared to **196** in our first year.*

The success of the quarter resulted in **61** new households being forwarded to progress their assessment. This is an excellent number and compares to **53** in Quarter 3, an increase of 15%. This is 22% above our quarterly target of **50** to achieve **200** RIF'S during the year to meet our **150** approvals.

***198** households progressed to assessment in the first year of Adopt South which resulted in a conversion rate from enquiry (682) to assessment (196) above target, **29%** compared to a predicted 20%, and a conversion rate from enquiry (682) to approval (121) above target, **17.7%** compared to a predicted 15%.*

Adopt South's second year has ended even more strongly, with 236 households progressing to assessment. This is a magnificent conversion rate from enquiry (719) to assessment (244) above target at 33%, and a conversion rate from enquiry (719) to approval (117) above target, 16% compared to a predicted 15% (Table 3.1).

Adopt South's second year has achieved outstanding results despite a very challenging and difficult year. Every target from Adoption Information Session to RIF to assessment has been surpassed.

The Recruitment Team from the 'front door' to customer service has been exceptional in managing expectations, supporting people both through to the next stage and considerately counselling out those who could not continue their adoption journey this year for a variety of reasons.

As can be seen from the chart below, Year 2 has achieved significant conversion rates throughout the process with more enquiries propelling the resulting conversion of **236** households to assessment.

Enquiry to Assessment	Stage 1	%	RIF	%	PSV	%	AIS	%	Enq	Enq per month	Conversion
Annual - Year 1	196	99%	198	86%	230	79%	291	43%	682	57	28.74
Annual - Year 2	236	97%	244	70%	348	66%	531	74%	719	60	32.82
Average over 2 years	216	98%	221	76%	289	70%	411	59%	701		

Quarter 4 has seen an average of **61** available adopters across the region, which is an increase on last quarter when the average was 50. This is significantly more than all quarters last year, when the average was 46 (Q4), 36 (Q3), 35 (Q2) and 24 (Q1).

During Quarter 4, 1 interagency placement was purchased. This was for 1 child (IoW) who was placed with the London Borough of Bexley.

The total cost of interagency placements for 2020/21 is, therefore, **£121,332** and is made up of the following:

- 1 child placed with Diagrama (VAA)
- 1 child placed with One Adopt North and Humber (RAA)
- 1 child placed with St Francis Child Society (VAA)
- 1 child placed with the London Borough of Bexley

The budget for interagency purchases was **£250,000**. The underspend of **£128,668** will be returned to partners.

The total income from adopters sold during 2020/21 is **£97,000** and is made up of the following:

- 1 adopter for 1 child with Aspire (RAA)
- 1 adopter for 1 child with Adoption Now (RAA)
- 1 adopter for 2 children with Adopt North East (RAA)

The income budget for adopters sold was **£135,000**.

A further **£42,395.52** has been created through selling training.

Performance and Timescales

The Stage 1 team have progressed the **61** new prospective adopter households during Quarter 4. They have continued to support adopters to build their skills and have ensured all potential applicants have had at least one session of Virtual Reality to increase their understanding of the needs of adopted children.

*Stage 1 timescales averaged **1.3 months**, remaining well within the government expectation of 2 months.*

The comparison data (published by the ASGLB) for the period October 2019 - September 2020, shows that out of the 31 Regional Adoption Agencies, Adopt South was the only RAA who averaged Stage 1 in timescales. It also shows that Adopt South adopters spend less time than any other RAA from enquiry to Stage 1.

The specialised team have continued to encourage new applicants to consider placements of siblings, older children and children with additional needs, giving greater scope for placement. **186** families are currently receiving mentoring support from our **35** adopter mentors, who offer support to both potential and post order adopters.

*Overall timescales of Stage 2 assessments achieved **3.8 months**, continuing to be well within the government expectation of 4 months. (Table 4.3).*

The comparison data for the period October 2019 - September 2020, shows that out of the 31 Regional Adoption Agencies, Adopt South was the only RAA who averaged Stage 2 in timescales.

Regarding the overall adoption journey (excluding fast tracked assessments) in Quarter 4, the average timescale was **5.5** months (compared to 5.6 months last quarter and 5.4 months the previous quarter), remaining well within the government target of 6 months.

Adoption Support

An overarching theme of last quarter for the Adoption Support Service was the return of children to school in September and, as was predicted, the number of requests for a service increased.

In Quarter 4, the national lockdown created additional pressure for families, which led to a further increase in requests for support. Adopt South's Adoption Support Service maintained the Advice and Support Line with no interruption and have continued to provide a core service, as well as adapting therapeutic parenting programmes to deliver individually via ZOOM/TEAMS.

Adopt South was allocated £244,000 of the £8 million government funding from the COVID- 19 ASF Scheme for adoptive families and those subject to special guardianship. Individual partners made their

own arrangements for their SGO funding once the allocations were agreed across the partner agencies.

£79, 130.91 was allocated to provide a range of short, targeted intervention packages aimed to specifically support adoptive families during COVID-19. The scheme was extended to December 2020 and an evaluation of the scheme is summarised below.

In Quarter 4, **1115** enquiries were made to the Advice and Support Line, compared to **1056** in Quarter 3. This is almost double the number of **563** in Quarter 2 and **534** in Quarter 1.

In Adopt South's second year, the total number of enquiries to the Advice and Support Line was, therefore, 3268. When compared to the total of 650 enquiries in Adopt South's first year, this is a 402% increase.

Whilst acknowledging that approximately 200 of these enquiries related to a webinar that was provided in partnership with the Virtual School, the increase is still significant. The high number may partly be related to increased need due to the COVID- 19 pandemic and the services offered virtually were increased. In Year 2, it has become clear that Adopt South is being recognised as the region's Adoption Support provider, and the number of families who contact individual hubs rather than the Advice and Support Line, has significantly reduced.

In Quarters 3 and 4, the Advice and Support Line duty workers have required back up support from other staff. The Assistant Team Managers who provide the oversight have found that the complexity of the queries have required significantly increased input. There has also been an increase in the number of enquiries from other professionals, and whilst the initial response is within one working day, some can take several days to unpick and resolve.

As we prepare for Adopt South's third year, the Adoption Support Team are expecting the demand for services to continue. The impact of the COVID-19 pandemic on all children is recognised, but for vulnerable children the costs will be higher. Despite the best efforts of parents, it is likely that progress for adopted children and young people will have slowed, with the secure base and attachments being affected. Therapeutic packages have been interrupted and children and young people's anxiety has increased. The priority will be to enhance and sustain adoptive parents' resilience so they are able to support their children with emotional regulation.

In Quarter 4, **44** new Adoption Support Needs Assessments (ASNA's) were allocated compared to **47** in Quarter 3, **33** in Quarter 2 and **17** in Quarter 1.

141 new ASNA's have, therefore, been allocated in Adopt South's second year.

40 Adoption Support Needs Assessments were completed within Quarter 4, along with an additional **64** ASNA Reviews.

136 Adoption Support Needs Assessments have, therefore, been completed in our second year and 153 ASNA reviews. This is a combined total of 289.

The total number of ASNA's and reviews in our first year was **147**. There is, therefore, an increase in ASNA's of **97%** in our second year, which supports the position that the needs of adopted children and their families have been amplified by the COVID-19 pandemic.

At the end of Quarter 4, there were **357** adoption support cases open. This compares to **352** at the end of Quarter 3 and Quarter 2, and **332** in Quarter 1.

In Year 2, 554 children and young people were open to a social worker in the Adoption Support Team and accessed an adoption support plan.

The priority in terms of therapeutic parenting support has been the continuation of Adopting Changes delivery. This has been amended to be delivered individually and via ZOOM. However, in Quarter 3 two cohorts of face to face Adopting Changes commenced. This took place after thorough risk assessments were undertaken and a venue was identified by Facilities Management to be COVID-19 Secure. Unfortunately, both programmes had to move to virtual for the final sessions. However, it is noted in the feedback that parents valued the opportunity to meet face to face, despite the risks associated with the pandemic.

To avoid delay for parents requesting therapeutic parenting, who had been unable to attend the programme in the previous quarter, bespoke Adopting Changes individual programmes were delivered to families in Quarter 4.

Evening Question and Answer Coffee and Chat Sessions for adoptive parents via ZOOM have been offered and **84 adopters have attended to date.**

Virtual consultations have also been put in place- with additional capacity in the evenings to provide a more flexible service. **27 consultations have been provided to date to 40 adopters.** The feedback has been extremely positive and has included:

Examples of Feedback:

"We found the session very useful and a conversation was good. It was good to talk to people that understand"; "I really appreciated the opportunity to chat things over with you both. I found the meeting incredibly helpful and thought it worked really well via Zoom."

"Many of the wondering strategies I use a lot but we haven't explored anything sensory and I definitely intend to explore this further"; "The ideas to check her understanding by asking her to tell us her own story resonated with me and I think that she has the language to be able to do this, so we will start there. We will also explore some feelings using the roll of wallpaper and pens/stickers etc. It was also very helpful to talk about the EPAC and transition to H School and how the VSH is available to support us. The resources you sent over will be invaluable too."

"I enjoyed the virtual Q&A/chat session. It was good to know I was not alone, to speak/listen to other parents in the same/understand my situation."

"Dear Cathy and the Adopt South Team, I do not think I could have got through the last 8/9 months if I had not attended the Q & A chat sessions. They have helped me to connect to other adopters and receive the help and support that my family needed. "

"My husband has also joined in with a few and this has helped him to see that our daily struggles are a shared experience with others in a similar position. It has helped to get him more on board too with therapeutic parenting and understanding why we experience certain behaviours."

The workshops that have been delivered virtually in Quarter 4 have included:

- Setting Screen Time and Surviving Social Media- 7 attendees
- Our Lives, Our Stories- 6 attendees
- Attachments - Strengthening Relationships 7 -attendees
- Terrific Teens 4 -attendees

The use of the Data Base has also proved a crucial aspect of service delivery during lockdown and the following topics have been covered in the regular correspondence that has been sent out:

- Four weeks of consecutive Sensory Attachment and Regulation Activities provided by "More therapy" Occupational Therapy Team.
- "Parenting in the Moment" -Therapeutic parenting that helps children to regulate their emotions, relate, repair and reflect.
- Simple Theraplay activities to do together.
- Understanding sibling rivalry within adoptive families and strategies to manage conflicts.
- Recipes to make with children and therapeutic parenting tips about measures of emotional and developmental progress.
- Supporting conversations about Life Story's.
- Therapeutic parenting "top tips".
- Additional resources and links to help explain COVID-19 to children, including mindfulness tips. Links were also sent from CAMHS, Louise Bomber, giving advice regarding parental self-care and emotional/mental health tips for young people.

Examples of Feedback:

"Thank you for all your resources you've shared over this time. They've all been interesting to receive, some have been more useful and applicable than others, some have been very timely and it's been very helpful to feel supported."

"Many thanks for these activities. It is very useful having these reminders of ideas on things to do."

“Thank you, I find this really helpful.”

“Morning all, I just wanted to thank you for putting this together and sharing with us.”

“I have found it a really useful resource over the weekend. It has helped with perspective and helped with reaffirming the soft skills and therapeutic approach that is so important.”

Adoption Support Fund

The total amount approved by the Adoption Support Fund in Quarter 4 was **£128, 367.19**. This compares to Quarter 3, when it was **£114,452.15**, Quarter 2, **£97,290.45** and Quarter 1, **£153, 314.37**. This was for standard applications and does not include the Adoption Support Fund COVID- 19 Scheme.

In Adopt South’s second year, £493,424.16 has, therefore, been approved in relation to regular applications for therapeutic interventions.

The total including the COVID - 19 Scheme is £572,555.07.

COVID-19 Adoption Support Fund Scheme Support

In April 2020, the Department for Education announced emergency support to adoptive families to meet the needs arising from the outbreak of COVID-19. Adopt South was allocated £244, 000 out of the £8 million available. This included the allocation for SGO families.

The funding enabled Adopt South to block purchase virtual interventions in advance to provide direct support to up to **122** families and share COVID related information and resources to **450** adoptive parents on Adopt South’s database. Initially, the scheme was due to run until the end of September 2020, however it was later extended until the end of December 2020. The extension in timescales came with no opportunity to apply for additional funding or flexibility to use existing funds to alter packages to meet the identified needs of families.

In total, Adopt South administered **£68,962** directly. However, an application was also made on behalf of our partner organisation PACT for **£12,750** which, upon approval, was passed to PACT to administer.

Adopt South assessed the COVID-19 situation would likely impact adoptive families in the following ways:

- Increased anxiety
- Isolation
- Attachment difficulties
- Loss & Bereavement
- Relationship difficulties
- Escalating behaviours
- Emotional and sensory dysregulation
- Ability to manage change

The Adoption Support Team worked with a range of providers to commission 122 virtual interventions to form the COVID-19 package:

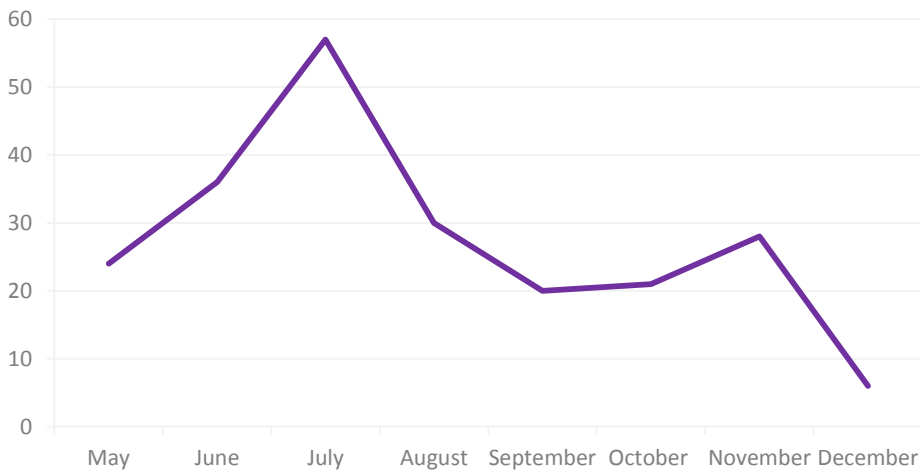
- EP Consultations** Commissioned from HIEP, 1-hour virtual consultation with two Educational Psychologists, parents, and other professionals as required.
- Behaviour Support** Block of 6 virtual sessions for parents with specialist providers covering pre-school, primary and secondary age children. The intervention used strategies from the *Great Behaviour Breakdown* parenting approach as well as support around crisis co-regulation, mindset change, conflict resolution, trauma driven response.
- Sensory Regulation** Block of 6 virtual sessions for parents with specialist Occupational Therapists focusing on emotional regulation.
- Therapeutic Support** Block of 6 virtual sessions for parents to provide support strategies specifically to support the COVID-19 situation. The strategies drew upon DDP, therapeutic parenting and the neuro sequential model to support parents. Therapeutic support also included two Teen groups of 6 sessions specifically aimed at teenagers, facilitated by a Clinical Psychologist. The groups focus was on stress management, mindfulness, building self-esteem and self-compassion, distress tolerance and emotional regulation.
- Counselling** Block of 6 virtual sessions for parents to support with issues around social distancing, employment pressures, relationship difficulties, loss & bereavement.
- In-House Parenting Support** An increased range and volume of in-house interventions provided by Adopt South's Post Adoption Team, including virtual support groups, bespoke consultations, the Adopting Changes programme (adapted to be delivered to individual families virtually), and weekly information sent out on Adopt South's database. The underlying theme of the in-house parenting support was focused on attachment and trauma informed parenting.

The Referral Process

The COVID-19 scheme was launched via Adopt South’s database, and case holding Social Workers were asked to share details with their families. A completed enquiry form was used to access the scheme, which was subsequently shared with the provider as a referral.

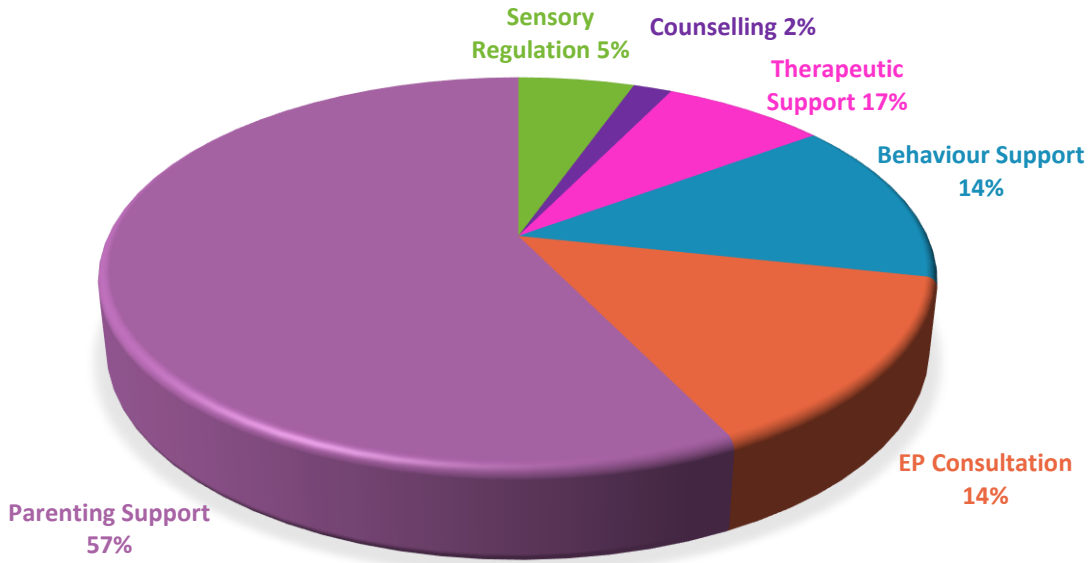
From May 2020 until December 2020, **612** enquiries from parents, providers and professionals resulted in the allocation of **222** interventions. As can be seen from the referrals month by month graph, the peak of referrals was in July.

Covid-19 referrals by month

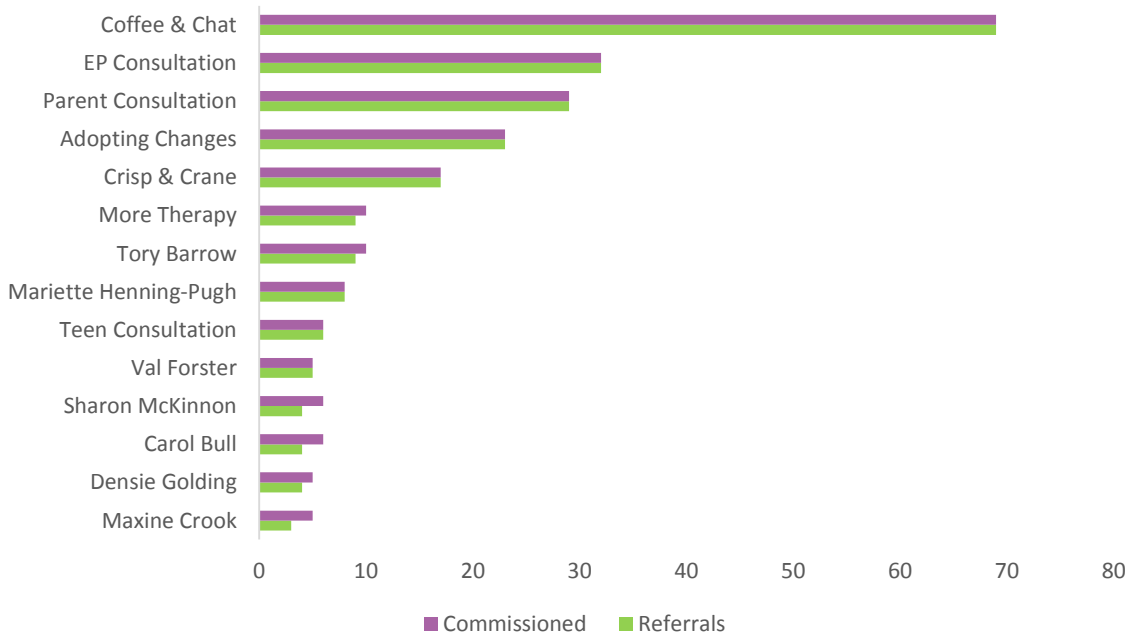


Support with behaviour issues received the most enquiries. Parents were supported with in-house parenting support, EP Consultations, specialist behaviour and therapeutic support to identify specific strategies to meet immediate needs. The high level of requests for in-house parenting support was unexpected. Virtual Coffee and Chat sessions were particularly popular with parents throughout the Covid period, whereas previous face-to-face support groups offered around the region have been poorly attended.

REFERRALS RECEIVED BY INTERVENTION



INTERVENTIONS AVAILABLE COMPARED TO INTERVENTIONS USED

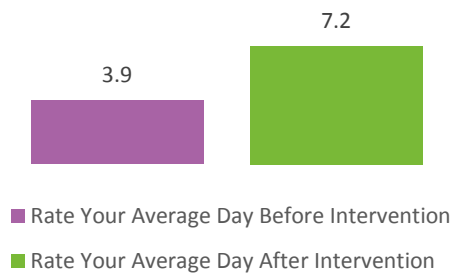


The interventions provided in-house, along with the Educational Psychologist Consultations, were fully allocated. Many parents who accessed these services had not had contact with Adopt South previously other than via the database. It has also been noted that there was a significant increase in both parents attending the intervention, as opposed to generally one parent prior to the pandemic.

Parental Feedback

At the referral stage, parents were asked a scaling question to rate their average day, with 10 being the best. The average score before intervention was 3.9. Following the intervention, parents were asked to repeat the scaling question, which revealed they rated their average day as a 7.2 which indicates the interventions enhanced family's average days by **85%**.

Parents rate your average day on a scale of 0-10 (with 10 being the best)



Conclusion

The aim of the COVID-19 scheme was to provide an immediate response to the outbreak of the Coronavirus by providing appropriate support to adoptive families within the Adopt South region.

The in-house support provided was extremely popular and a demonstration that the knowledge, experience and skills within the team can support parents in making positive change in difficult circumstances. The first lockdown started a week before Adopt South's first anniversary, and the success of the in-house support does evidence the success of Adopt South in bringing together the four partner local authorities without a dip in service, and in fact with offering a service in very difficult circumstances.

Adopt South proposed to allocate the funding to deliver direct support to up to 122 children and families using 15 providers. However, once the scheme was running, it was evident that interventions



which empowered parents with strategies to support their children were more effective during the pandemic than short virtual interventions specifically for children. With that in mind, the four providers commissioned to provide 8 blocks of therapy specifically for children were not used. This, therefore, reveals that the COVID-19 scheme provided interventions exceeding those commissioned.

Overall, the specific support identified met the presenting needs of families. There was positive feedback from parents relating to the providers commissioned and the Adopt South staff who delivered interventions over and above usual workloads. Parents felt their average day had improved by up to 33% following the six-session intervention, which is a significant increase in such a short period of time in extraordinary circumstances.

There was also a noticeable increase in both parents participating in the intervention. It would be beneficial to explore the reason behind this further; whether it was as a result of working from home due to the pandemic; the increased need for support; or that the interventions were delivered virtually.

The support packages were easily accessible and available to parents at a time when they were most needed. This was a key factor that was greatly appreciated by parents, case holding social workers and providers, all of whom reported they would support the idea of similar packages in the future.

Overall, the length of the support packages was fixed, and came with a clear scope which focused on the immediate needs of the family. The pre-determined expectations enabled the package to run smoothly, be SMART and cost effective.

Adopt South's Second Year

Strengths

- **New Recruitment Initiatives and the High Number who have progressed to Assessment/Approvals**

Adopt South's second year has continued to see extremely encouraging results, both in terms of the numbers of prospective adopters coming forward and new initiatives, despite the challenges of lockdown.

We have continued to see some significant advantages of recruiting as a Regional Adoption Agency with recruitment enquiries continuing to flow in at **719** during the year and **236** new adoptive families progressing to assessment, an average of **59** per quarter, compared to an average of **49.5** households per quarter during our first year and an average of **35.5** households the previous year when each local authority was recruiting separately.

The conversion rate from enquiry to assessment has continued to be above target, **33%** compared to a predicted **20%** and compared to an overall of **29%** above target last year. Similarly, the conversion rate from enquiry to approval has continued to be above target, **16%** compared to a predicted **15%**.

It is interesting to note that the ASGLB Data for 2019/20 which was published in October 2020 showed the national average was a reduction of 13% for approvals during 2019/20. However, Adopt South had a 32% increase, approving 121 in comparison to 92 adoptive households being approved the previous year by the 4 partner local authorities.

The approval rate has continued to be strong during Adopt South's second year, with 117 households being approved, a 27% increase from the 92 adopters approved the year before Adopt South launched.

New initiatives which have included our **Speak to An Adopter** sessions and the sticky chat button on our website, giving users three options to either call, *Arrange a Chat* or *Speak to An Adopter*, have been successful in driving recruitment when there has been no face-to-face route.

There is no doubt that our dedicated Recruitment Team, which includes two marketing officers, have continued to help bring in some significant results. They are a very passionate, innovative team, who offer excellent customer service, always ensuring they call potential applicants back and arrange a visit without delay, at a time of the applicant's choice. This always includes a choice of weekends and evenings, as well as weekdays.

Our second year has seen many positive comments and feedback on social media from adopters about the service they have received, helping build Adopt South's reputation and has encouraged other potential adopters to progress with Adopt South, rather than with neighbouring Agencies.

- **Improvement in Timescales**

Adopt South's second year has continued to see both Stage 1 and Stage 2 assessment timescales well within government expectations.

Stage 1 assessments were completed well within the government timescale of 2 months during Quarters 1, 2, 3 and 4 and averaged **1.5** months across the four quarters.

This compares to an overall average of **1.7** months during Adopt South's first year and **2.1** months the previous year which was outside of government expectations.

Stage 2 assessments averaged **3.8** months across the four quarters, compared to the same average of **3.8** months across all four quarters last year, well within government expectations, therefore.

- **Number of Families Identified/Numbers of Children Placed**

A significant strength has continued to be the number of families identified for the 4 Local Authority's children and the number of children who have been placed.

With **150** children having a family identified during Adopt South's second year and **108** being formally linked with **96** adoptive families, the success with family finding continues to be clearly evidenced. Having started Adopt South's first year with **39** children with no potential links, this was reduced to **12** by the end of the first year. On the completion of our second year, this has reduced further to just **2**.

The strength of joining together as one Adoption Agency has continued to be clear, with a particular strength of finding families for **62** Hard to Place children.

- **Dedicated Stage 1 Team**

Having a dedicated and innovative Stage 1 Team has continued to be a strength as we have completed our second year. We continue to be the only Regional Adoption Agency to have a dedicated team for Stage 1 and the benefits are clearly evidenced. The team have continued to support adopters to grow in Stage 1 and to further their understanding of the needs of adopted children and therapeutic parenting. Through the use of Virtual Reality and support to build childcare experience, potential adopters have been able to grow in knowledge and skills to meet the needs of our children, including sibling groups, older children and children with additional needs.

There is no doubt that this has continued to contribute to the high number of children placed in house and the need for very few interagency placements.

- **Training Pathway**

The training offered to prospective adopters throughout their adoption journey has continued to be a strength as we have completed Adopt South's second year, with all courses quickly adapted to being delivered virtually due to COVID-19. In addition to Stage 1 and 2 training, (which is the requirement set out in the regulations), all prospective adopters have continued to attend a Paediatric First Aid and Care of Infants course prior to panel to enable them to have additional skills to care for a child when placed.

Following a child being placed, all adopters have continued to be strongly encouraged to attend a therapeutic parenting course (Adopting Changes/Adopting Little Changes) to provide them with a toolkit of skills they can draw upon to support them with caring for their adopted child.

A strength of the training pathway has included courses being co-facilitated by adopters and being offered during the daytime, evening and weekends to ensure that training has been accessible to all adopters.

Year 2 has also seen a pilot being rolled out, 'Stepping-Stones', a peer support group, which has quickly grown and a regular cohort of adopters now attend twice a week.

Very positive feedback has continued to be received with regard to how equipped adopters feel to care for their adopted child, which is borne out in the very low disruption rate since the commencement of Adopt South.

- **Mentoring Support**

Adopt South's Mentoring Scheme remains a strength as we have completed Adopt South's second year. Although initially Cornerstones were commissioned to run the scheme, bringing the scheme in house and employing an adopter to lead the scheme, has seen it go from strength to strength with **186** families receiving support by **35** mentors at the end of March 2021.

Towards the end of Quarter 2, the mentoring scheme developed and offered bespoke and targeted one-off consultations with mentors who are experienced in specific areas of adoption. This included consultations on topics such as challenging behaviour, Foetal Alcohol Syndrome, unknown future needs, supporting heritage and culture, parental mental health and meeting birth parents.

Again, very positive feedback has continued to be received about the scheme and of how much it is valued by both adopters going through their adoption journey and by adopters needing additional support post adoption.

- **Speedier Matching/Scorecards**

During Adopt South's second year, we have continued to see strong evidence of speedier matching and evidence of the benefits of having a dedicated family finding team, who have been supported by an increasing number of in-house adopters being available.

Average timescales for Scorecard 1 (average time between the child entering care and moving in with their adoptive family) were well below the government expectation of 426 days for all 4 Local Authorities across all four quarters. With the exception of Southampton who had an exceptionally low scorecard last year, all have seen a significant improvement on the last two years.

The comparison data which has recently been published by the ASGLB for the period October 2019 - September 2020, shows that out of the 31 Regional Adoption Agencies, Adopt South was one of just 8 RAA's who had Scorecard 1 under government thresholds.

- **Low numbers of Disruptions**

Adopt South continues to have a low disruption rate with just 2 disruptions (out of 108 children placed) in Year 2 and just 3 disruptions (out of 118 children placed) in Year 1. This clearly is good news. Work now needs to take place to help understand if this is a result of adoptive families being better prepared and supported or that applicants are screened and assessed more effectively. It is interesting to note that there have been very few adopters withdrawn from panel or not approved over the course of the last year, even although who we recruit has been widened.

Work will take place to understand this some more.

- **Advantages of More Local Placements**

With only four children being placed externally during Adopt South's second year, noticeable advantages have continued to be seen. These include the impact on staff time and significantly reduced travel, along with adoptive families being more able to access local adoption support.

- **Regional Adoption Support**

Amalgamating support, training courses and workshops across the region, along with the dedicated Advice and Support Line, has continued to see clear evidence of more effective adoption support for adopters. Although the COVID- 19 Crisis and ongoing restrictions meant that workshops delivered to groups weren't possible during Quarter 1, therapeutic parenting support, coffee and chat sessions, on-line consultations, along with commissioning the Adopter Hub from PACT, continued to support adopters across the region. The end of Quarter 2 saw face to face therapeutic parenting courses start again although, unfortunately, they had to move to virtual again in Quarters 3 and 4.

3268 enquiries were made to the Adoption Support Advice Line during our second year, compared to a total of 650 enquiries during our first year (a 402% increase), evidencing that this support is now being used widely by adopters.

Some very positive comments have continued to be received regarding the support available.

- **Centralising Applications to the Adoption Support Fund**

The centralising of applications to the Adoption Support Fund led to a total of **£493,424.16** being approved in Adopt South's second year.

The total including the COVID - 19 Scheme was **£572,555.07**.

Dedicated admin support to help process the applications and ensure no delays, has continued to ensure that a high number of adoptive families have had the support they have needed.

- **Low Interagency Spend and an Income Generated**

With interagency placements being purchased for just 4 children (a total spend of **£121,332**) and an income being generated through selling 3 adopters (**£97,000**) and through selling training (**£42,395.52**), a total of **£139,395.52** therefore), Adopt South's second year has ended strongly and has kept well within the budget set.

The budget for interagency purchases was **£250,000**. There has, therefore, been an underspend of **£128,668** which will be returned to partners.

- **Recognition of Adopt South in the *Evaluation of Regional Adoption Agencies Second Report October 2020* and *RAA's Practice Note- Recruitment of Adopters***

Adopt South's use of Virtual Reality was discussed as a positive intervention in the RAA Evaluation. Similarly, our Mentoring Scheme was discussed in detail in the Evaluation of Regional Adoption Agencies, Second Report (Oct 2020) and identified as a crucial aspect of both adopter preparation and adoption support.

Further to this, a case study outlining Adopt South's partnership with Hampshire Football Association was featured in the nationally published RAAs Practice Note- Recruitment of Adopters.

- **Strength of Comparisons with other Regional Adoption Agencies**

The comparison data which has recently been published by the ASGLB for the period October 2019 - September 2020, shows:

- Out of the 31 Regional Adoption Agencies, Adopt South is one of just 8 who had Scorecard 1 under Government thresholds.
- Adopt South had the lowest number of children waiting. (10)
- Adopt South approved more adopters than any other RAA. (135)
- Our adopters spent less time than any other RAA from enquiry to Stage 1.
- Adopt South is the only RAA who averaged Stage 1 in timescales.
- Adopt South is the only RAA who averaged Stage 2 in timescales.
- Adopt South is one of 4 RAA's who placed more than 100+ children with their adoptive families.
- Adopt South placed more children with in-house adopters than any other RAA, spending less on interagency adoptions (115 out of the 118 children were placed in-house).

Challenges

- **COVID -19**

COVID-19 has continued to bring some significant challenges as we have ended our second year. However, the way our staff have continued to adjust to delivering our services in different ways and to ensure business as usual has remained impressive.

Incredibly, our second year has seen an increase in enquiries, pre-stage visits and those progressing to assessment with no pause in the service at any level. This remains a huge testament to the dedication and commitment of Adopt South's staff.

Conclusion

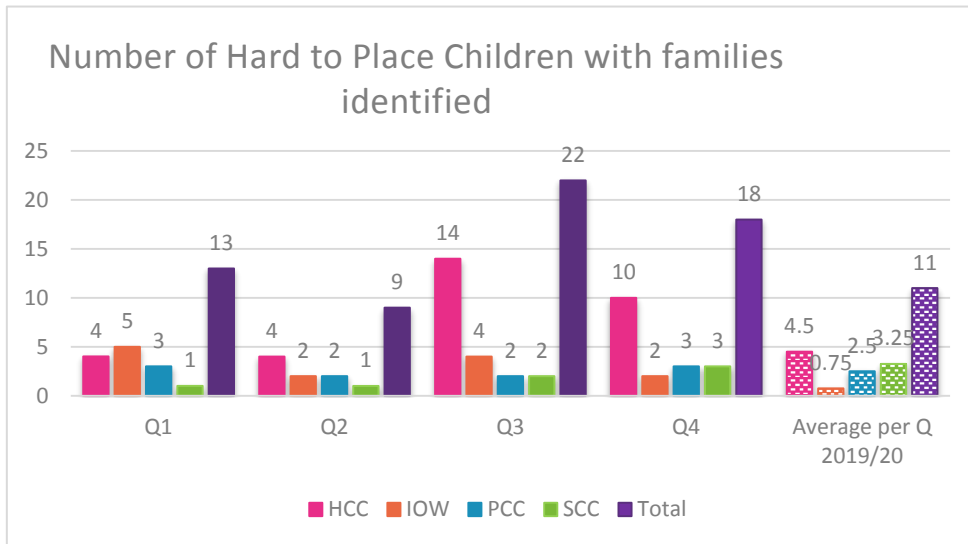
Adopt South's second year has ended strongly.

As we continue into Year 3, the data emerging indicates a continuing strong picture, despite the challenges of COVID- 19 that remain persistent.

Q1 and Q2 Data – Target Comparison Charts

Family Finding

Table 1.1



62 hard to place children have had families identified during Adopt South’s second year.

(HCC- 32; IOW- 13; PCC- 10; SCC- 7).

This compares to **44** during 2019/20.

Table 1.2

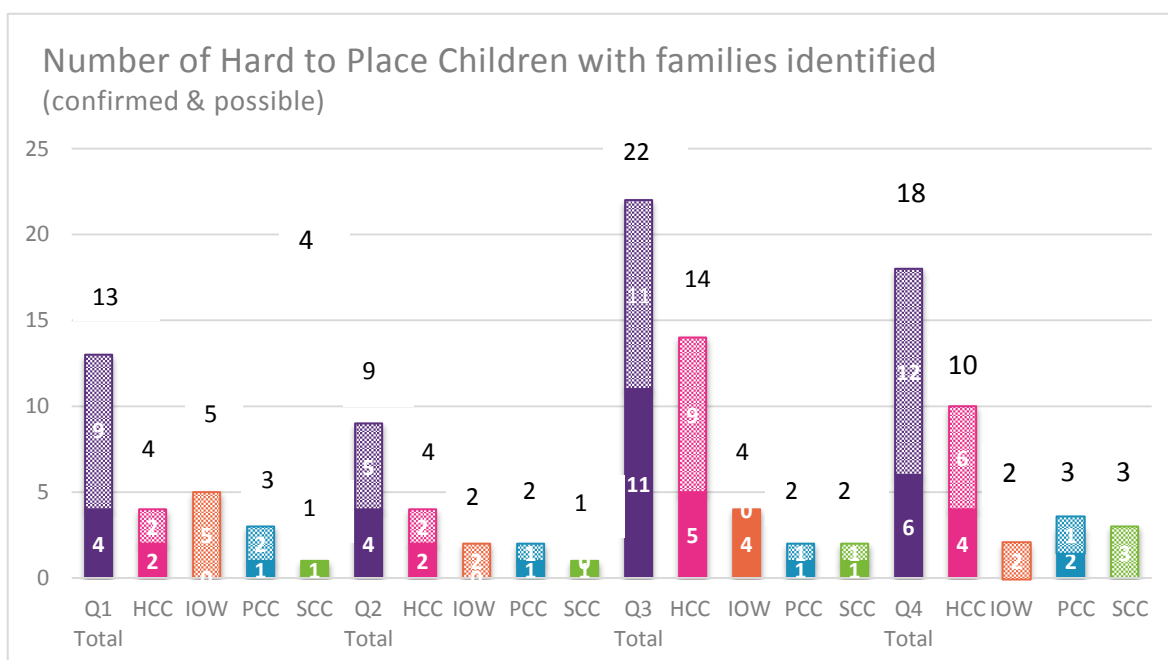
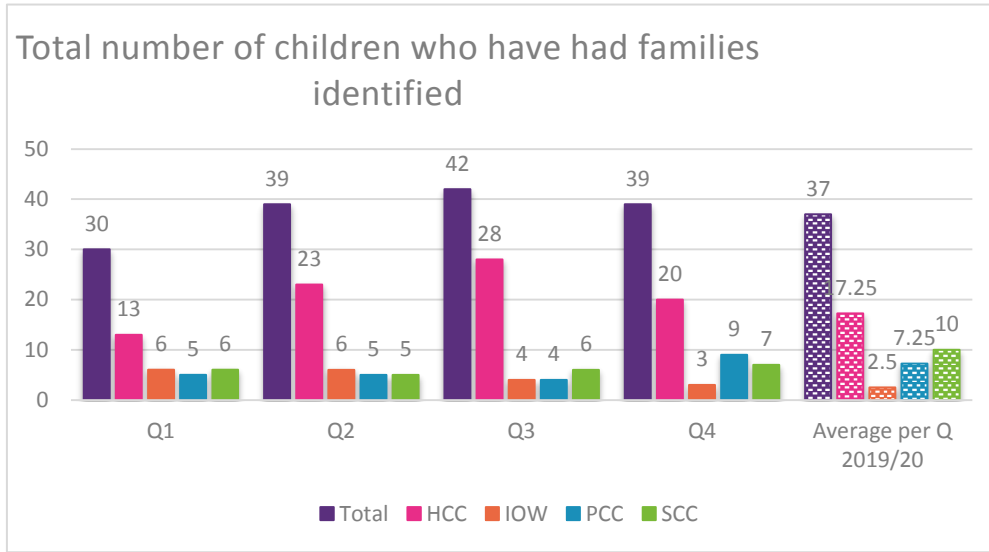


Table 1.3



150 children have had families identified during Adopt South’s second year.

(HCC- **84**; IOW- **19**; PCC- **23**; SCC- **24**).

This compares to **148** during 2019/20.

Table 1.4

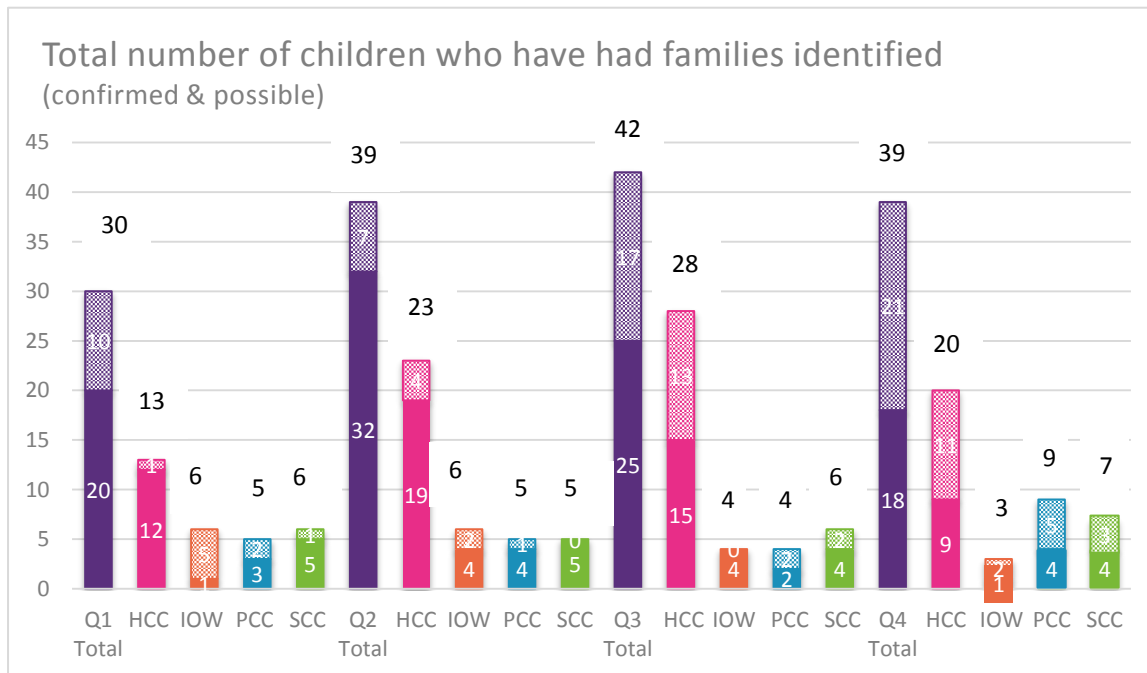
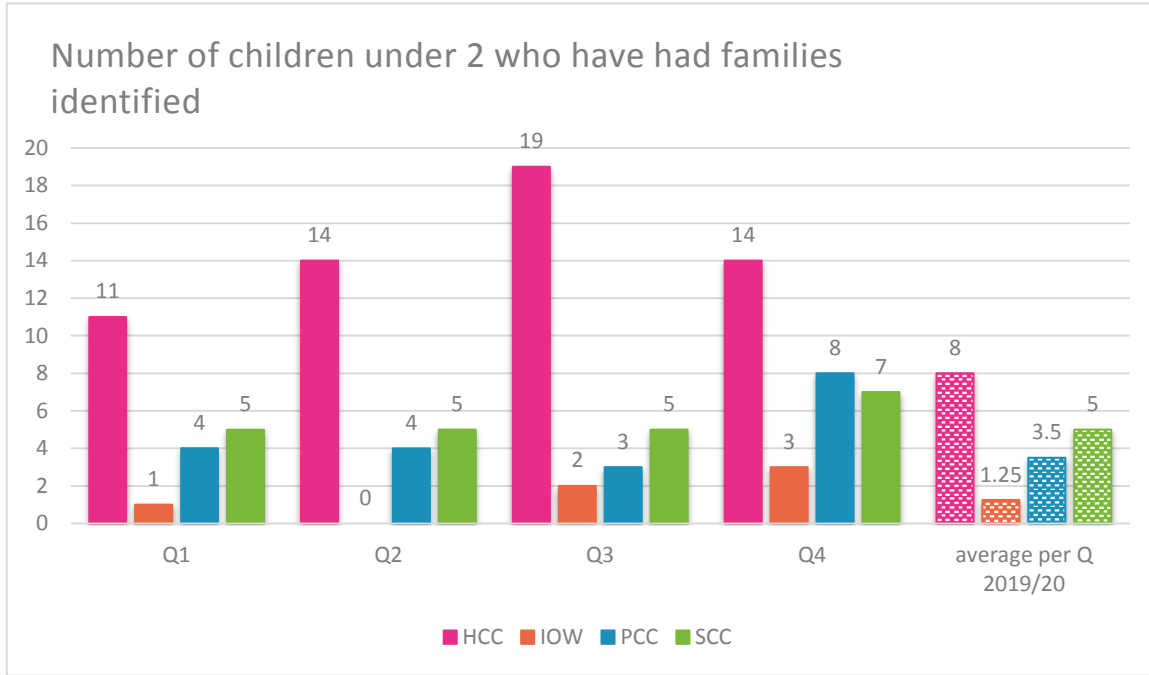


Table 1.5



105 children under the age of 2 have had families identified during Adopt South’s second year.

Table 1.6

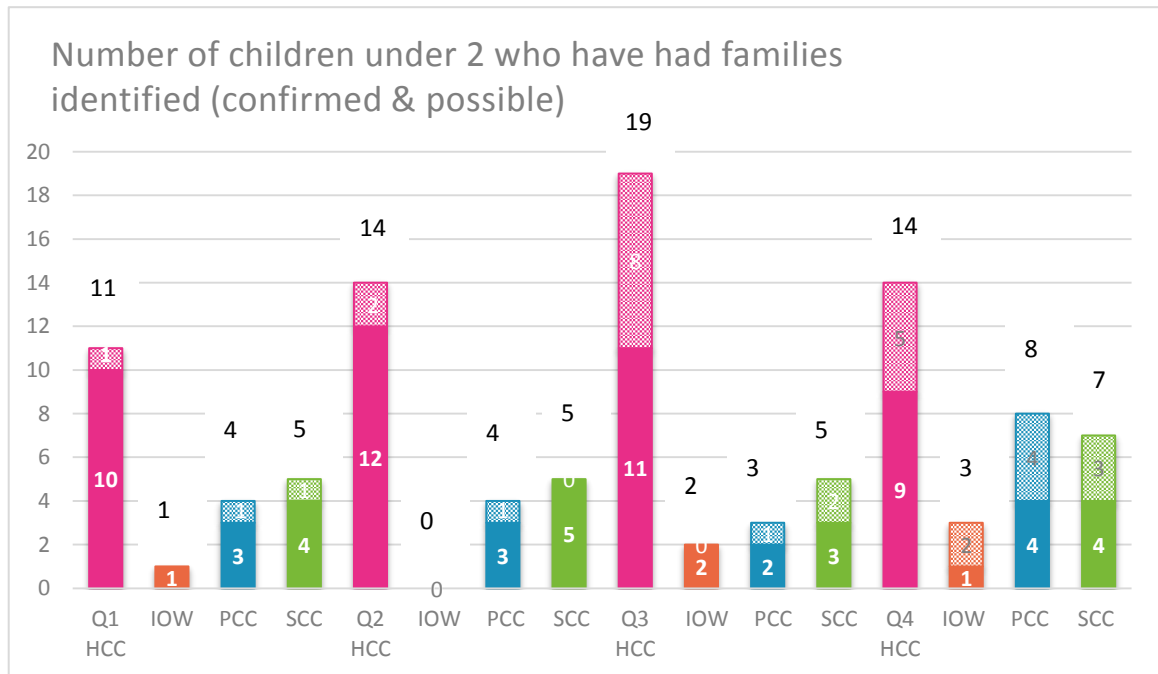
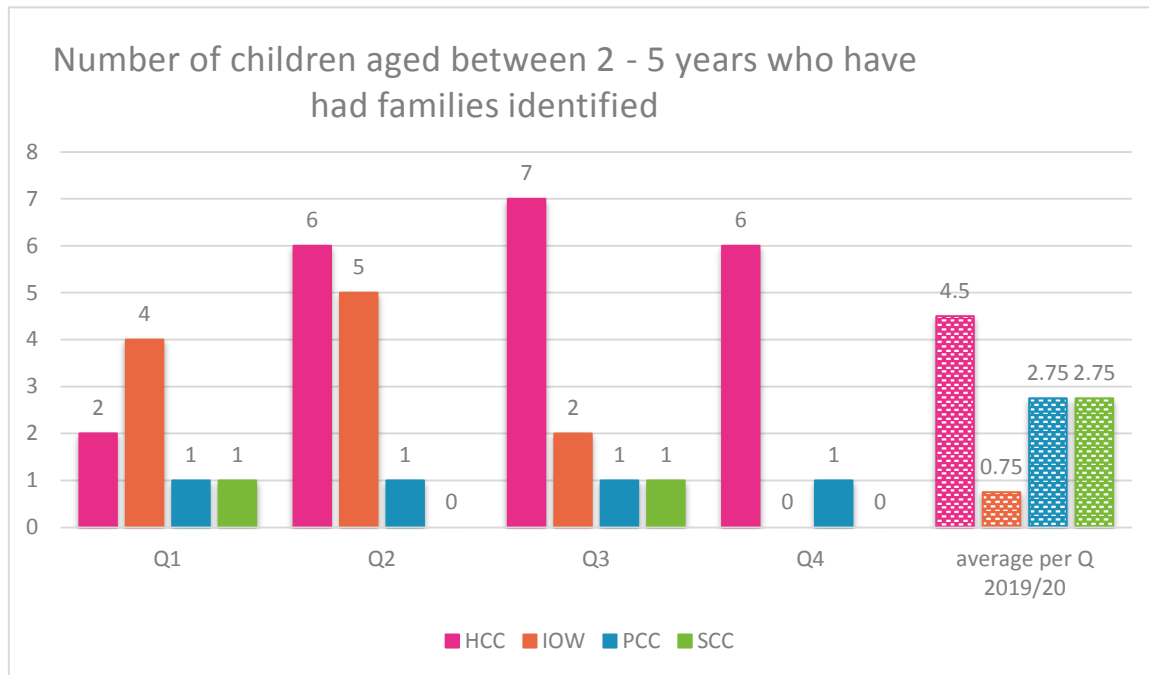


Table 1.7



38 children between the ages of 2- 5 have had families identified during Adopt South’s second year.

Table 1.8

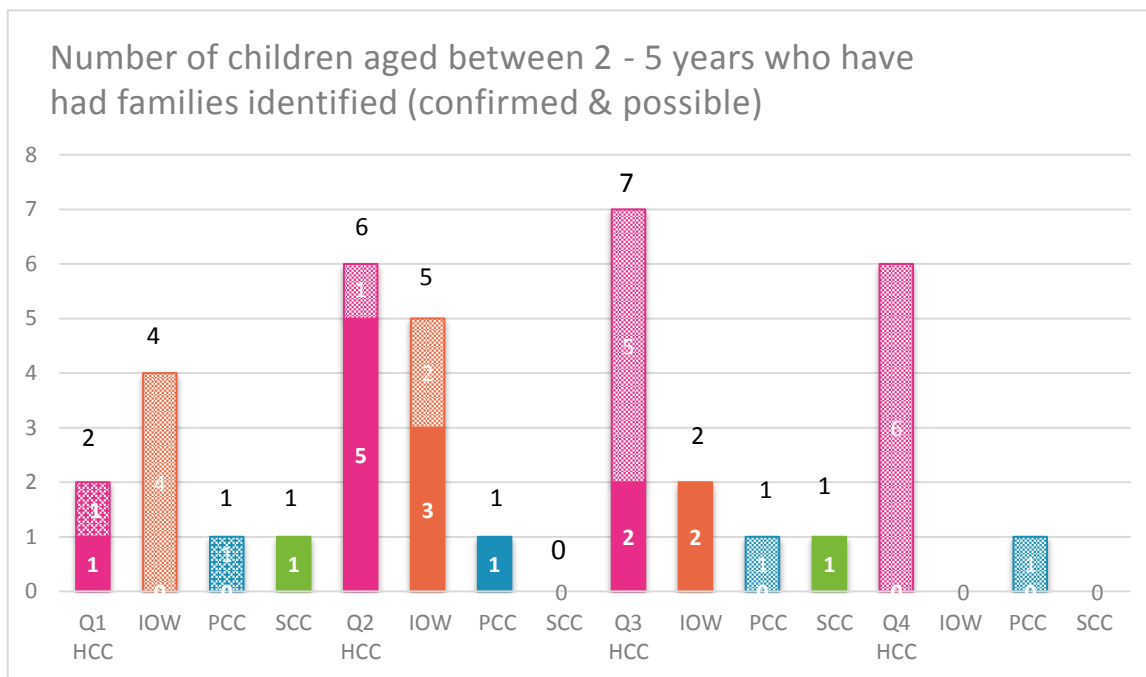
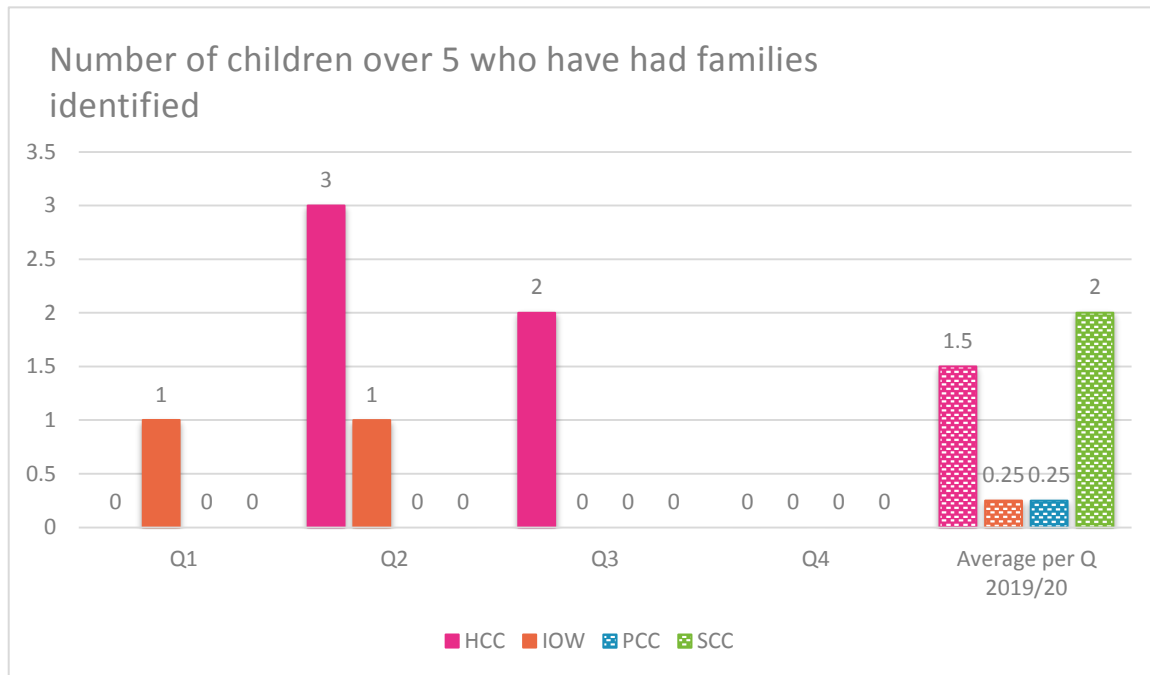


Table 1.9



7 children over the age of 5 have had families identified during Adopt South’s second year.

Table 1.10

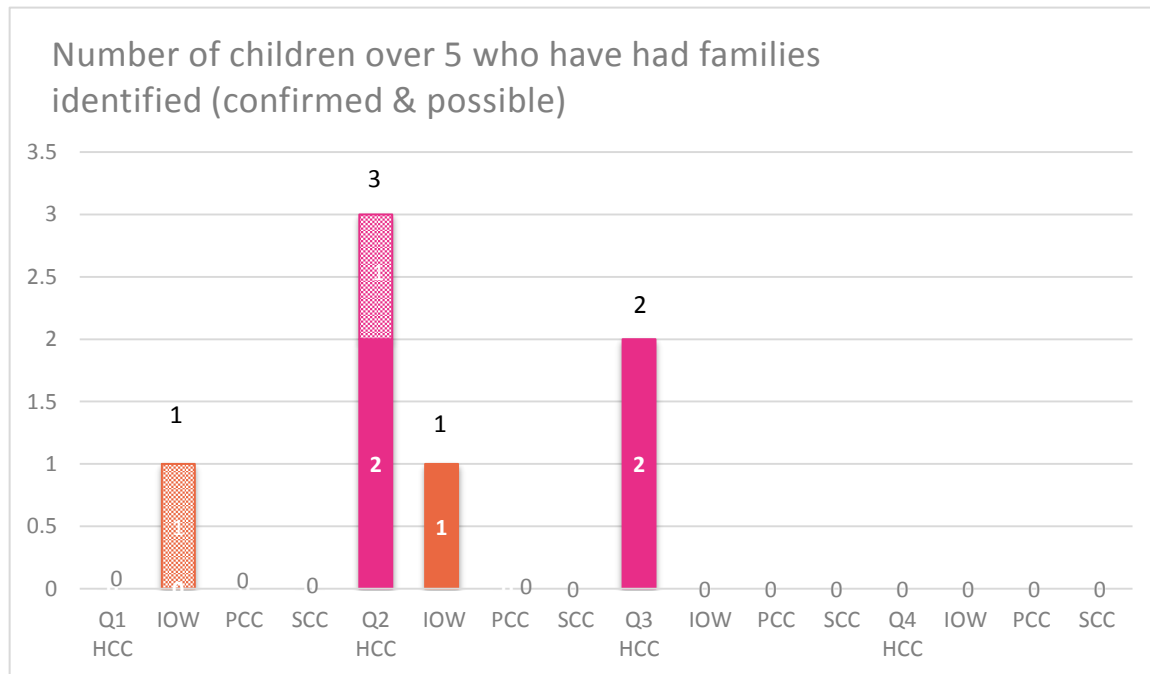
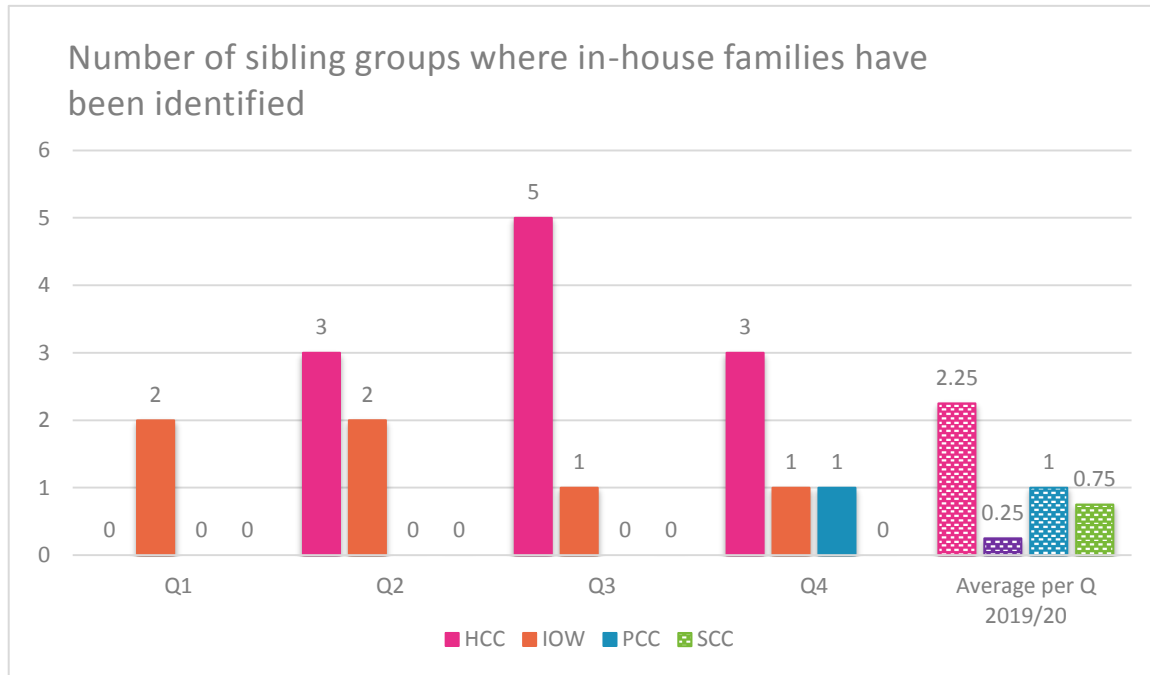
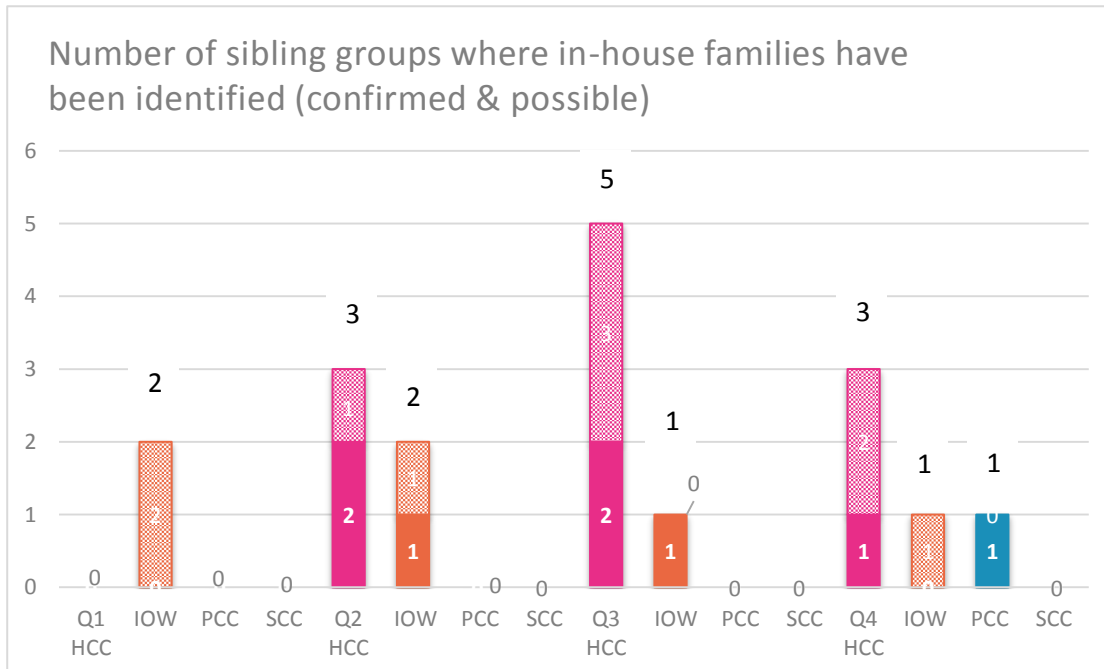


Table 1.11



18 sibling groups have had families identified during Adopt South’s second year.

Table 1.12



Graphs below show how many families have been identified (confirmed/possible) for children who have been waiting for under 6 months, 6 months to a year, 1-2 years and 2-3 years.

Table 1.13

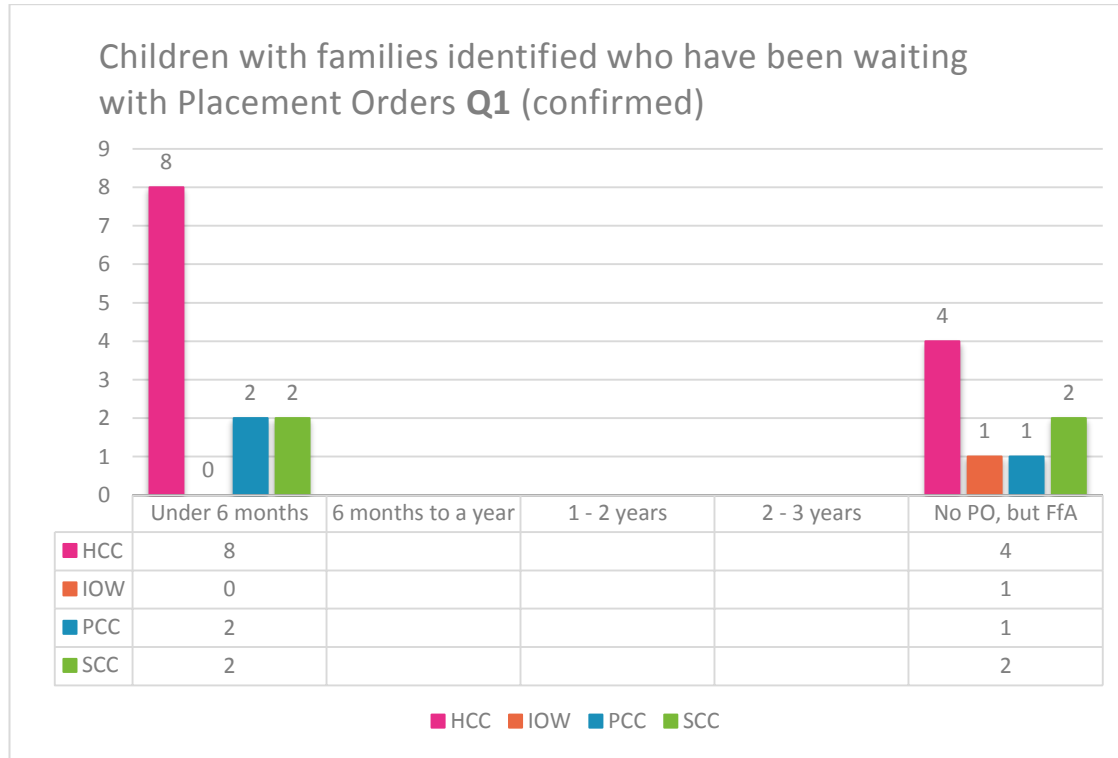


Table 1.14



Children with families identified who have been waiting with Placement Orders Q1 (possible)

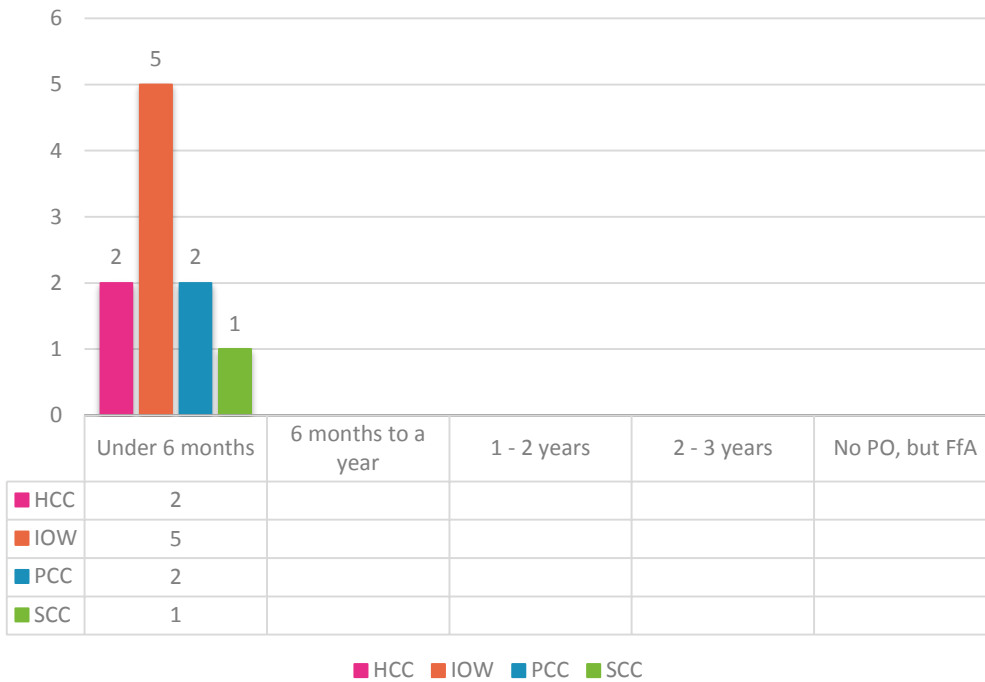


Table 1.15

Children with families identified who have been waiting with Placement Orders Q2 (confirmed)

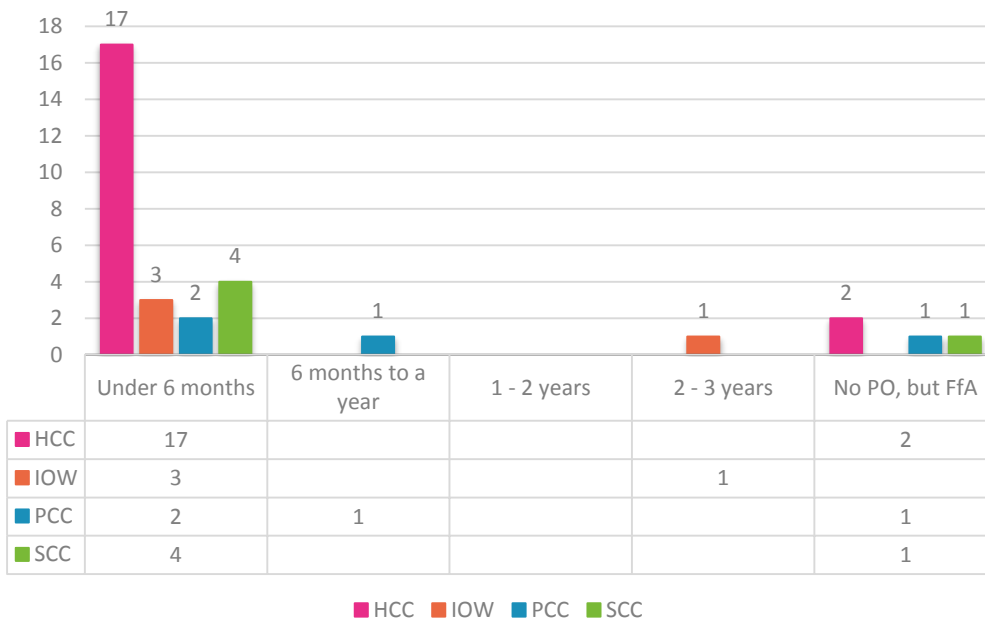


Table 1.16

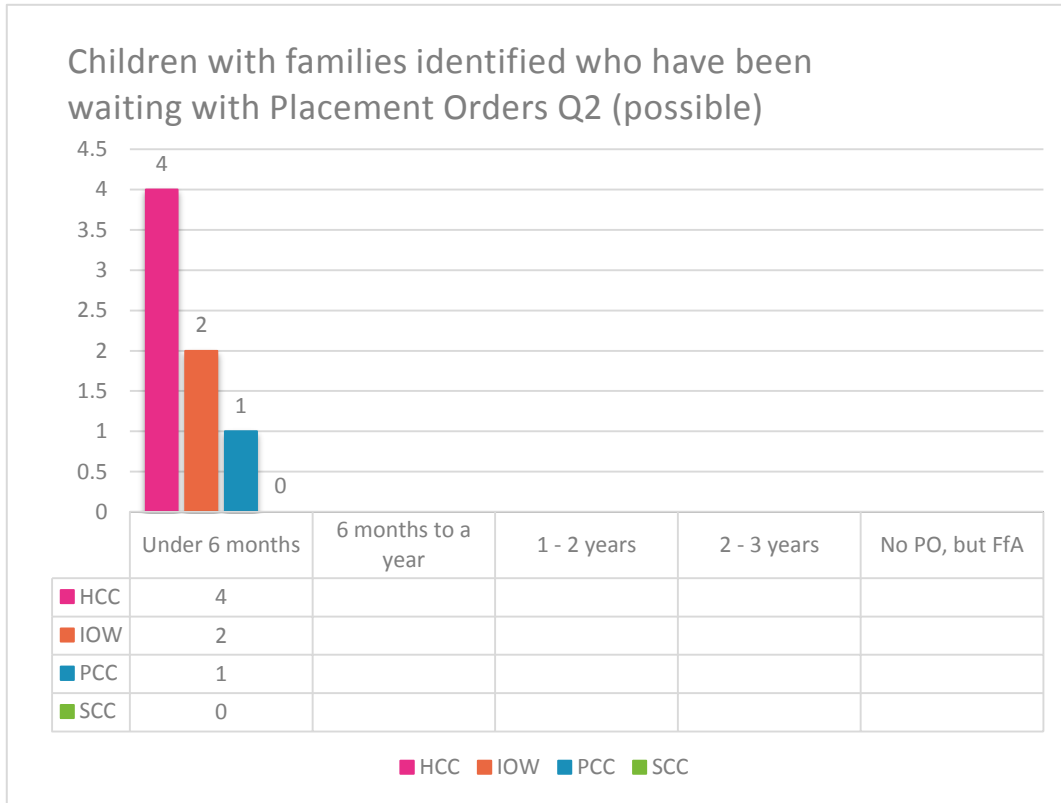


Table 1.17

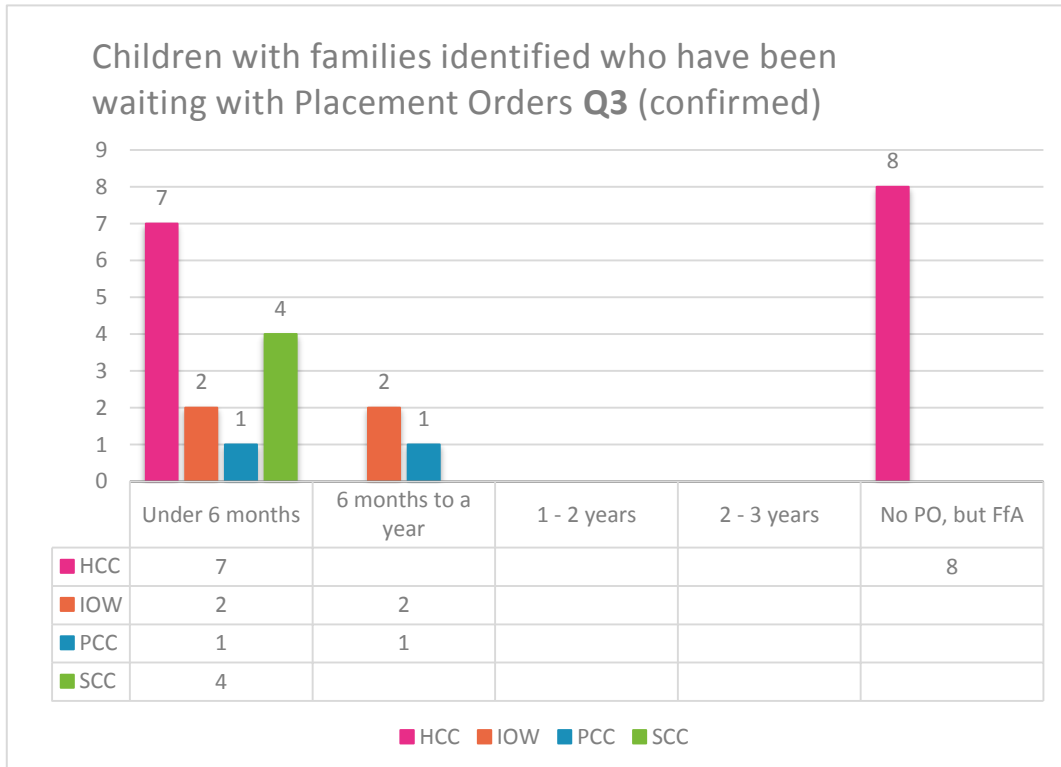


Table 1.18

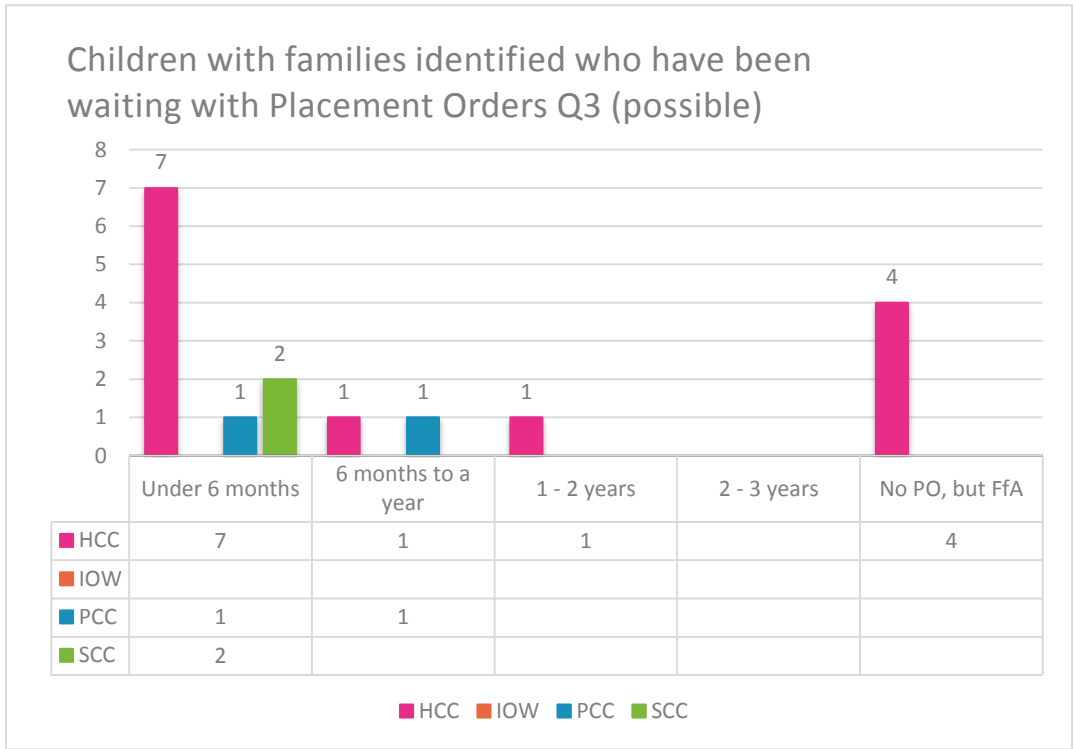


Table 1.19

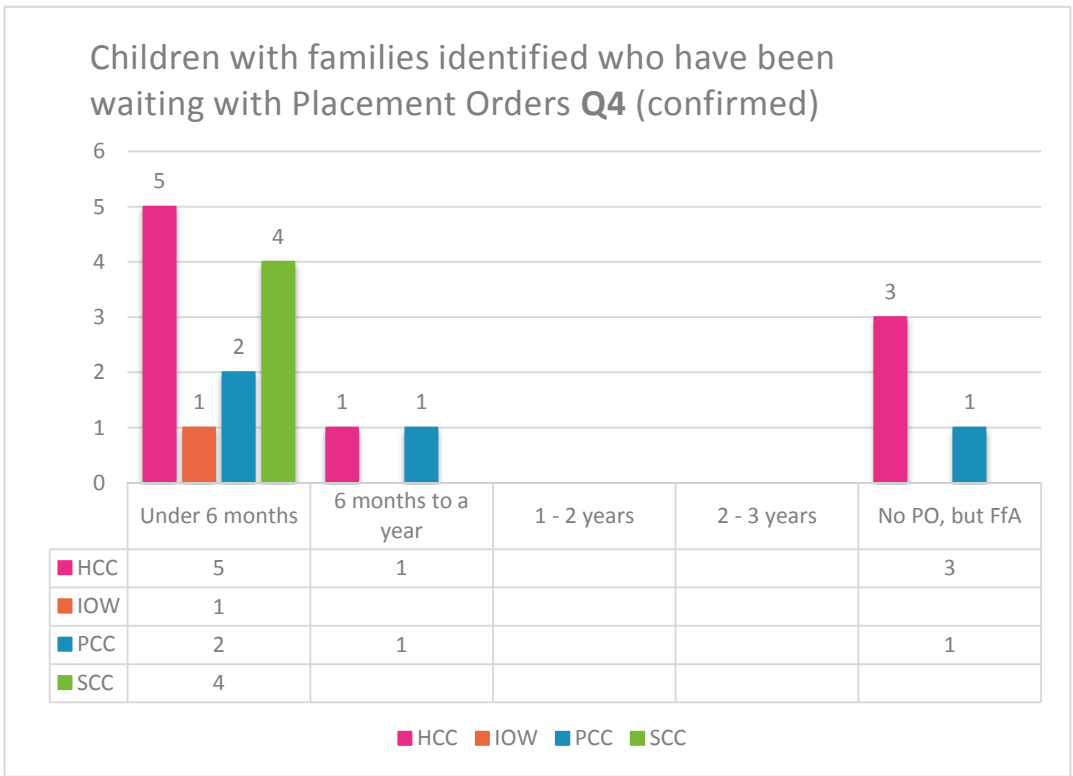
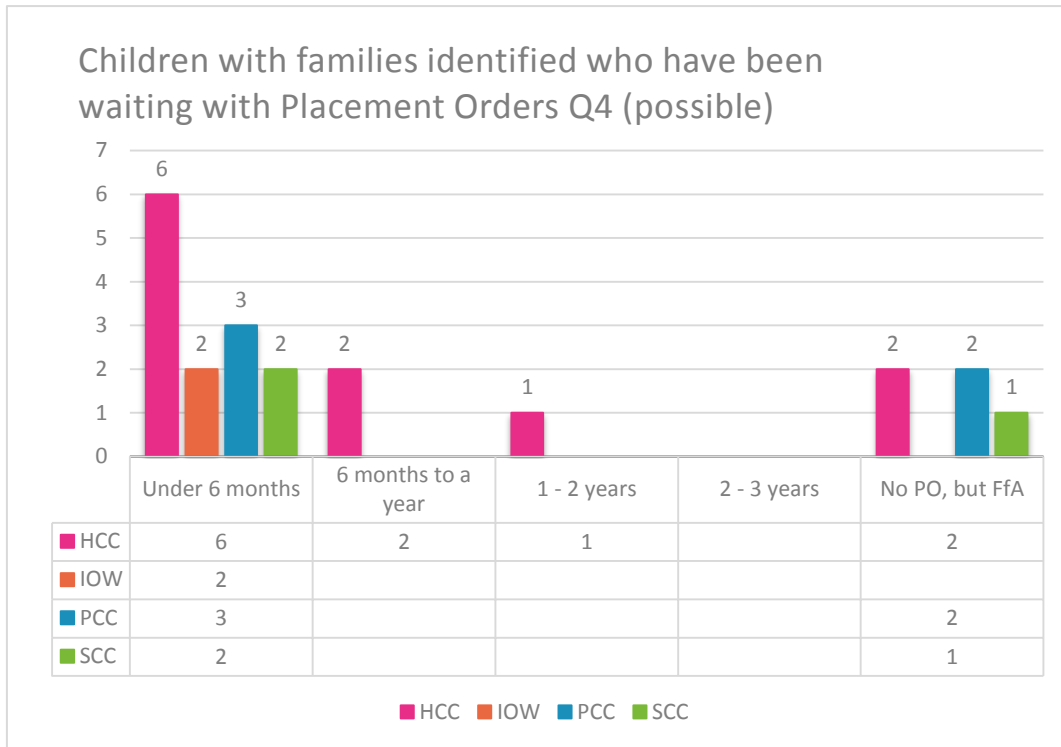
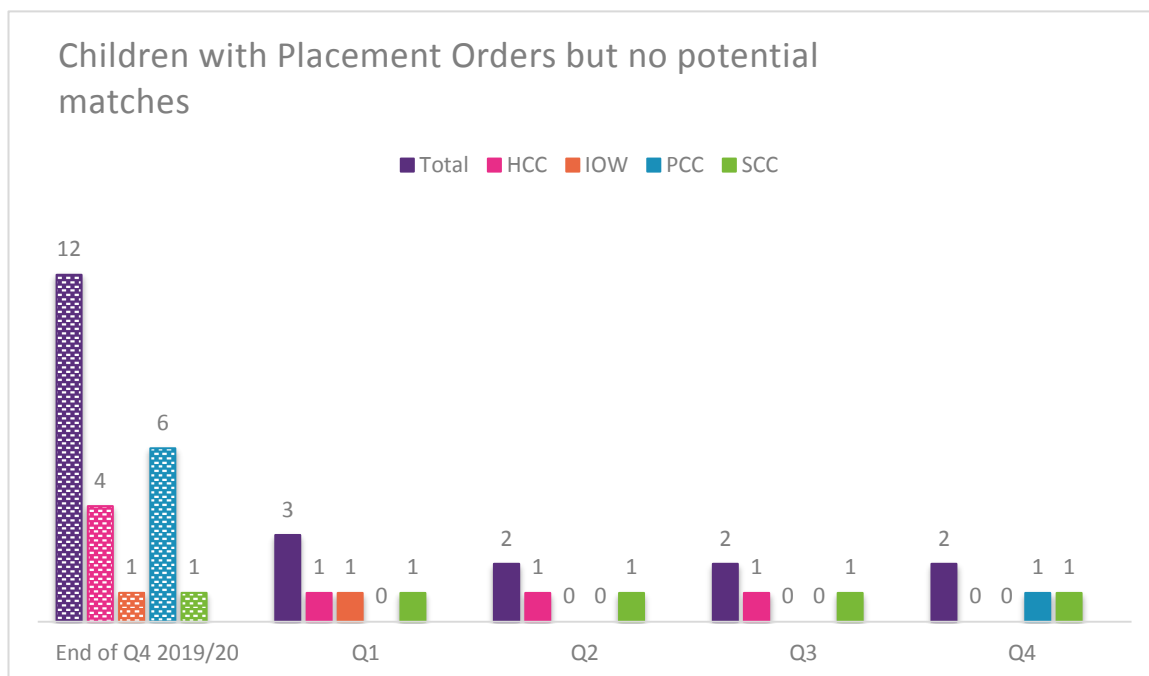


Table 1.20



During Adopt South’s second year, **10** children had been waiting for a family between 6 months and a year; **1** child had been waiting between 1- 2 years, and **1** child had been waiting between 2- 3 years. The remaining children had been waiting for less than 6 months.

Table 1.21

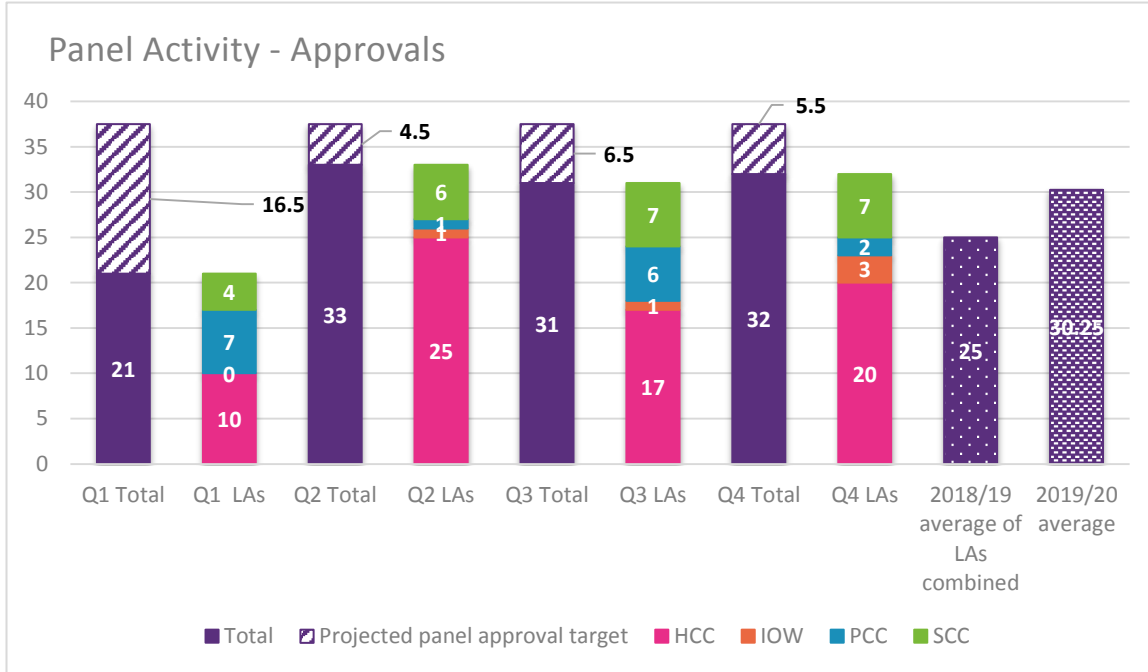


At the end of Adopt South’s second year, just **2** children had no potential matches.



Panel

Table 2.1



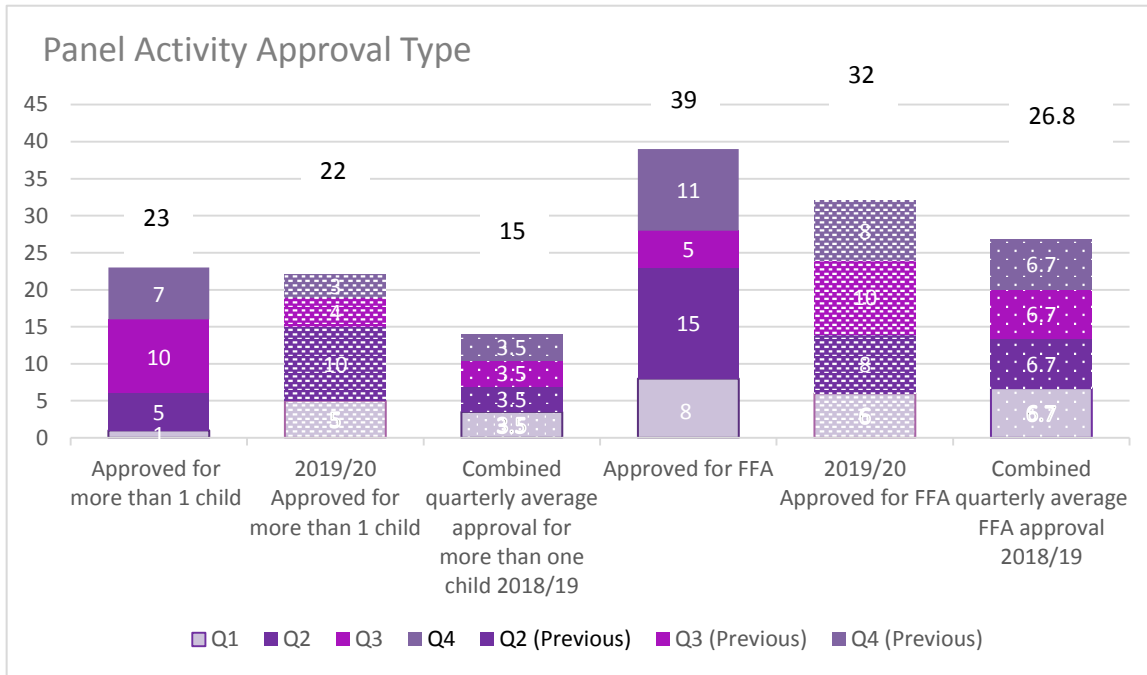
Overall, yearly projected target is 150 approvals per year.

117 households have been approved during Adopt South’s second year.

(This compares to **121** approvals during 2019/20)

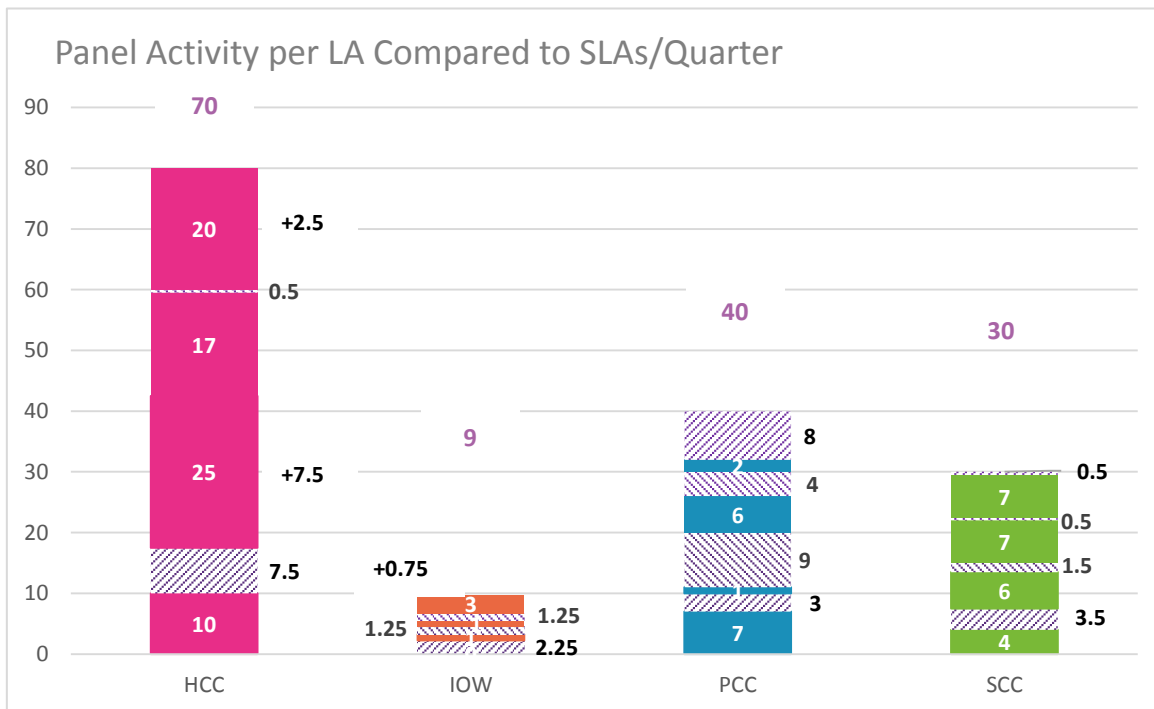
Since the launch of Adopt South, 238 adopters have, therefore, been approved.

Table 2.2



Out of the **117** households approved during Adopt South’s second year, **23** were approved for sibling groups and **39** approved for Fostering for Adoption.

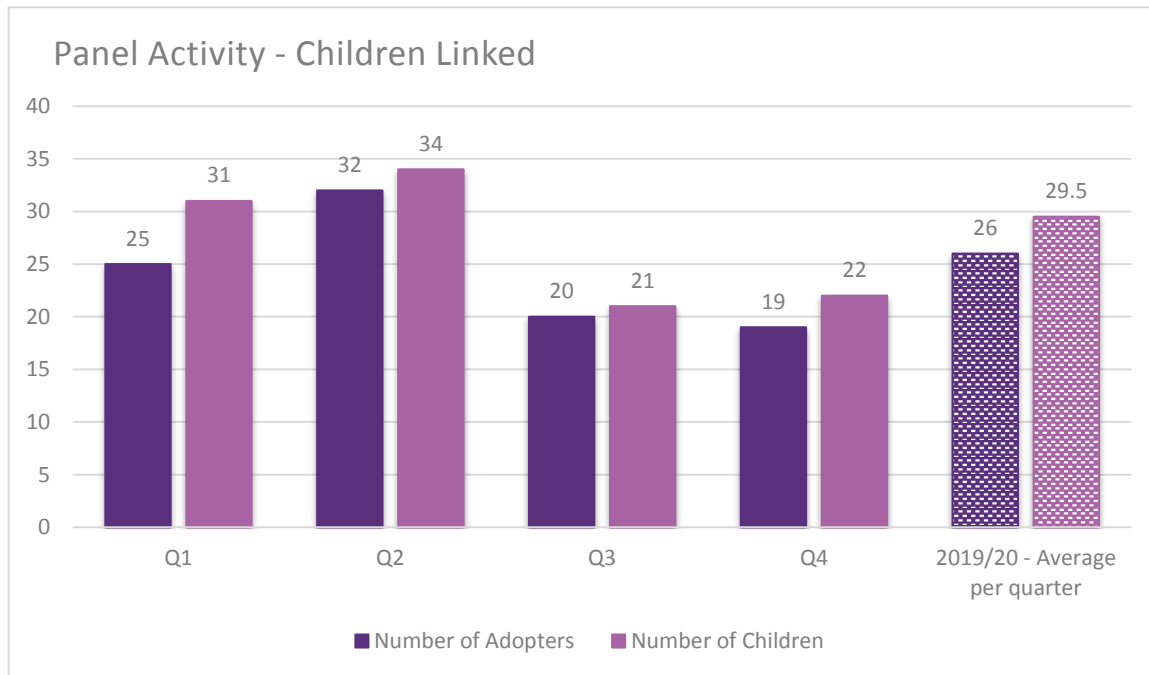
Table 2.3



HCC- **72** (yearly target 70); IOW- **5** (target 9); PCC- **16** (target 40); SCC- **24** (target 30)



Table 2.4



Total for Q4 – **22** children linked with **19** adopters.

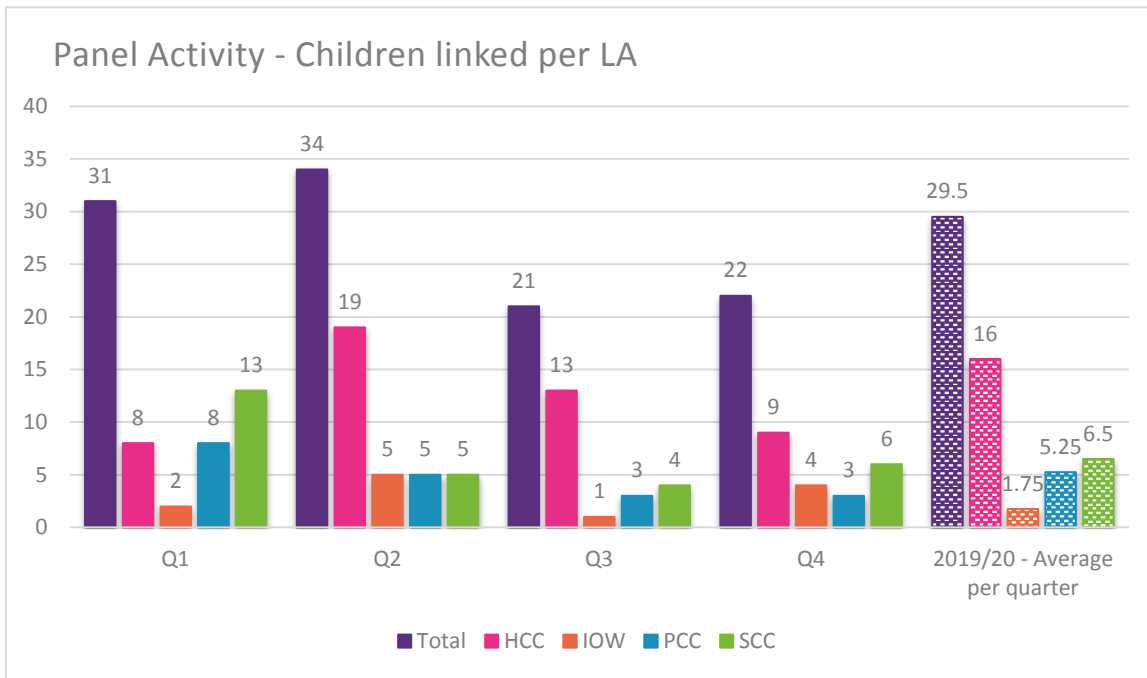
This compares to Q3 - **21** children linked with **20** adopters; Q2 - **34** children linked with **32** adopters and Q1- **31** children linked with **25** adopters.

108 children have, therefore, been linked with 96 adopters during Adopt South's second year.

(This compares to **118** children linked with **104** adopters during 2019/20).

Since the launch of Adopt South, 226 children have, therefore, been linked.

Table 2.5

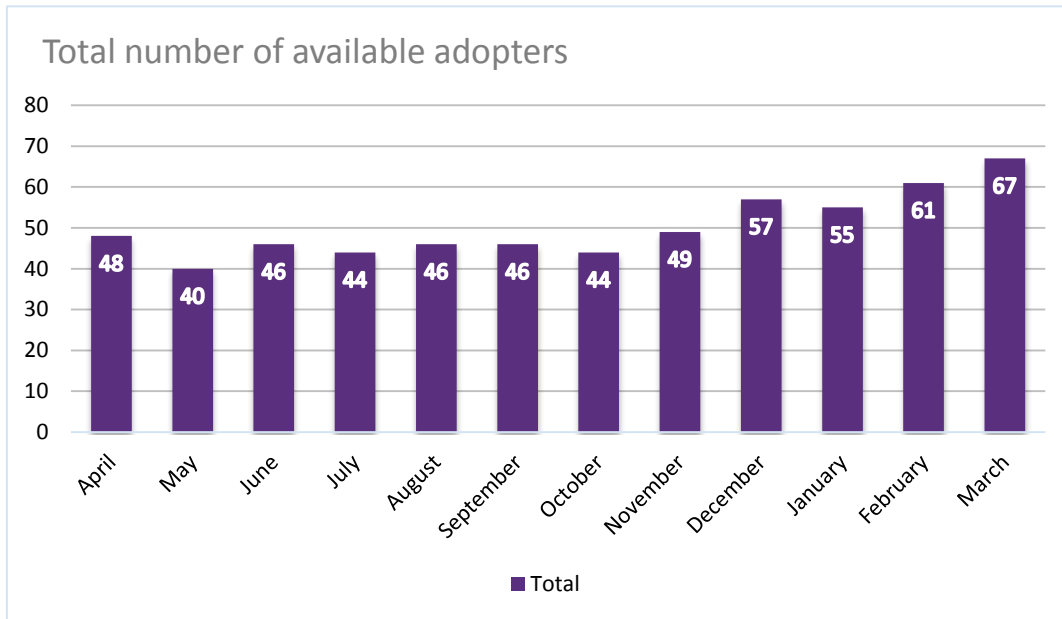


During Adopt South’s second year, **108** children have been linked; HCC- **49**; IOW- **12**; PCC- **19**; SCC- **28**.

(This compares to HCC-**64**; IOW- **7**; PCC- **21**; SCC- **26** during 2019/20)

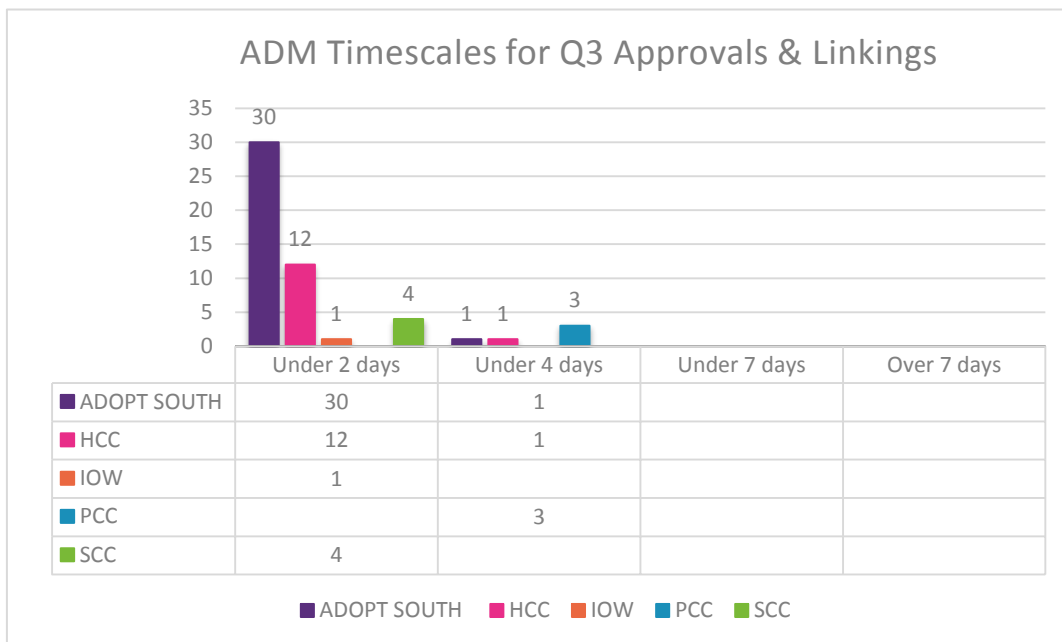
Since the launch of Adopt South, therefore, 113 HCC children have been linked; 19 IOW children; 40 PCC children; 54 SCC children.

Table 2.6



During Quarter 4, there was an average of **61** adopters available, compared to **50** in Quarter 3 and **45** in both Quarters 1 and 2. This is significantly more than all quarters last year, when the average was **46** (Q4), **36** (Q3), **35** (Q2) and **24** (Q1).

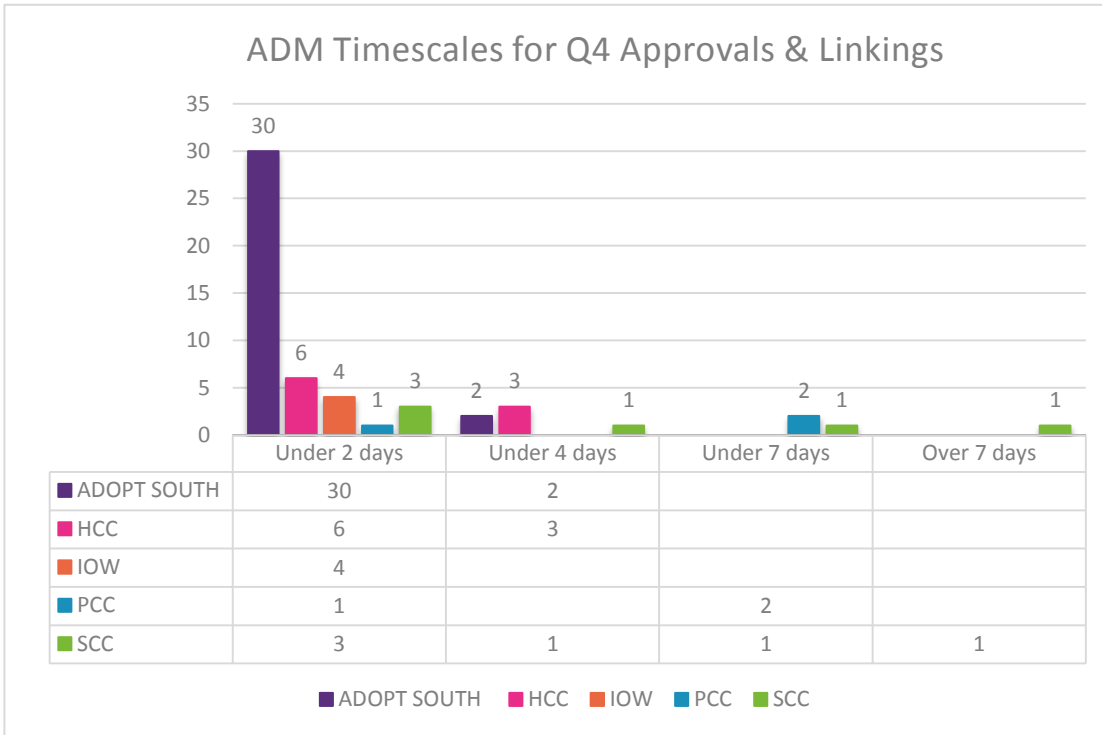
Table 2.7



During Quarter 3, all approvals and linkings were considered by the Agency Decision Makers in under 4 days with the majority being considered in under 2 days, well within the 7-day regulatory timescale.



Table 2.8



During Quarter 4, all approvals and linkings were considered by the Agency Decision Makers in under 7 days, with the exception of one linking which was over 7 days. The majority of decisions were considered in under 2 days, well within the 7-day regulatory timescale.



Recruitment

Table 3.1 Pipeline/ Conversation Rate

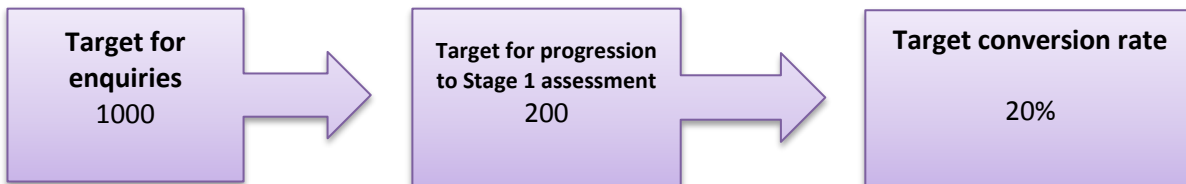
Target enquiry to approval - per year



Actual enquiry to approval – per the year - 2020/21



Target enquiry to assessment – per year



Actual enquiry to assessment – per the year - 2020/21



Target assessment to approval – per year



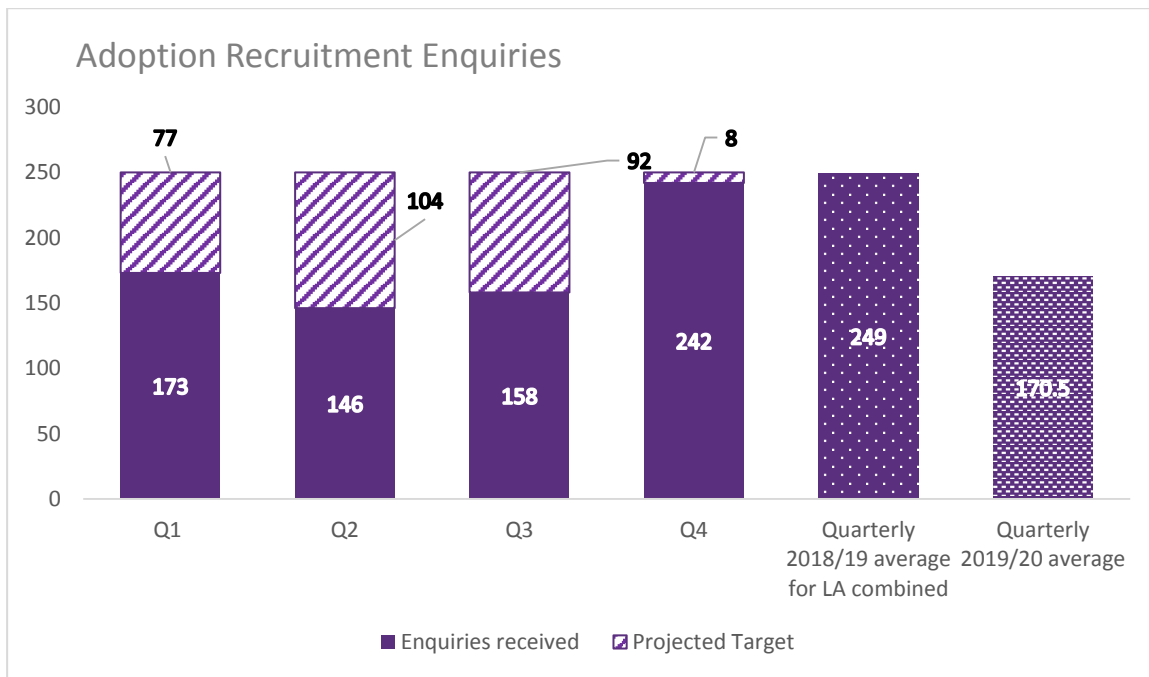


(These figures allow for closure rate of 17.5% in Stage 1 and 9% in Stage 2, leaving target of 150 to be approved per year)

Actual assessment to approval – per the year - 2020/21



Table 3.2

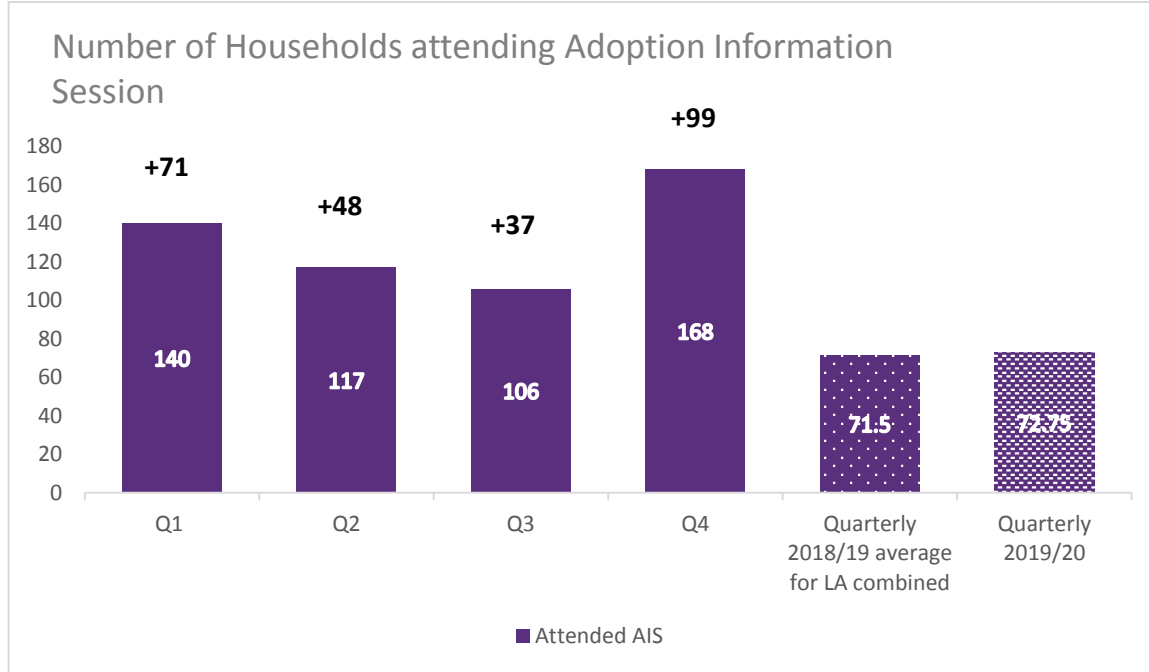


Overall yearly projected target is 1000 enquiries per year. The quarterly target is 250 enquiries.

719 enquiries were received during Adopt South's second year.

(This compares to **682** during 2019/20)

Table 3.3



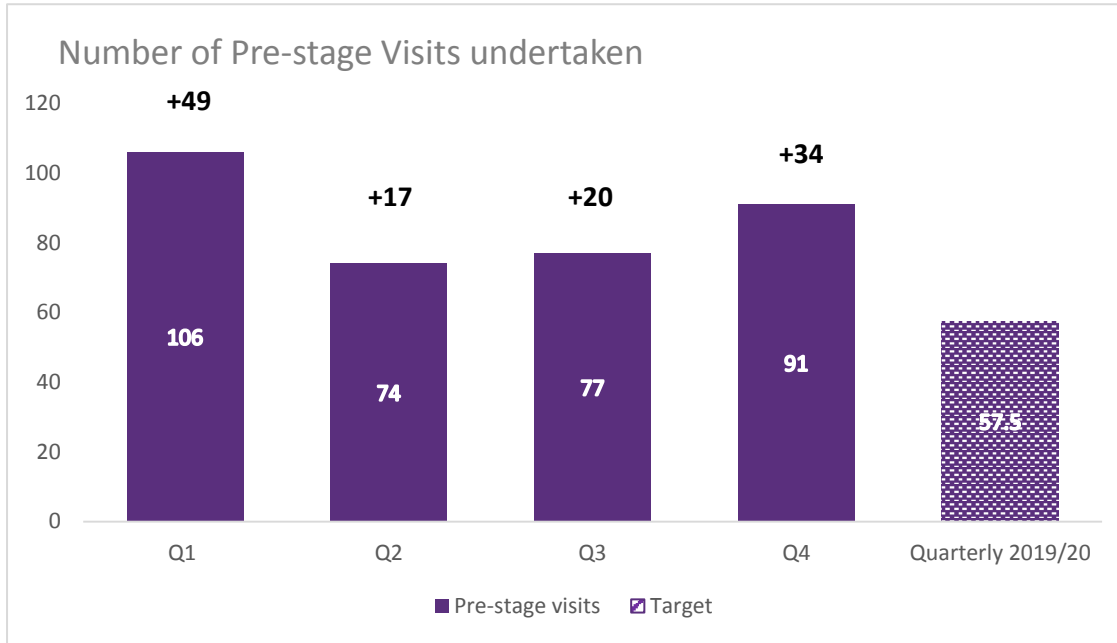
Overall, yearly projected target is 275 households. Quarterly target is 69 households.

531 households attended an Adoption Information Session during Adopt South's second year.

(This compares to **291** households during 2019/20)



Table 3.4

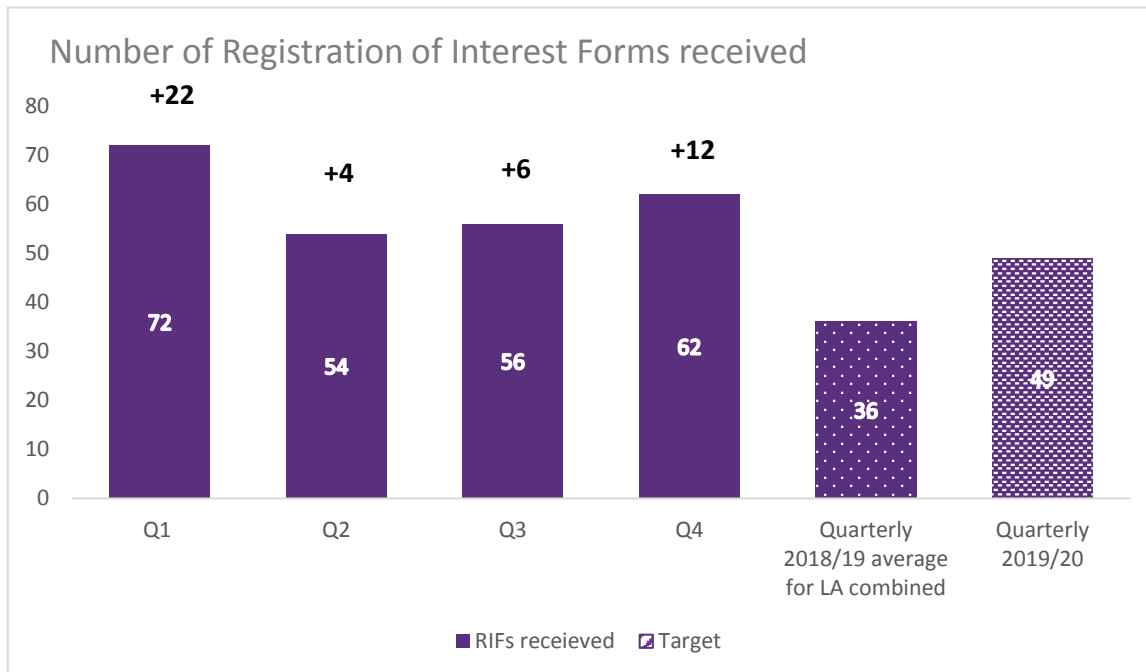


Overall yearly projected target is 230 visits per year. Quarterly target is 57 visits.

348 pre-stage visits were undertaken during Adopt South’s second year.

(This compares to **230** during 2019/20)

Table 3.5



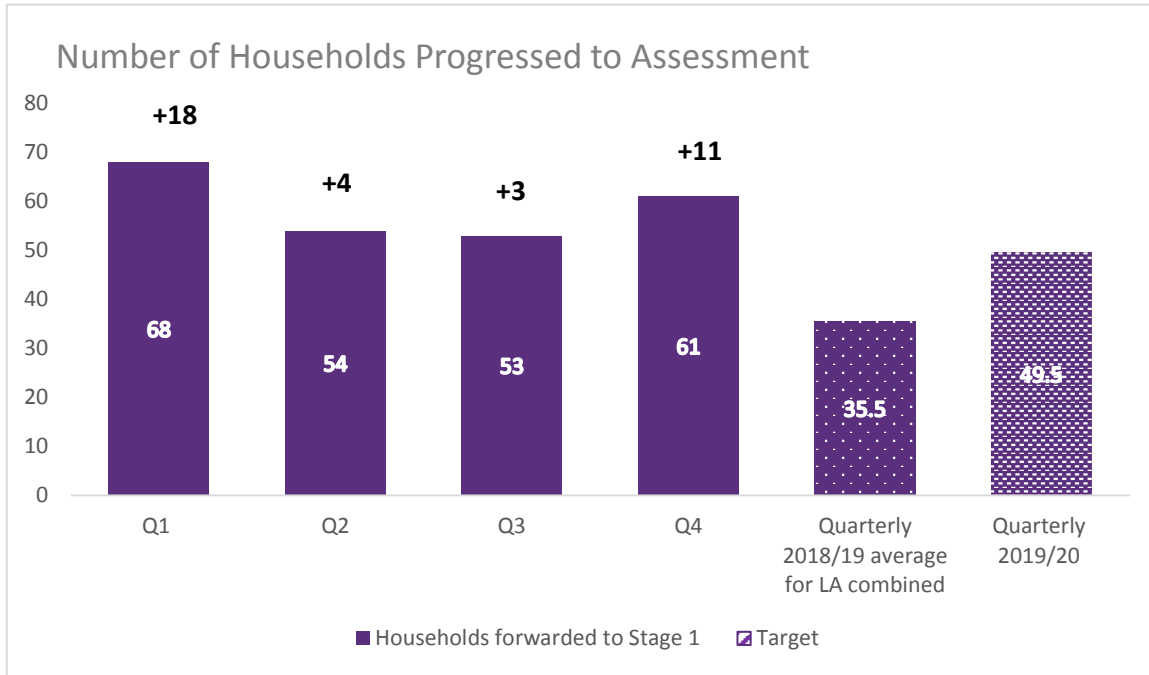
Overall yearly projected target is 200 assessments progressing to assessment (Stage 1) per year.



Quarterly target is 50. **244 Registration of Interest Forms were received during Adopt South's second year.**

(This compares to **196** during 2019/20)

Table 3.6



Overall yearly projected target is 200 households forwarded to Stage 1. Quarterly target is 50 households forwarded to Stage 1.

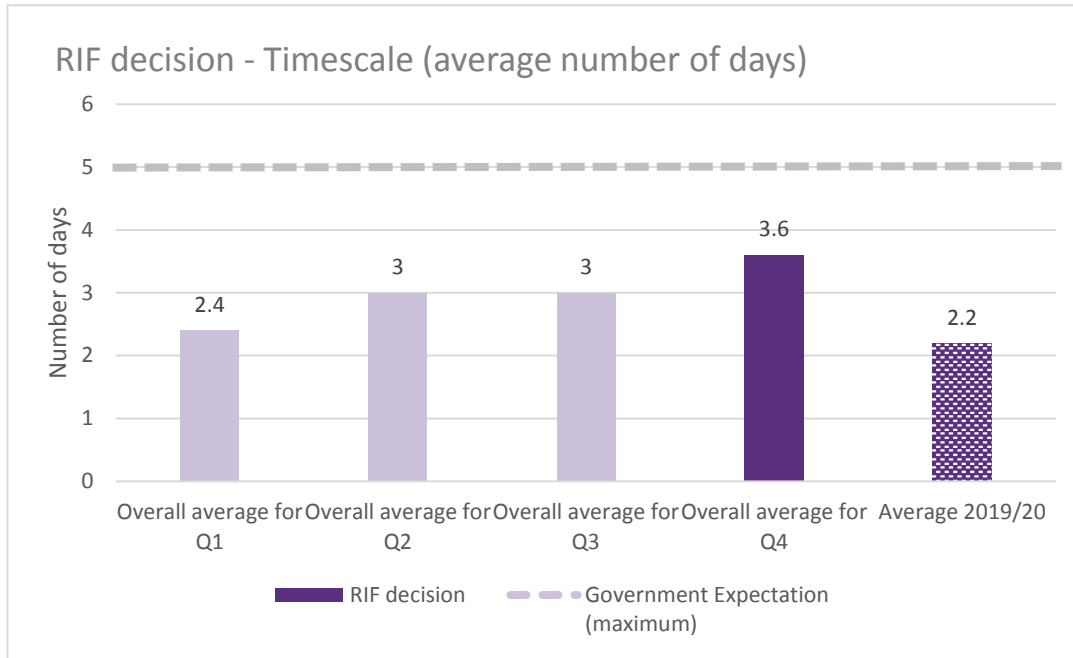
236 households were forwarded to assessment during Adopt South’s second year.

(This compares to **198** during 2019/20)



Timescales

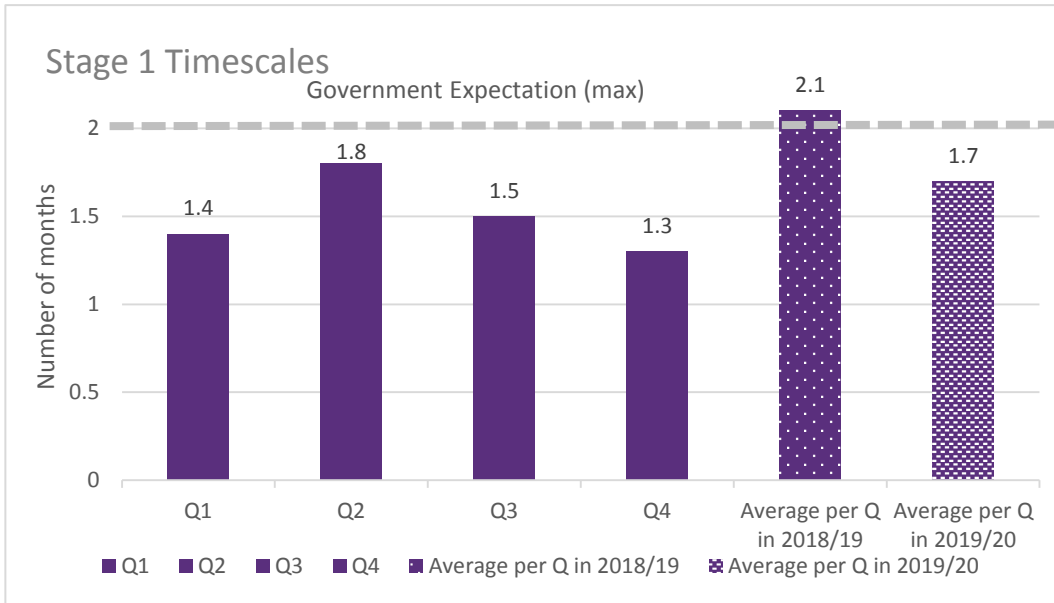
Table 4.1



RIF decisions averaged **3.6 days** in Quarter 4, remaining well within the government expectation of 5 days.

RIF timescales for Adopt South’s second year averaged 3 days, well within, therefore, government expectations.

Table 4.2

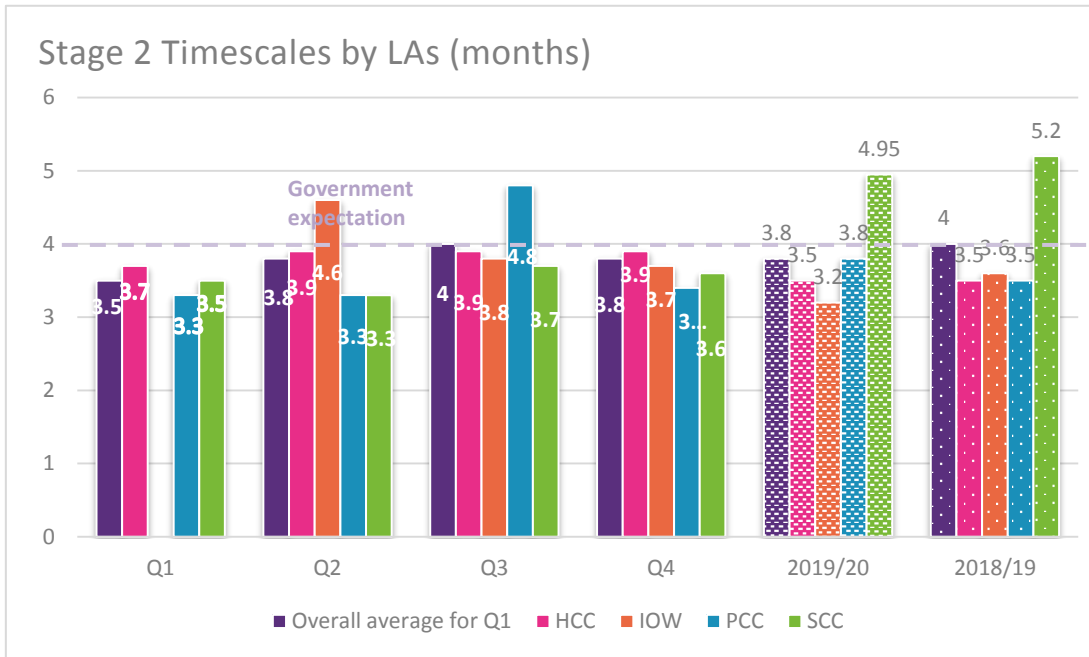


Stage 1 timescales averaged **1.3 months** in Quarter 4, remaining well within the government expectation of 2 months.

Stage 1 timescales for Adopt South’s second year averaged 1.5 months, therefore, well within government expectations.



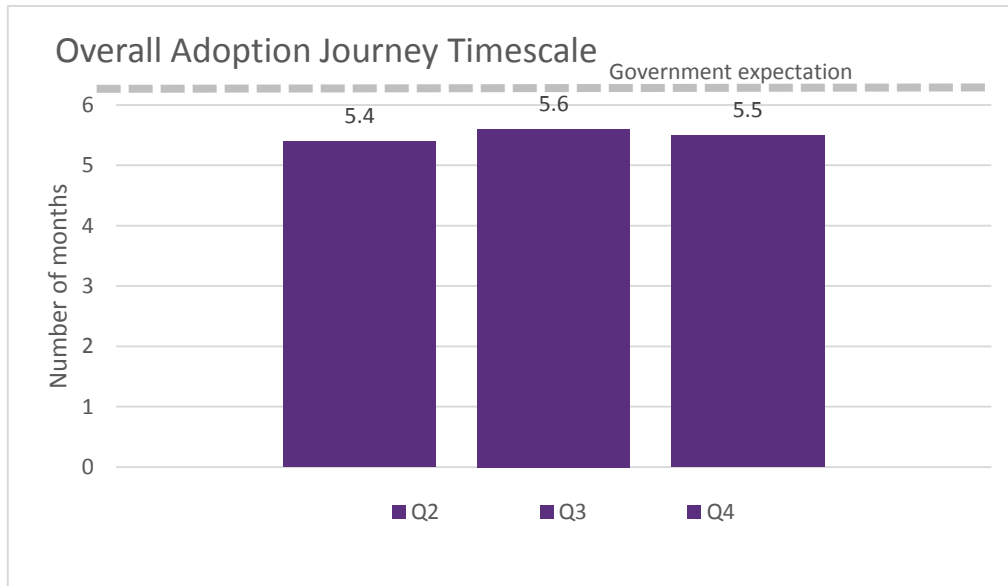
Table 4.3



Stage 2 timescales averaged **3.8 months** in Quarter 4, continuing to be within the government expectation of 4 months.

Stage 2 timescales for Adopt South’s second year averaged 3.8 months, therefore, well within government expectations.

Table 4.4



The overall adoption journey (excluding fast tracked assessments) averaged **5.5 months** in Quarter 4, remaining well within the government expectation of 6 months.



Stage 1 and Stage 2

Table 5.1

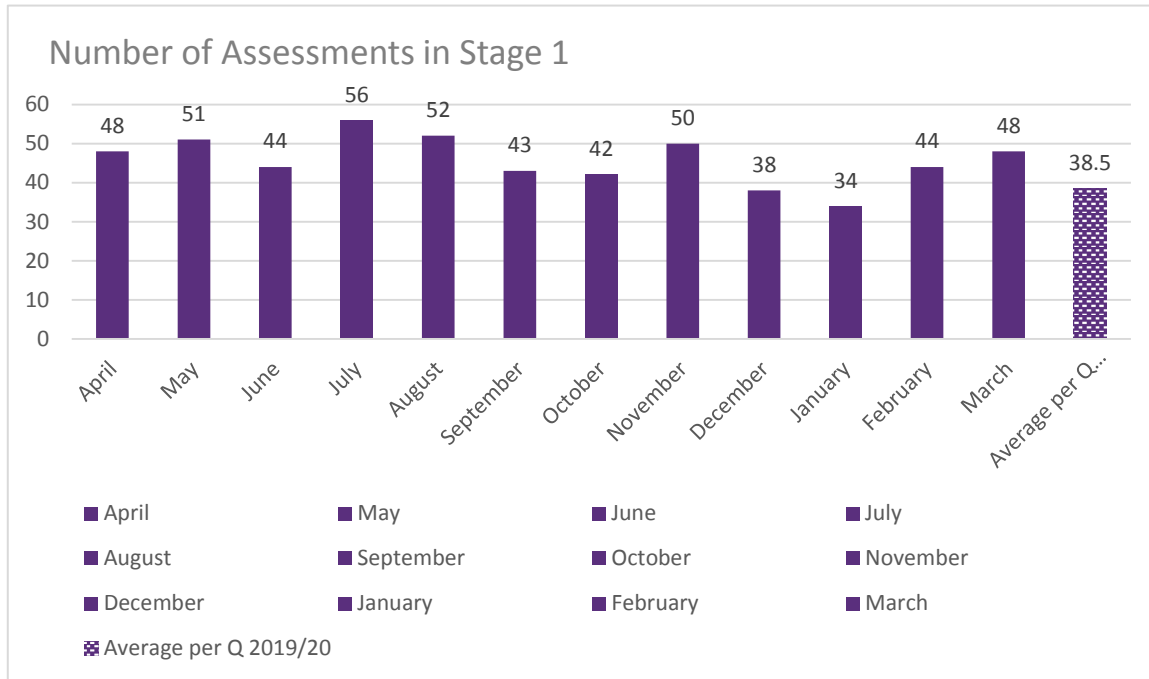
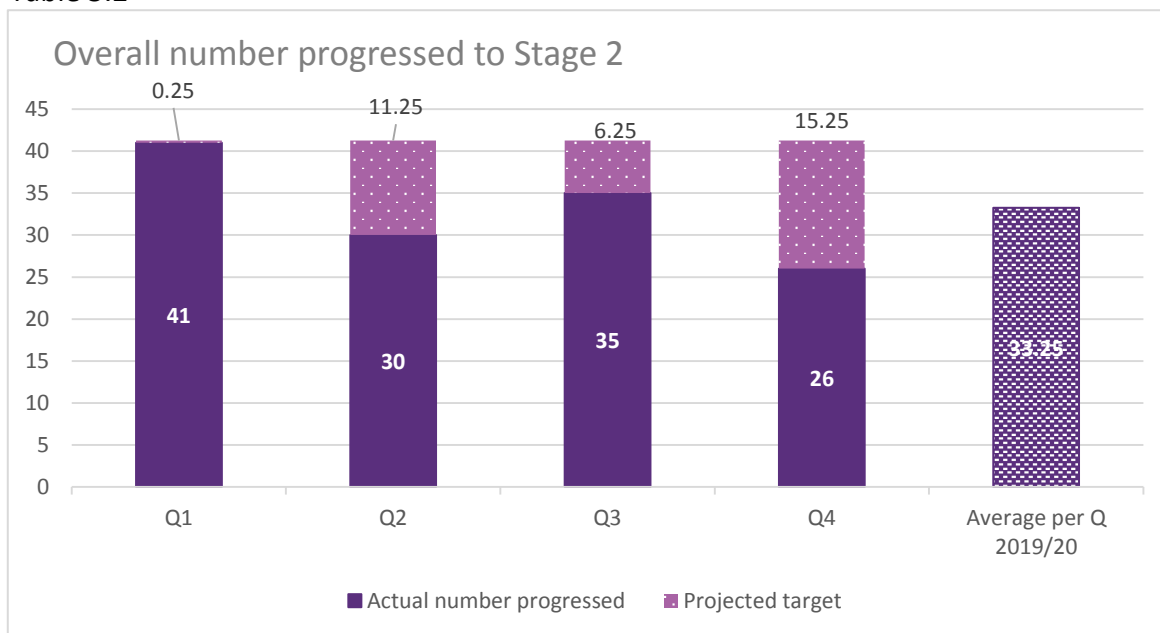


Table 5.2



The projected number to progress to Stage 2 per quarter is 41.25 to allow 9% counselling out/ withdrawals (165 to progress to Stage 2) to reach 150 approvals.

132 households progressed to Stage 2 during Adopt South’s second year. (This compares to 133 during 2019/20)



Table 5.3

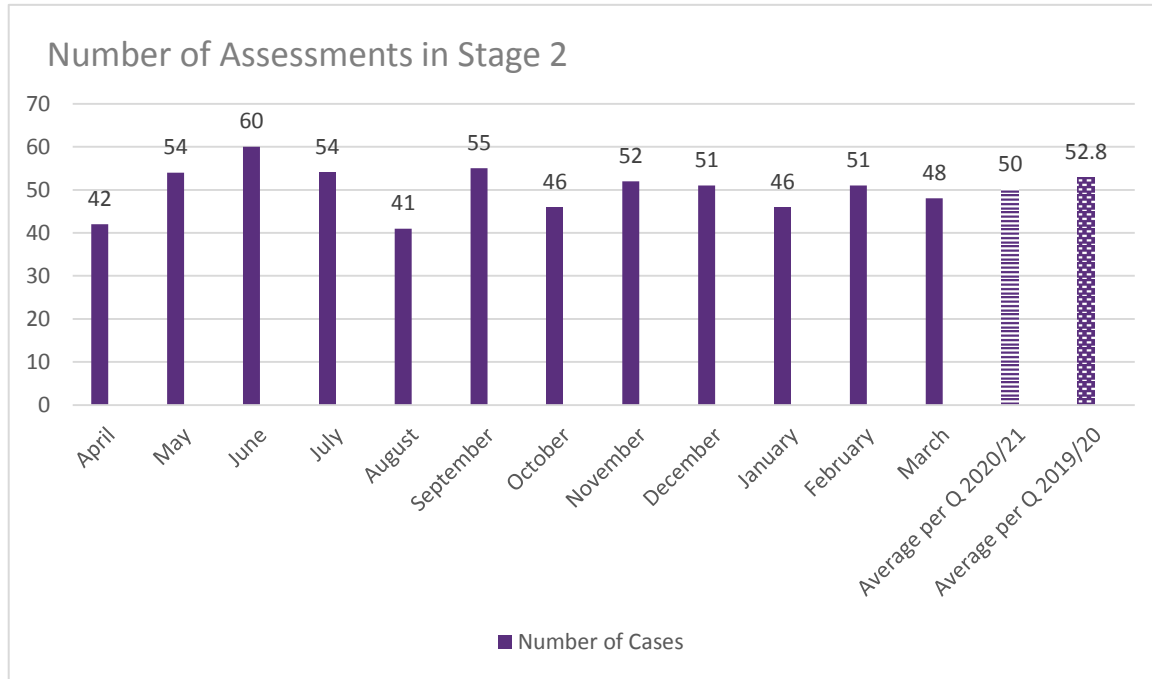


Table 5.4

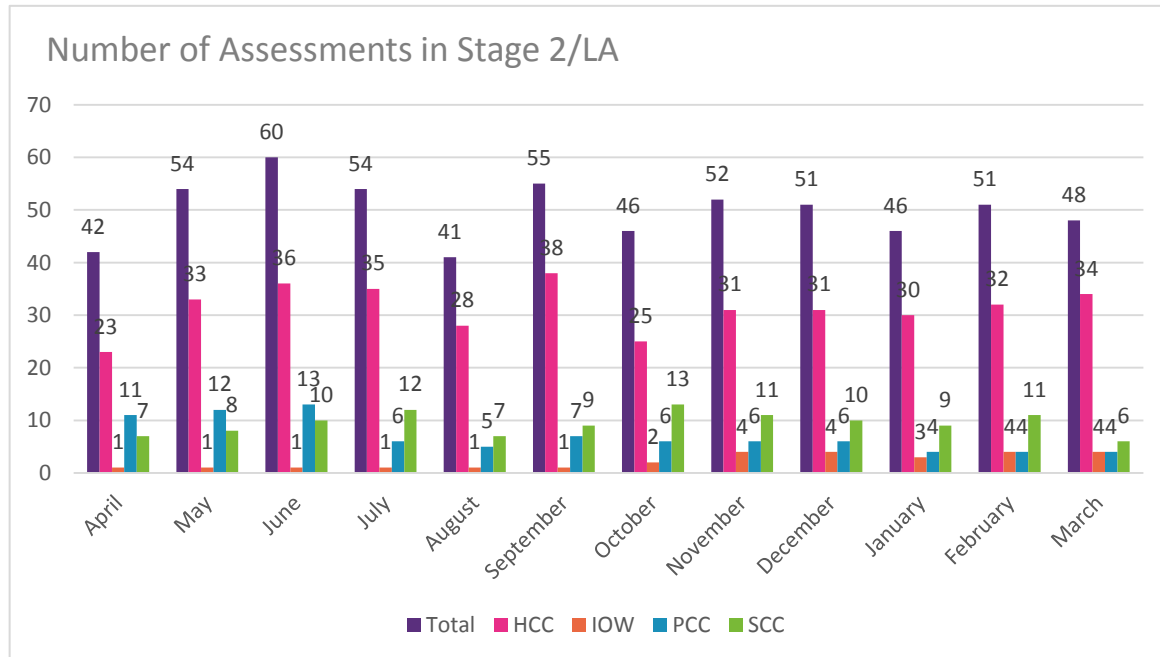
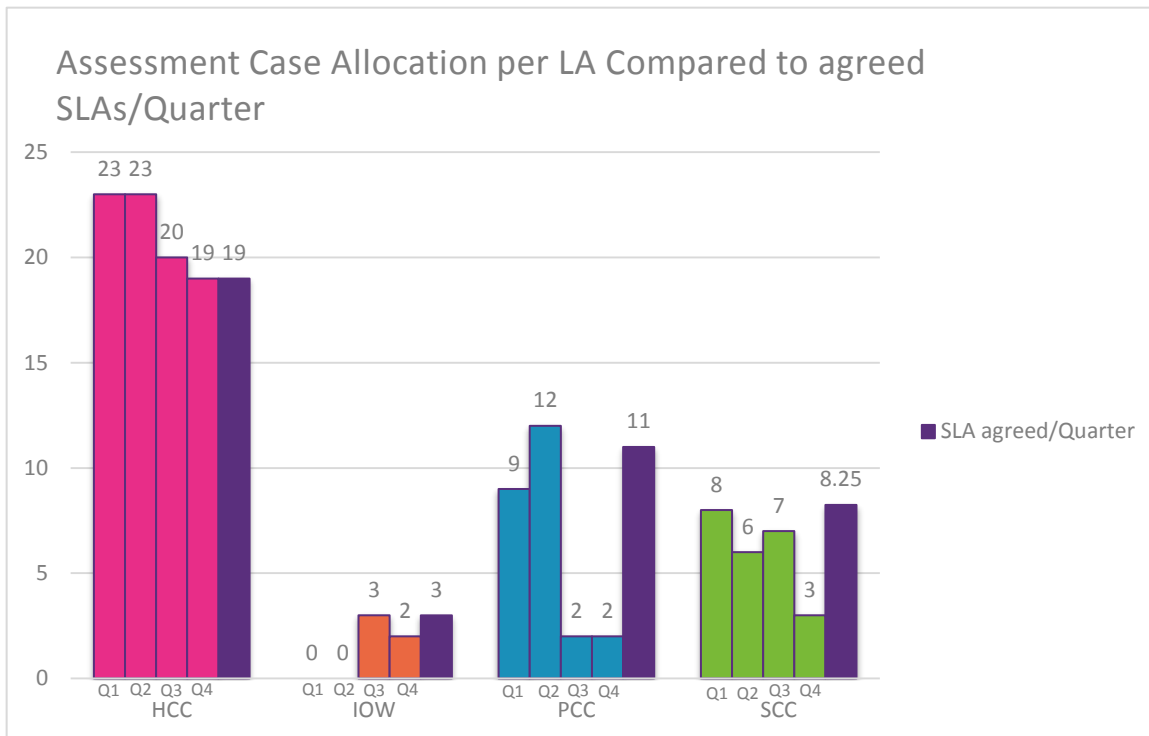


Table 5.5



Service Level Agreements (SLAs) per quarter allowing for 9% closure rate:

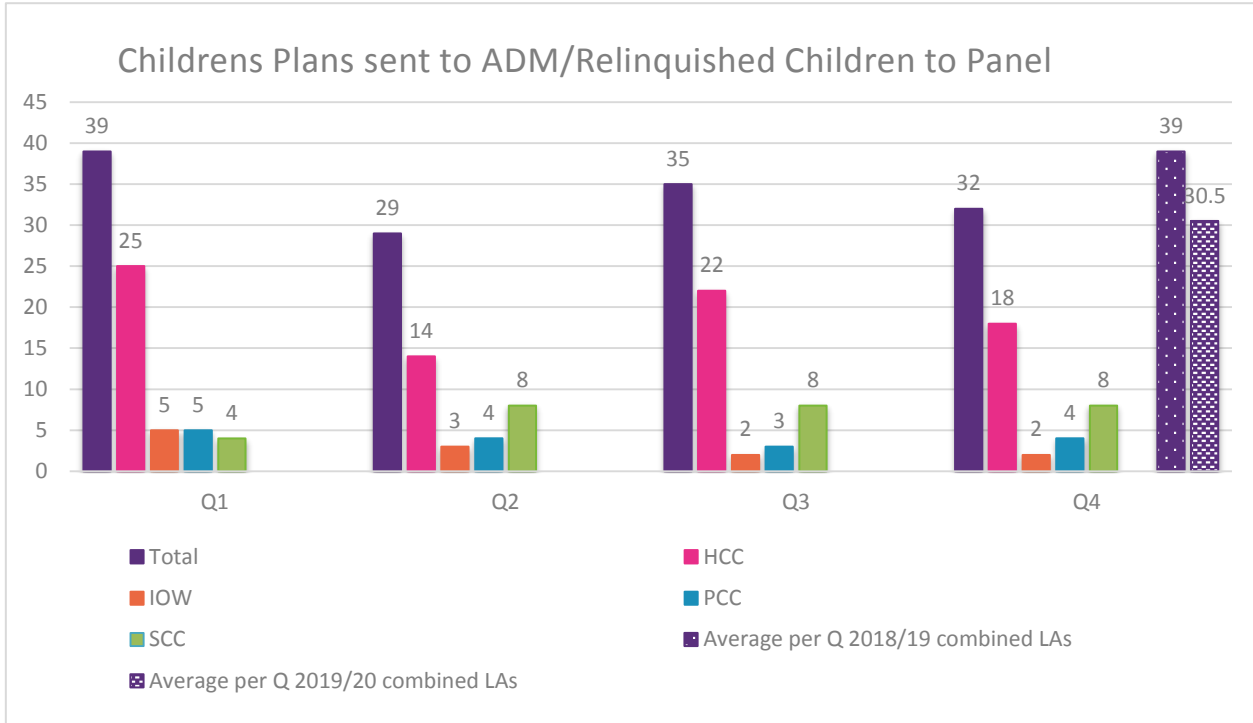
- HCC – 19 (47% of overall target)
- IOW – 3 (7% of overall target)
- PCC – 11 (27% of overall target)
- SCC – 8.25 (20% of overall target)

The table below shows the allocation targets for each hub and as a combined figure for each time period throughout the year:

Hub	Allocations per month	Allocations per quarter	Allocations per ½ year	Allocations per year
HCC	6.5	19	38	76
IoW	1	3	6	12
PCC	3.5	11	22	44
SCC	2.75	8.25	16.5	33
Combined total	13.75	41.25	82.5	165

Children’s Information

Table 6.1

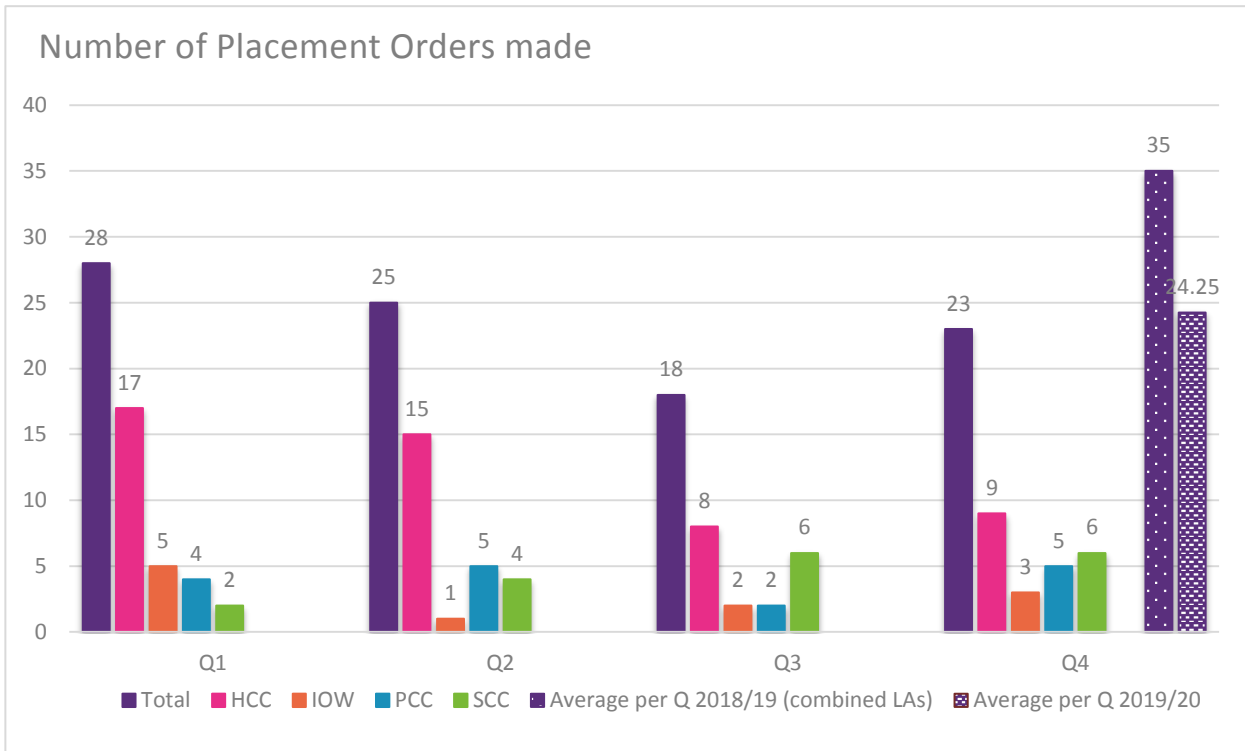


There were 135 Children’s Plans, an average of 33.8 per quarter, sent to ADM/Relinquished Children to Panel during Adopt South’s second year.

(This compares to **122** during Adopt South’s first year, an average of **30.5** per quarter and compares to an average of **39** per quarter during 2018/19).



Table 6.2

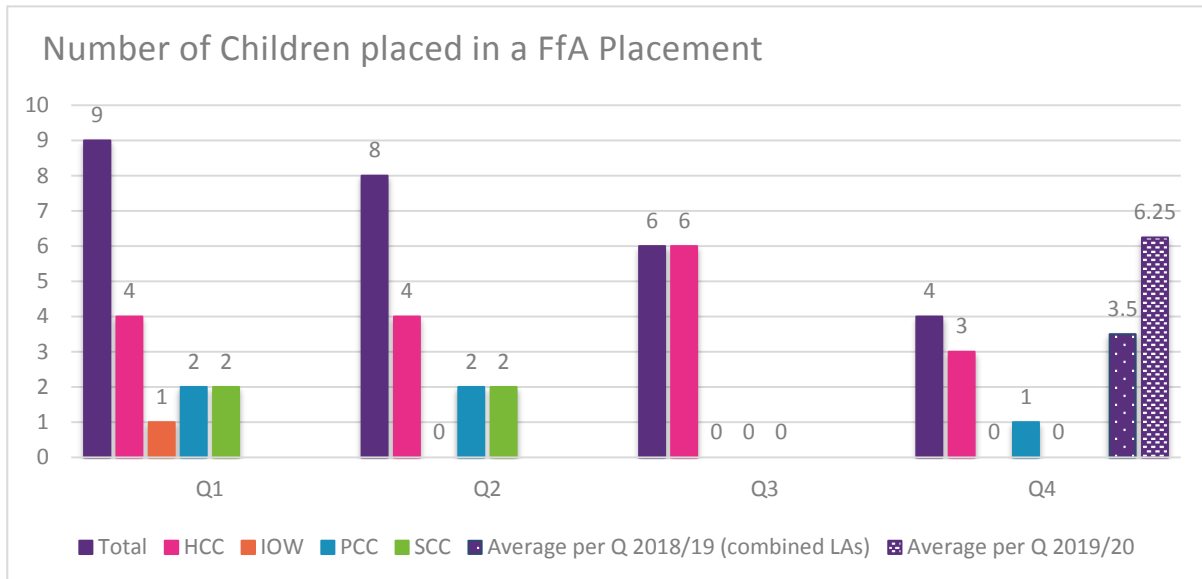


There were 94 Placement Orders made, an average of 24 per quarter, during Adopt South’s second year.

(This compares to **97** Placement Orders made during Adopt South’s first year, an average of **24.25** per quarter and compares to an average of **35** per quarter during 2018/19).



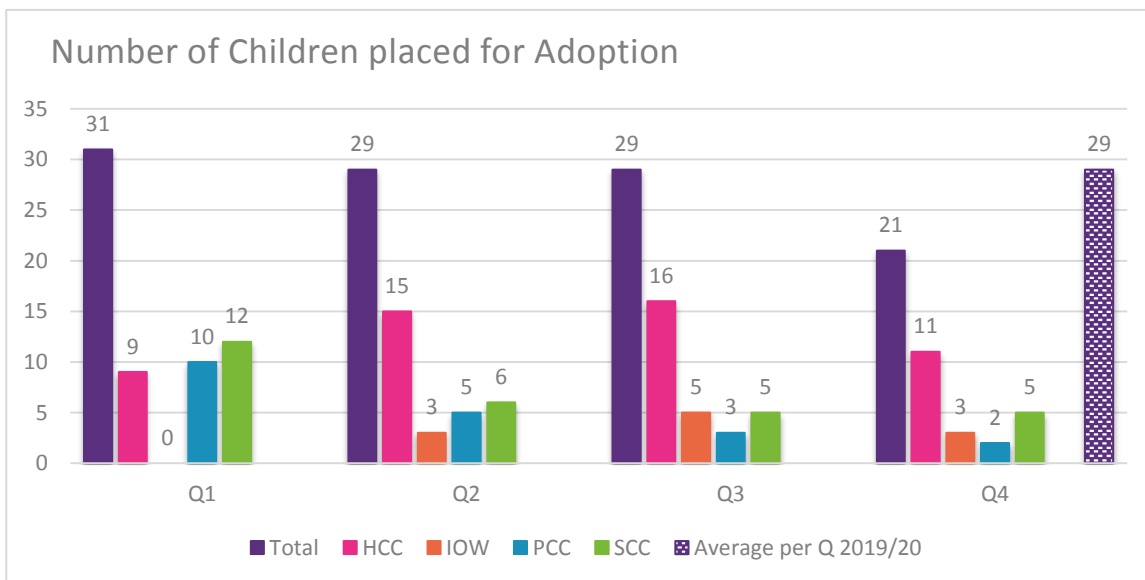
Table 6.3



There were 27 children placed in a FfA placement, an average of 6.8 per quarter, during Adopt South’s second year.

(This compares to 25 children being placed in a FfA placement during Adopt South’s first year, an average of 6.25 per quarter and compares to an average of 3.5 per quarter during 2018/19).

Table 6.4

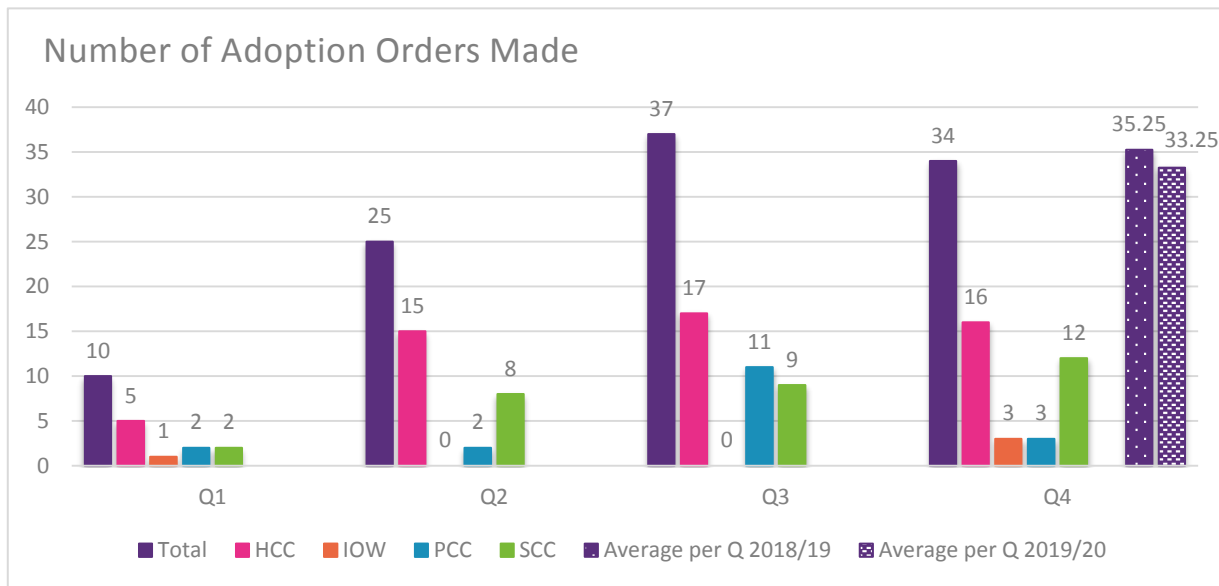


There were 110 children placed for adoption, an average of 27.5 per quarter, during Adopt South’s second year.

(This compares to 116 children being placed for adoption during Adopt South’s first year, an average of 29 per quarter).



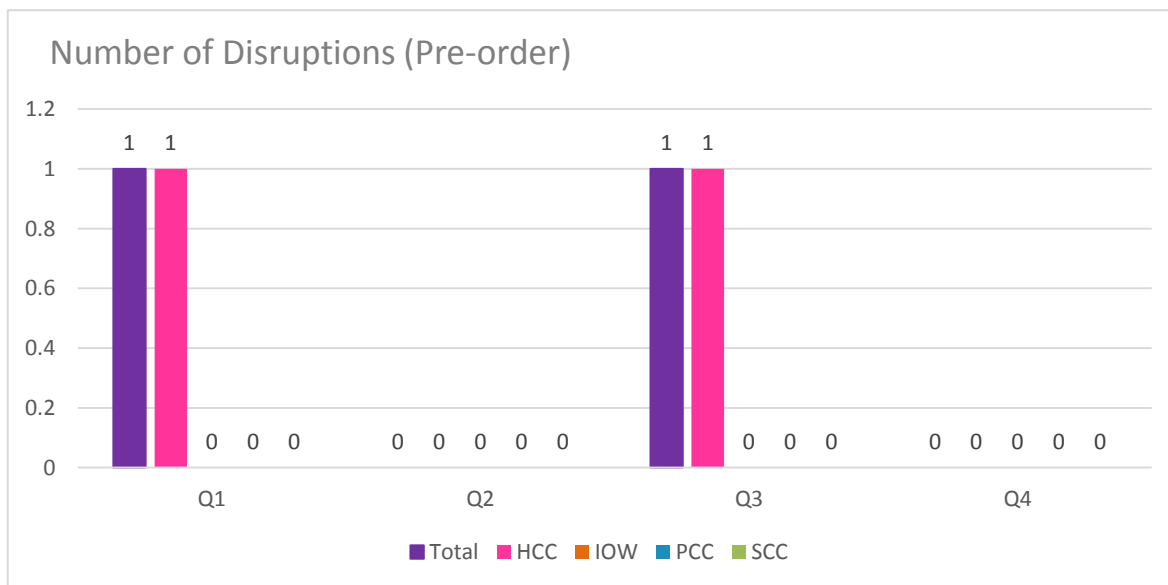
Table 6.5



There were 106 Adoption Orders made, an average of 27 per quarter, during Adopt South’s second year.

(This compares to **133** Adoption Orders being made during Adopt South’s first year, an average of **33.25** per quarter and compares to an average of **35.25** per quarter during 2018/19).

Table 6.6

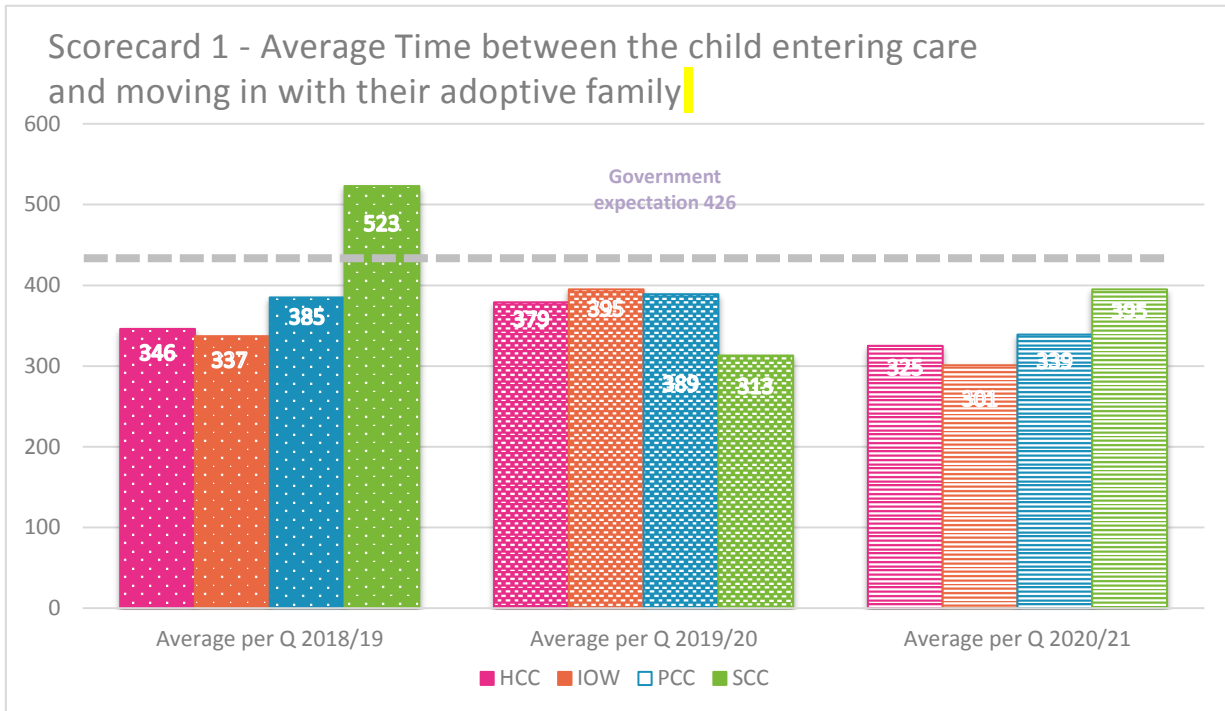


There have been 2 disruptions during Adopt South’s second year.

(This compares to **3** disruptions during Adopt South’s first year).

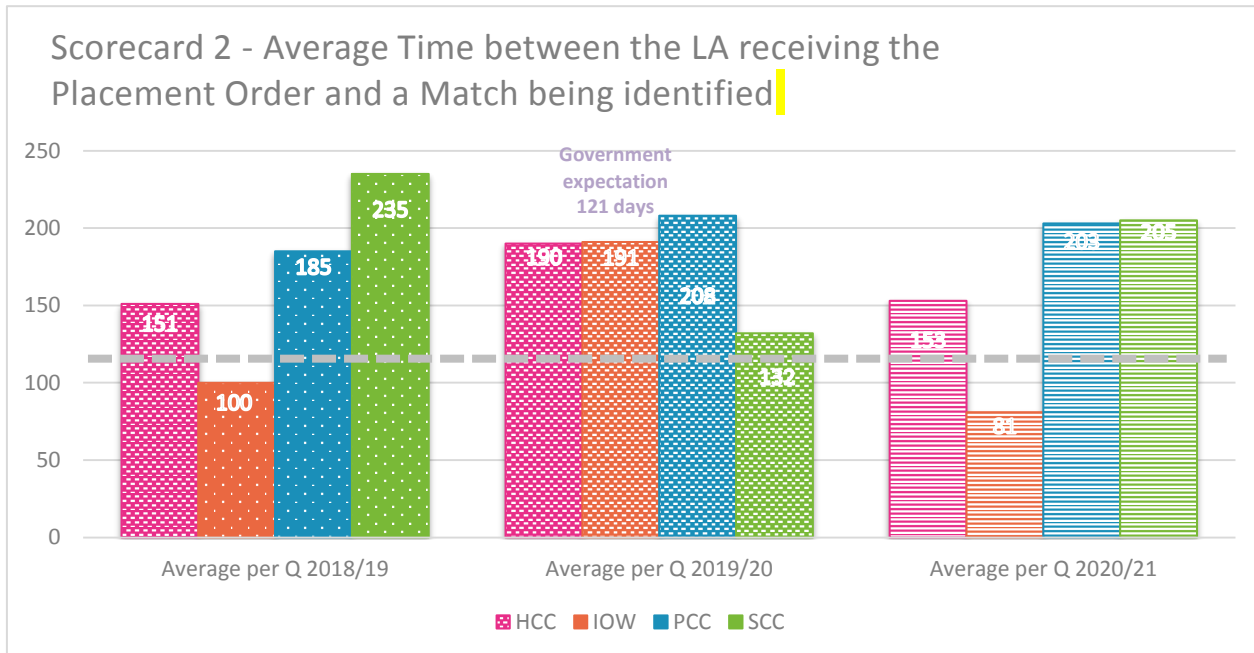


Table 6.7



All 4 Local Authorities have averaged Scorecard 1 below the government’s threshold during Adopt South’s second year.

Table 6.8

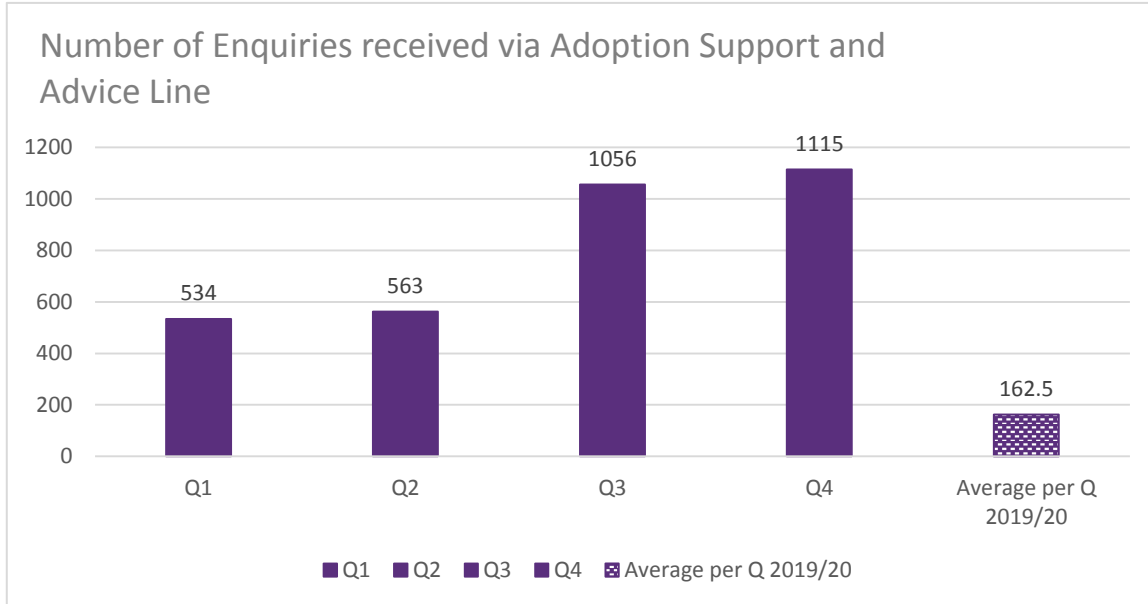


Although Portsmouth and Southampton have averaged slightly outside of the government’s threshold of 121 days, this reflects their hard to place children who although it took longer, families were found.



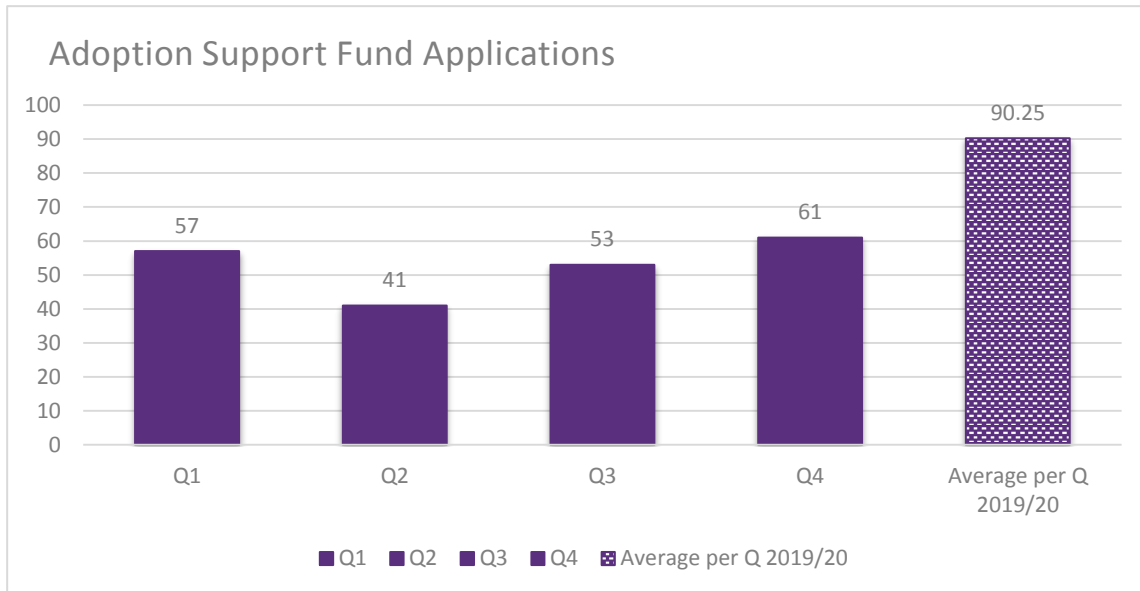
Adoption Support

Table 7.1



There were 3268 enquiries received via the Adoption Support and Advice Line during Adopt South’s second year. (This compares to **650** enquiries received during 2019/20).

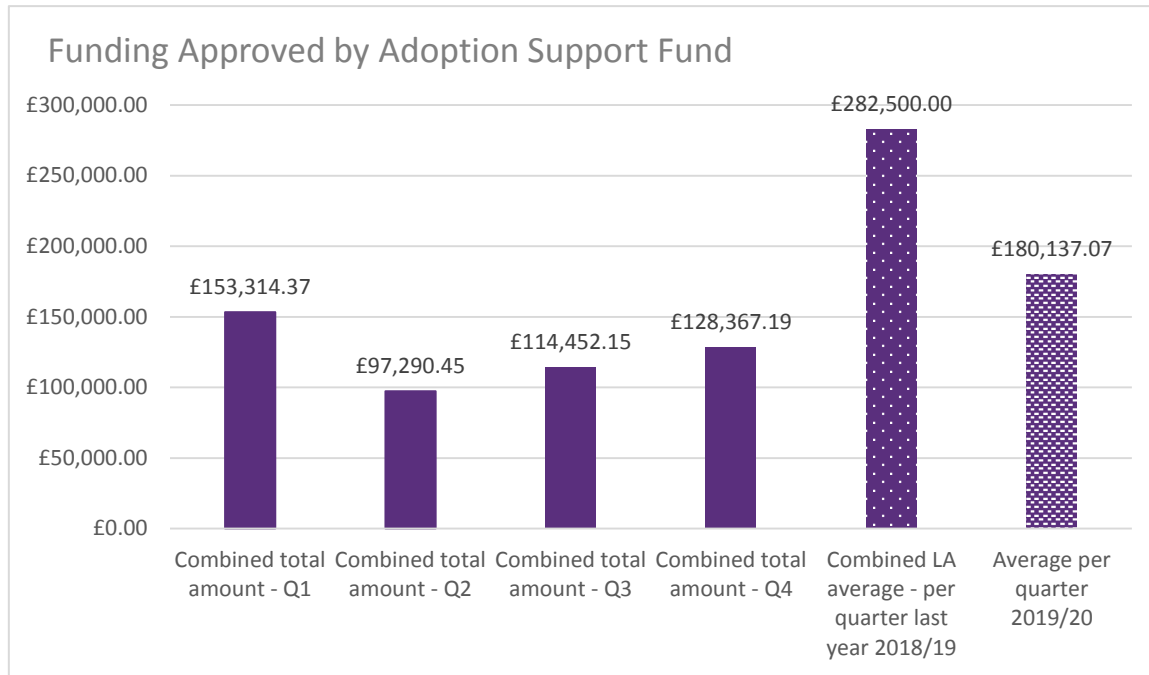
Table 7.2



A total of 212 applications, an average of 53 per quarter, were made to the Adoption Support Fund during Adopt South’s second year.

(This compares to **361** applications being made during 2019/20, an average of **90.25** per quarter).

Table 7.3



The total amount approved by the Adoption Support Fund in Quarter 4 was **£128, 367.19**.

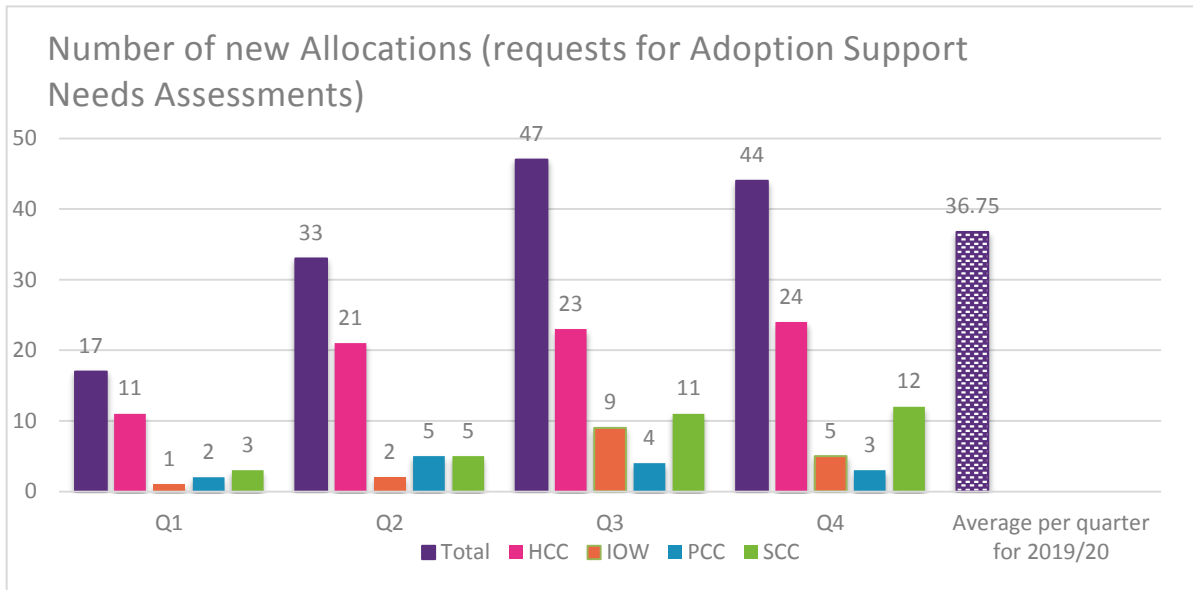
In Adopt South’s second year, £493,424.16 has, therefore, been approved in relation to regular applications for therapeutic interventions.

The total including the COVID - 19 Scheme is £572,555.07.

(This compares to a total of **£720, 548** being approved during 2019/20, an average of **£180,137.07** per quarter).



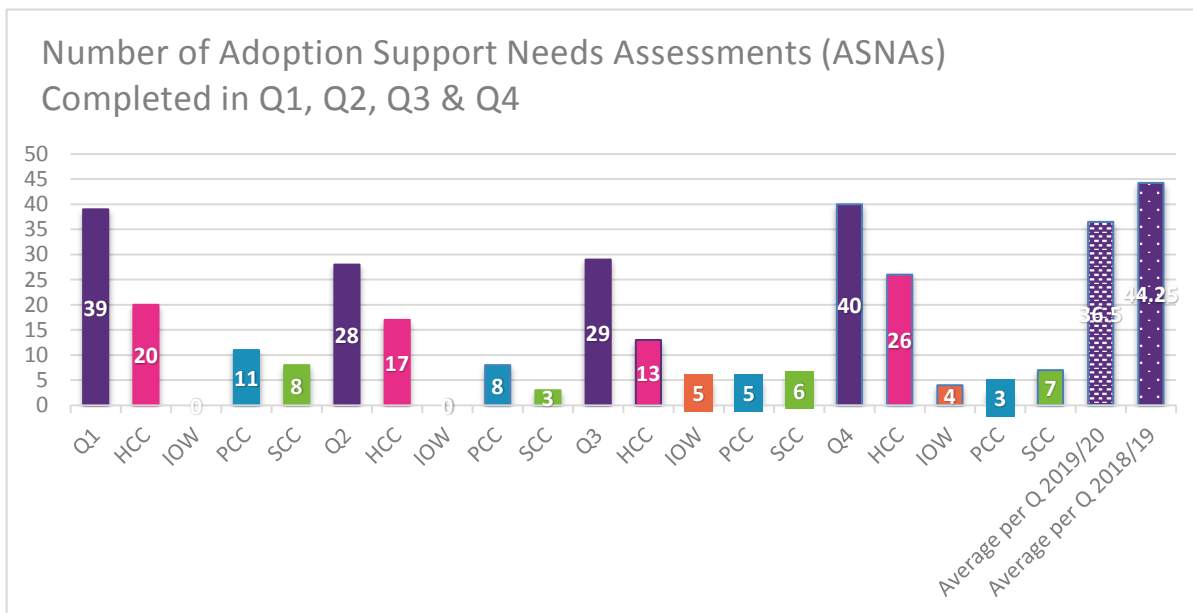
Table 7.4



141 new Adoption Support Needs Assessments, an average of 35.3 per quarter, were allocated during Adopt South’s second year.

(This compares to **147** (an average of **36.75** per quarter) during 2019/20 and compares to **464** (an average of **116** per quarter) during 2018/19).

Table 7.5



136 Adoption Support Needs Assessments were completed during Adopt South’s second year.

153 ASNA reviews were also completed, a total, therefore of 289.



Table 7.6

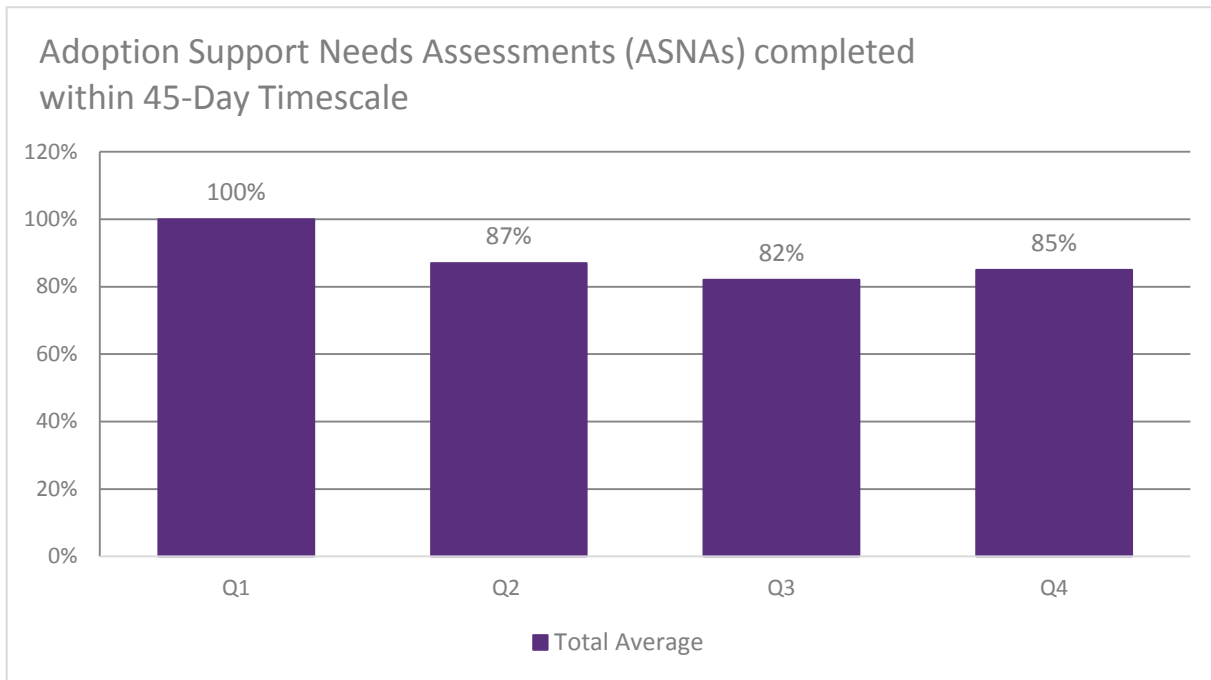
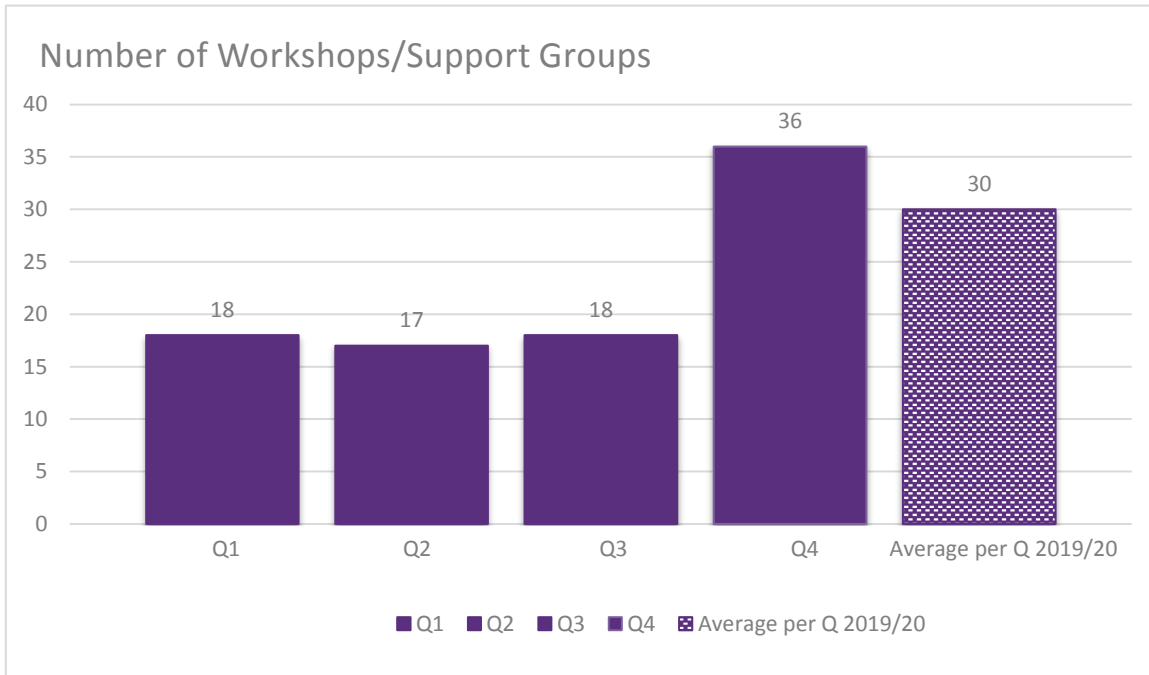


Table 7.7

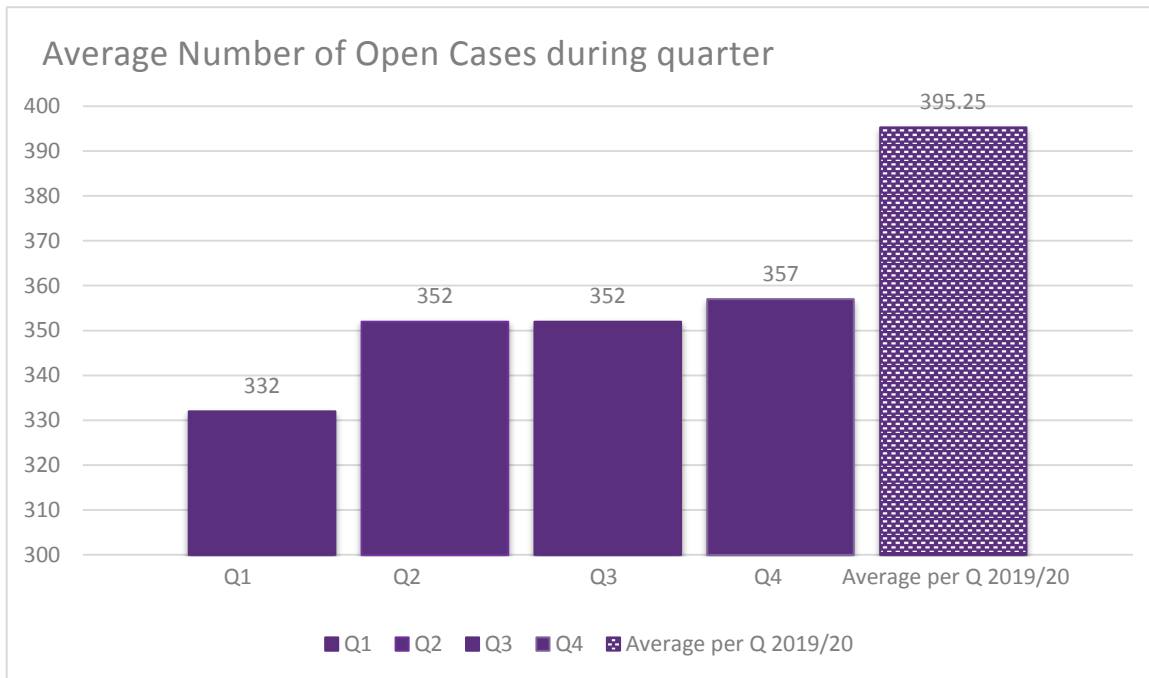


A total of 89 workshops/therapeutic parenting courses/support groups were held during Adopt South’s second year.

(This compares to a total of 120 during 2019/20, an average of 30 per quarter).

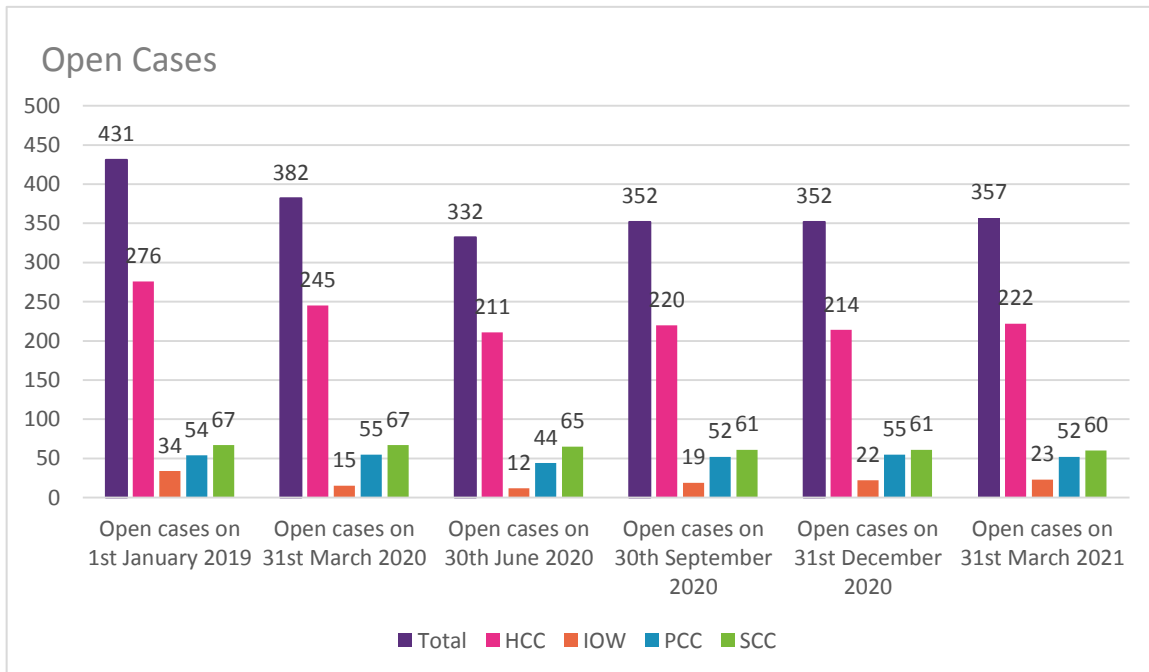


Table 7.8



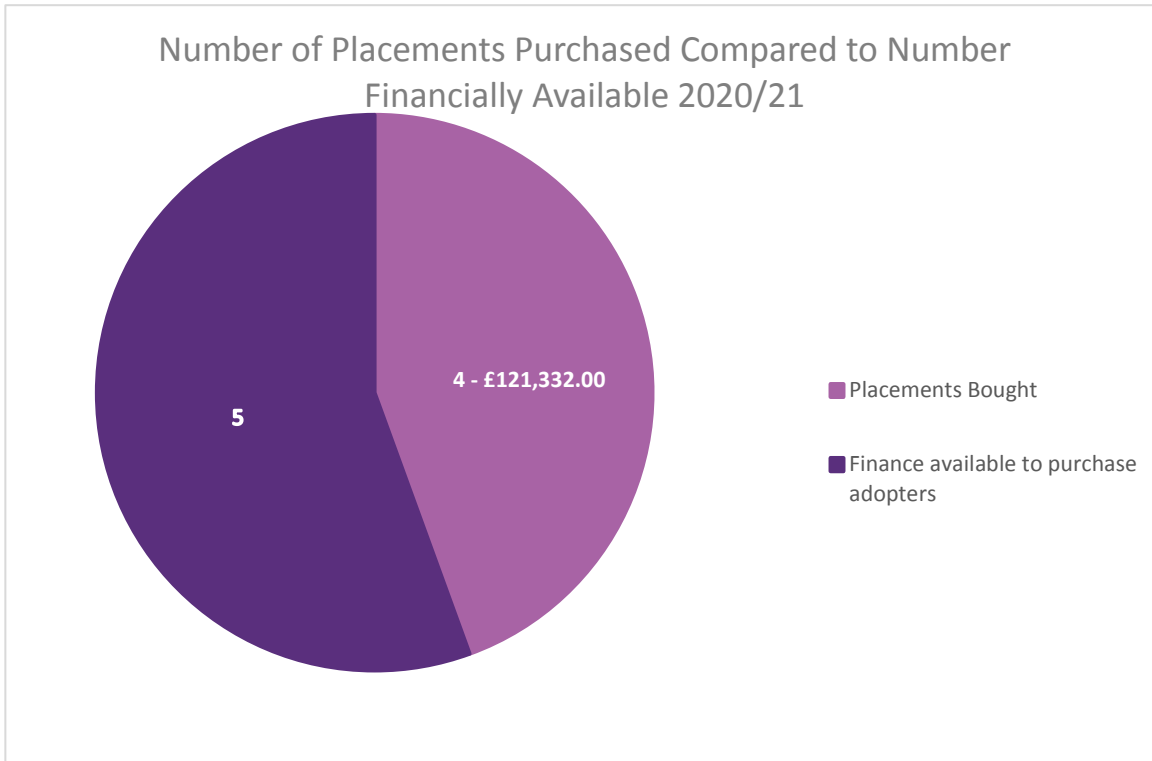
In Year 2, 554 children and young people were open to a social worker in the Adoption Support Team and accessed an adoption support plan.

Table 7.9



Interagency

Table 8.1



Funding has been adjusted to allow for 8 placements to be purchased during our second year.

The saving has been re-directed to support the pressure with staffing.

During Quarter 4, 1 interagency placement was purchased. This was for 1 child (IoW) who was placed with the London Borough of Bexley.

The total cost of interagency placements for Adopt South’s second year, therefore, is £121,332 and is made up of the following: -

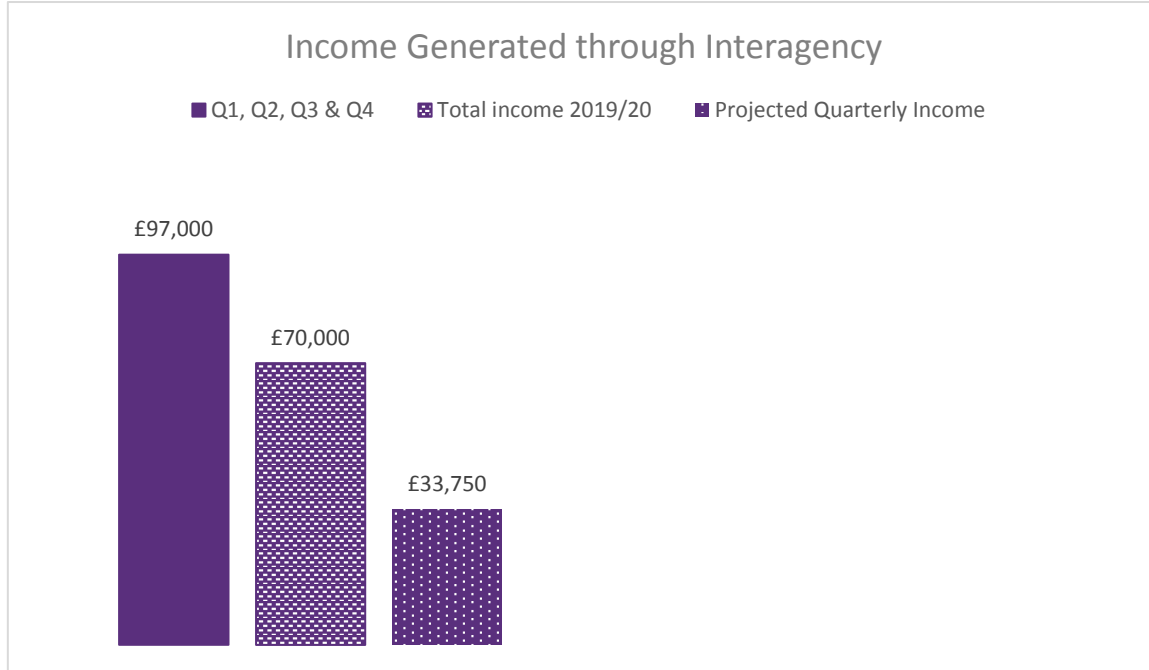
- 1 child placed with Diagrama (VAA)**
- 1 child placed with One Adopt North and Humber (RAA)**
- 1 child placed with St Francis Child Society (VAA)**
- 1 child placed with London borough of Bexley**

The budget for interagency purchases was £250,000.

The underspend of £128,668 will be returned to partners.

(This compares to interagency placements being purchased for 3 children during 2019/20, a total spend of **£96,620**).

Table 8.2



Projected quarterly income - based on financial model (5 adopters to be sold - £135,000 per year).

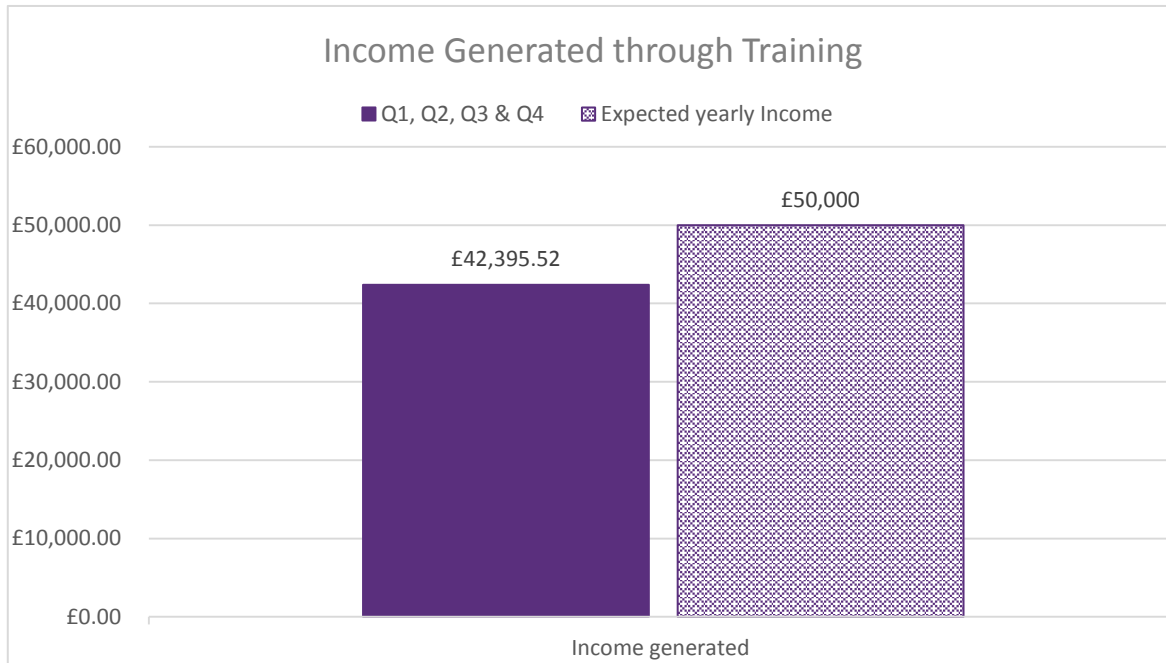
The total income from adopters sold during Adopt South’s second year is £97,000 and is made up of the following: -

- 1 adopter for 1 child with Aspire (RAA)**
- 1 adopter for 1 child with Adoption Now (RAA)**
- 1 adopter for 2 children with Adopt North East (RAA)**

The income budget for adopters sold was, therefore, under achieved by £38,000.

(This compares to 2 adopters being sold during 2019/20, one was linked with two children, generating an income of **£70,000**).

Table 8.3



£50,000 income to be generated through selling of training places – based on financial model.

£42,395.52 has been generated through selling therapeutic parenting courses during Adopt South’s second year.

HAMPSHIRE COUNTY COUNCIL

Report

Panel:	Children and Families Advisory Panel
Date:	8 th June 2021
Title:	Supporting Families Programme Update – 2020/21 Review
Report From:	Director of Children’s Services

Contact name: Alison Carver

Tel: 0370 779 4427

Email: alison.carver@hants.gov.uk

Purpose of this Report

1. This report seeks to provide members with information on the Supporting Families programme – the name used in Hampshire for the delivery of what has been previously known as the national Troubled Families programme. The report will include background information to the programme and detail the work undertaken to support families across Hampshire in 2020/21.

Recommendation(s)

2. The panel is aware of and notes the work of the Supporting Families Programme in Hampshire during 2020/21.

Executive Summary

3. The national Troubled Families Programme is an established programme which has been in place since 2012, with the aim of supporting families with multiple and complex needs through early help interventions to prevent the escalation of need. The programme has continued to develop and grow to reflect the support needs of families.
4. Funding for the programme has been through service transformation grant and attachment elements (paid at the start of the year) and a payment by results element paid during the year based on successful outcomes achieved. This funding has been used to enable Hampshire to expand and improve local early help practices as well as pilot new and different ways of working.

5. The priority for Hampshire throughout the programme has been to ensure that families who require early help support receive this in a timely manner and receive a high quality of support. This focus has ensured positive outcomes for families, however historically this has not been reflected within the national data. In 2020 therefore Hampshire reviewed the co-ordination of the programme and made the decision bring responsibility into the Early Help Hub framework under the leadership locally of the Family Support Service managers.
6. The impact of Covid-19 and the associated lockdown periods had a significant impact on families and organisations who deliver early help support. In response to this, funding from the Supporting Families programme was released to local organisations through grants to provide early help support to families.
7. In spite of the impact of Covid, and adjusting to the changes in programme structure, by the end of 2020/21 Hampshire had significantly increased the successful outcomes reported to MHCLG compared to previous periods.
8. In the latest Spending Review, funding for the programme for 2021/22 was announced. Hampshire plans to continue to build on the success achieved in 2020/21 to meet the needs of families across the county, to further enhance partnership working and ensure maximum funding is achieved through the payment by result element of the programme.

Contextual information

9. The national Troubled Families Programme (named the Supporting Families Programme in Hampshire) aims to ensure families with multiple and complex needs receive the support they need to build resilience and reduce the likelihood of requiring ongoing (or higher level) support in the future. This is done through a co-ordinated support plan co-ordinated by a lead professional.
10. The programme approach is in line with the Hampshire Approach and reflects the partnership work undertaken within the Early Help Hubs, and other areas of Children's Services. The alignment of the programme within Early Help partnerships has supported the work of the programme to be embedded within this partnership.
11. In 2020 the co-ordination for the programme at a local level was amended with Family Support Service (FSS) managers taking responsibility for the co-ordination of the programme at a local level. A key priority for the managers was to ensure the continuation of high quality support to families across the partnership whilst also working to improve our position within the national data.

12. In late March 2020, as the country entered the first Covid-19 lockdown, MHCLG acknowledged the impact this would have and the need to enable a local response at this time of need. As such, the upfront funding was increased for all local authority areas.
13. The additional funding enabled the Supporting Families Programme to assist the local response through a grants round to enable local organisations to react to the situation within their communities. In addition, the local FSS teams also received £5k funding to spend on individual family needs that arose.
14. The Emergency Covid-19 grants were used to support existing provisions offering early help support to families to transition their service delivery model to comply with government restrictions. Grants were also provided to established organisations to rapidly implement new support services to meet the needs of their communities arising as a result of the pandemic and lockdown. FSS funding was spent on addressing a wide range of needs based on the individual needs of families locally.
15. Covid-19 has had a significant impact across all services during 2020/21, on the families supported, the staff providing this support and the wider organisations across the partnership trying to ensure essential services continued. It presented a challenging landscape to implement significant changes to the programme co-ordination.
16. The FSS managers have taken on the additional responsibility of the Supporting Families Programme and have ensured the programme, and Early Help services, have remained available to families to access support throughout the period. Each FSS team has been supported by the programme with an additional Children and Families Support Worker (CFSW) to work within their team. Once in post, a key focus for the CFSW staff was to improve outcome recording to ensure that the achievements made by families receiving support was recorded in line with the thresholds for the programme.
17. In addition to the outcome work, the CFSW posts are also offering support to organisations taking on the Early Help Co-ordinator role. The developing of these relationships enables improved tracking of family progress and offers support to partners who may lack confidence/resources in some areas of the family plan to access support and advice. It also helps to ensure the family receive the co-ordinated whole family support in a timely way and is assisting in further improving the communication across the Early Help partnership.
18. The central strategic team also experienced significant changes in 2020/21. Ian Langley, after undertaking such a pivotal role in the development of the programme since it commenced in 2012, retired. With the focus of co-

ordination transferring internally to Children's Services, the central team was reviewed to ensure the new model was appropriately supported.

19. The programme continues to offer additional services to enhance the Early Help offer across Hampshire. This includes the services of four Department of Work and Pension (DWP) Employment Advisors, available to support families out of work to progress towards employment. The programme also continues to provide a commissioned Intensive Support provision which undertook the Early Help Co-ordinator role for 134 families in 2020/21.

Finance

20. The Supporting Families programme is funded by the MHCLG. In 2020/21 this funding consisted of three streams – an Attachment payment, a Service Transformation Grant and Payment by Results. The Attachment payment and Service Transformation Grant are received at the commencement of the year, whilst the Payment by Results element is received quarterly based on the number of successful outcomes reported.
21. During 2020/21, Hampshire has worked to increase the funding accessed through the Payment by Results element of the programme by improving the outcome data recorded for families supported at Level 3 and embedding the Supporting Families Outcomes within the Early Help Framework.
22. Due to the improvements achieved, in 2020/21 Hampshire accessed 76% of the maximum available funding. This has ensured full up-front funding for 2021/22, which was at risk of being partially withheld by MHCLG if this progress had not been achieved.

Performance

23. A key priority for Hampshire during 2020/21 was to improve the performance against the Payment by Result (PbR) measure within the programme. PbR is awarded for each family who is either successfully supported into sustained employment who has previously been in receipt of out of work benefits, or for families for whom all support areas have met the required threshold and sustained their progress for at least six months. This measure is used nationally to evidence the successful outcomes for families supported through the programme.
24. At the end of Phase 2 in March 2020, despite significant efforts from 2018 onwards to improve performance (and the significant progress made during this period), Hampshire achieved 1,487 successful outcomes against the MHCLG target of 5,540 (27%). It was recognised that this figure did not

reflect the outstanding support given to families during Phase 2 (which ran from 2015). In 2020/21, a key priority was to ensure that progress was made against this measure to ensure national data reflected the work in Hampshire more accurately.

25. In 2020/21, Hampshire had a target of evidencing successful outcomes for 928 families. This was a stretching target, based on previous performance which was made more challenging due to the transition of the programme and the impact of Covid-19 which resulted in families struggling to sustain progress achieved whilst being supported previously.
26. As a result of these challenges, in the first two quarters of 2020/21 performance against this measure was not at the levels required (192 successful outcomes recorded which met the required threshold for submission).
27. As the transition work for the programme was embedded (in particular the new CFSWs commencing work) and organisations adapted to working within the pandemic performance against this measure significantly improved. The final two quarters for the year resulted in the highest number of outcomes submitted by Hampshire with an additional 513 submissions. Hampshire achieved 76% against the target set by MHCLG, which given the additional challenges faced in 2020/21 was a significant achievement.
28. Performance being sustained across the final two quarters has resulted in increased confidence for performance in 2021/22 when the programme will be aiming to achieve 100% against the target of 967 successful family outcomes.
29. Hampshire is proud that this performance upturn has been achieved, however the priority remains ensuring that families achieve the best possible support in a timely and effective way, and this has continued throughout 2020/21. The work of the CFSWs is providing invaluable support locally across the partnership to support with this aim across the early help partnership.

Consultation and Equalities

30. The receipt of support through the Supporting Families programme by families is voluntary, and families receiving support have access, and input into, the family plan developed to meet their needs.
31. The programme continues to identify families in accordance with the national guidance for the programme. Any family receiving support through in accordance with these principles is eligible to be supported within the remit of the programme.

Conclusions

32. The Supporting Families programme within Hampshire continues to promote the principles of a co-ordinated whole family approach across the partnership when delivering early help services to families.
33. The programme will continue in 2021/22 to seek to support any identified gaps within the Early Help provision and to support statutory and voluntary/community organisations to work together to deliver services to families.
34. In 2021/22 the programme will aim to continue to develop the improved outcomes performance achieved in 2020/21 to maximise the reported successful outcomes and associated funding.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	Yes
People in Hampshire live safe, healthy and independent lives:	Yes
People in Hampshire enjoy a rich and diverse environment:	No
People in Hampshire enjoy being part of strong, inclusive communities:	Yes
OR	
<p>This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because:</p> <p><i>NB: Only complete this section if you have not completed any of the Strategic Plan tick boxes above. Whichever section is not applicable, please delete.</i></p>	

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Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Direct links to specific legislation or Government Directives	
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Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

2.1 An equalities impact assessment was completed by the SFP at the start of the programme planning in 2012. This highlighted that the programme may disproportionately impact upon families within particular age groups and families with women in the household due to the restrictive Government definition of a troubled family in Phase 1.

2.2 A further equalities impact assessment was undertaken at the start of Phase 2 in 2015 taking account of the extended criteria used to attach families which means the issue highlighted in 2.1 no longer applies. SFP is a supportive programme designed to improve the lives of families within Hampshire who need support due to the multiple and complex needs being faced by the family.

HAMPSHIRE COUNTY COUNCIL

Report

Panel:	Children and Families Advisory Panel
Date:	8 June 2021
Title:	Prevent
Report From:	Director of Children's Services

Contact name: Sarah Marston

Tel: 07740 517002

Email: Sarah.marston@hants.gov.uk

Purpose of this Report

1. The purpose of this report is to update CFAP on Prevent activity throughout the last year. No decision is required by CFAP.

Executive Summary

2. This report seeks to provide an update on Children's Services Department and Hampshire County Council Prevent work over the last year, including the impact of Covid.
3. The report will include information in respect of work undertaken on Prevent training and minor changes to the Prevent referral process.

Contextual information

4. Section 26 of the Counter Terrorism Act 2015, places a duty on certain bodies, including schools and local authorities, to have due regard to the need to prevent people from being drawn into terrorism. In Hampshire, the lead for Prevent sits within Adult Services. District councils have made their own arrangements and on the Isle of Wight, the Prevent lead sits with the Community Safety lead.
5. The threat of international terrorism in the UK is considered substantial, meaning that a terrorist attack is likely.

6. **Covid** – During the pandemic, Channel Panel has continued to meet and discuss referrals and reviews monthly via teams. CSD representation at channel panel is now shared with Basingstoke Team Manager, Nicky Cooper.
7. Nationally it is anticipated that the pandemic will lead to an increase in risks related to Prevent. For obvious reason there has been an increase in internet use throughout the pandemic. There have been calls by terrorist groups for those suffering with Covid to infect as many people as possible.
8. Nationally there is a concern that the pandemic may lead to an increase in the interest of the use of biological, radiological, chemical and nuclear weapons for the purpose of terrorism.
9. Another concern is that the pandemic has seen a rise in the Race Realist Movement, which claims that the higher death rate from Covid in the BAME community is a result of biological differences rather than social inequalities.
10. **Referral Process** – All Prevent referrals are directed through CRT/MASH where strategy discussions are held on each Prevent referral. Whilst CRT/MASH will predominately manage unallocated cases, Prevent is the only area of work where referrals will be made to CRT on allocated cases.
11. All Prevent referrals will be referred to MASH, where additional information is gathered as part of the strategy discussion. Partner agencies within the MASH will share relevant information to inform the decision-making process and establish firstly the level of risk to child / family and or members of the public. Secondly, MASH will consider any further risks pertinent to capacity and intent which again may increase level of risk to both child and or others.
12. More recently, there has been a change to the referral process in that referrers are now expected to complete a National Referral Form, which is shared with Counter Terrorism South East at the same time as Children's and Adults MASH. This form is on CSD webpages and there will be an information briefing that should come out via LSCP shortly.
13. **Training** – The CSD training offer has been a combination of eLearning via the virtual college for all staff. This was followed up with 3-hour face to face workshop with all staff who had direct contact with children and families.
14. There has been considerable work undertaken by the Prevent Team Manager around developing training for all staff within the county council. A decision has been made that all CSD staff will complete the corporate eLearning and those staff who have direct contact with children and families will follow this up with a face-to-face workshop.

15. Work is being undertaken by staff in Workforce Development and a MASH Manager to update this training, which will be deliverable via teams or webinar later in the year.
16. Separate training has been developed for education and school staff.
17. **Recording** – this is an area that needs some further work. There is an element of confusion from social workers about what can be recorded on ICS. In addition, there is some concern in respect of the reliability of data about referrals, as our process automatically leads us to use the N1 code as we hold a child protection strategy meeting. It has been agreed that the Prevent Team Manager will work with CSD to develop a PRR briefing note, to enable a greater understanding of recording in respect of Prevent. It is also proposed that all Prevent concerns are recorded in the contact tab and any data is reported on from contacts rather than referrals.
18. **Children in Channel** – There continues to be several children managed through the Channel Panel. During the last year, 44% of all referrals into Channel were aged 0-17 and 50% of referrals adopted into Channel were under the age of 18. Most referrals into Channel focused on right wing ideology. It has also been noted that referrals in respect of have a high occurrence of Asperger's or Autism. Further work is planned around this issue.

Finance

19. There are no additional financial implications. Prevent is business as usual in terms of the referral process and training.

HR

20. There are no specific HR issues, however there will be a number CSD staff who need to complete the eLearning and attend the face-to-face workshop. CAST and CIC manager will be asked to encourage staff to complete the virtual college eLearning. In addition, we will explore with the Prevent Team the accessibility of the corporate eLearning for foster carers.

Performance

21. The referral process is clear and based on multi agency decision making and working. There are several cases that have been managed via Channel, that demonstrate excellent strength based and child focused social work practice.
22. A slight change in the referral process as suggested above would ensure that data is more accurate.

Consultation and Equalities

23. Not applicable

Other Key Issues

Isle of Wight Implications

24. The referral process is the same for the Island, in that allocated and unallocated cases come through MASH for a strategy discussion. It is noted that there have been no referrals for IOW allocated cases in MASH and therefore we should relook at whether this process needs some specific comms for the Island social workers.
25. As Prevent sits within community safety on the Island, it is suggested that a meeting between MASH, the CSD Prevent Lead on the Island and the Island Channel Chair is held, to enhance communication and understanding.

Conclusions

26. In conclusion, there have been no significant changes in respect of Prevent. CSD continue to support the work of the Prevent Team which sits within Adult Services. There is a clear and well-defined training pathway for Prevent which is delivered by a combination of eLearning complimented by Face-to-Face workshops.
27. There continues to be small number of children adopted into Channel where right-wing ideology is the predominant concern. In addition, there needs to be some further work in understanding the issues in respect of those children on the Autistic spectrum that are presented to Channel. There is a concern nationally that the pandemic may lead to an increase in radicalisation and an increase in referrals to Channel.

28. It is recommended that CFAP is asked to:

- Note the work undertaken in respect of Prevent.
- Further work is undertaken with DAIT to ensure accurate referral data is available.
- Work is undertaken with the Prevent Team Manager to ensure that guidance is issued to social workers in respect of recording in the form of a PRR note.
- Meeting is held with the Channel Chair on the Island to improve communication and understanding.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	yes
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	yes
People in Hampshire enjoy being part of strong, inclusive communities:	yes
OR	
<p>This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because:</p> <p><i>NB: Only complete this section if you have not completed any of the Strategic Plan tick boxes above. Whichever section is not applicable, please delete.</i></p>	

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- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

See guidance at <https://hants.sharepoint.com/sites/ID/SitePages/Equality-Impact-Assessments.aspx?web=1>

Insert in full your **Equality Statement** which will either state:

- why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or*
- will give details of the identified impacts and potential mitigating actions*

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HAMPSHIRE COUNTY COUNCIL

Report

Panel:	Children and Families Advisory Panel
Date:	8 June 2021
Title:	Willow Activity from April 2020 – February 2021
Report From:	Director of Children’s Services

Contact – Sarah Marston

Contact number – 07740 517002

Email – Sarah.marston@hants.gov.uk

Purpose of this report

1. To provide an overview of Willow activity from April 2020 to end of February 2021. This will include some statistical data and analysis, updates on team growth and function and Willow input to policy decisions on child exploitation and beyond, including modern day slavery, violence reduction, new risk formats and missing children.

Executive Summary

2. This report seeks to provide an overview of child exploitation development and current practice and the impact of the Willow Team on supporting practice and policy for child exploitation across the Hampshire area. The analysis will review how the team can continue to develop and support all aspects of child exploitation for the future.

Contextual information

Relevant Background and information

3. The Willow Team was set up in 2015, through innovation funding and as project with Health and Hampshire Constabulary partners. The original purpose was to gain a better understanding of the issue of Child Sexual Exploitation (CSE) and its impact in Hampshire, following some high profile and well publicised abuse cases in other local authorities.

4. Since this time, the team has evolved and expanded its remit and scope of work. Innovative and reacting to an ever-changing landscape of child exploitation, this team is now firmly embedded in the mainstream work of Hampshire Children's Services, at both the strategic and operational level. The team works across all multi agency forums and supports working across the SHIP wide area.
5. Performance, in respect of exploited children, is a key concern due to the nature of the abuse on short, medium and longer-term child development. It is an area that the whole country is having to tackle, including the impact of organised crime groups using children for financial gain. Youth culture has changed dramatically over the last decade, with a greater emphasis on the use of, and reach of, social media and negative lifestyle aspiration for some children. Changing family structures and a greater recognition of childhood trauma is now better understood around children being 'pushed' out of their family homes to their communities, often to unsafe places and spaces where grooming and exploitation takes place.
6. Willow structure is made up of qualified and non-qualified staff and takes cases directly from MASH for S47 and S17 assessments. These cases need to have an emphasis on exploitation, usually high risk. The team also takes cases as 'nominations' from district teams who already have these cases open subject to either CIN, CP or CLA planning. Willow is a Tier Four service and has a statutory role in assessing, as well as offering direct work and consultancy on case management where exploitation is a significant concern. Caseloads are deliberately kept low so that workers have the time and space to engender a trusted relationship to allow for direct work to take place, using different resources such as social education, videos, case examples, lived experience, contextual focused work and more latterly Trauma/ACE considerations.
7. The team is made up of a Team Manager and newly appointed Assistant Team Manager. There are currently three qualified social workers who can support taking cases from CRT/MASH for assessment. There is currently a Child & Family Support Worker (CFSW) who is linked in and works with children placed in Swanwick secure unit. A second CFSW has been seconded to support Willow with the missing work.
8. Willow have utilised funding from the VRU for two projects. Firstly, the PRU work which involves two YCP workers from YOT supporting medium risk cases in the county's 7 PRUs. Secondly, 1.5 St Giles workers again offering 'lived experience' and mentoring to hard-to-reach children around county lines and peer drug networks. There have been some challenges with health support, however, one FTE CAMHs worker started in March 2021 with funding secured for one year. The OPCC has funded a 0.5 Catch 22 drug worker to be seconded into Willow, this starts from April 21. This will link in the increasing focus on criminal exploitation around drug use and distribution, which is the primary driver for this type of child exploitation. The drug worker will take cases and offer support and consultation across the Hampshire districts.

9. **Assessments** - Willow has taken 15 cases at S47 and 16 cases at S17 for assessment. These cases are usually always linked to high-risk children and operations that involve other children at risk and those children linked to risky adults.

Table 1. Willow S47 and S17 Cases directly from MASH

	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21
S17	-	2	2	-	2	-	1	1	1	2	4
S47	1	1	1	2	3	1	3	1	1	-	2

10. **Nominations** - The team consider nominations for direct work each week. Cases are predominantly from CAST teams, but we have a high number of cases also from the care teams. Children in the care system are consistently over presented in the missing and exploitation tables. This work may include a set of direct work as well as sending over resources and supporting practitioners to offer direct work at the lower level. We have worked on 165 nominations for the reporting period.
11. Cases nominated to Willow has stayed consistent despite differing lockdown regulations, the team has remained working safely face to face, rather than virtual work. This cohort of children find it far too easy to avoid our support by virtual working only. Nominations declined slightly towards the end of lockdown in June 2020 but picked up again for July 2020.

Table 2. Nominated Cases to Willow.

	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21
Nominations	22	16	7	21	11	6	16	19	17	13	17

Table 3. Cases Opened and closed as Nominations.

	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21
Cases opened	6	9	19	7	16	27	15	7	8	15	13
Cases closed	13	16	13	3	6	27	10	13	12	12	3

12. **Consultancy** - Over this reporting period the team has offered a consultation process around all forms of child exploitation at both strategic

and the operational level. This has been not only to CSD teams, but wider across the whole county and beyond to agencies outside Hampshire. Any high-risk strategy meetings (HRSM) are supported across the county that includes child exploitation as an indicator as well as LSM and other child centred professionals' meetings, Willow has attended more than 90 HRSMs over the period.

13. **Training** - Willow is very active is delivering and supporting training across the Hampshire area, just over 1000 professionals delivered to in the last year. The Willow Team Manager is in discussion with Police educators around sessions for schools from the police surge fund. This requires a more local picture alongside outside speakers to make the content fit what is happening across Hampshire, this will be joined up with METT police.
- a. CSD Districts – Missing, MET, NRM, Trafficking, CERAF, Resources for direct work.
 - b. GETS – Regular slot to the GETs programme.
 - c. NRM – Working to update the whole county in NRM process and recent changes and have NRM champions in each district.
 - d. CERAF – Supported CERAF roll out to the whole county and further training sessions this year.
 - e. Education – DSLs regularly each year and some head teachers
 - f. Universities – Regular slot with Southampton University Social Worker course
 - g. Magistrates - In the north of the county
 - h. Foster Carers – For Hampshire and date is booked for IOW for March 21
 - i. Pan Hampshire - Missing, MET, NRM, Trafficking, CERAF, Resources and again further sessions booked for this year.
 - j. MDS – Training on MDS issues across the Pan Hampshire area
 - k. Children's Homes – for Hampshire and private homes
 - l. Community Safety – We work to support community safety partnerships and offer training.
 - m. CAMHs – We have given CAMHs training.

Table 4. Individuals who have received Willow Training Sessions

	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21
Professionals delivered to	0	120	100	60	60	230	252	25	40	80	25

14. **Risk Assessment** - During the last year, the CERAF (previously SERAF - a Barnardo's CSE Tool) has been updated to make it more inclusive to all forms of exploitation. The CERAF was updated and rolled out in September 2020 with a training programme across the HIPS area. This was achieved through work at the HIPS exploitation group and a task and finish group led by HCC. All four local authorities are now using the new CERAF tool.
15. The training programme continues, and we are now entering into a period of review and update, a questionnaire is being developed by the four LSCPs. Overall, this revamp of the tool has been a successful in that we now have a tool that considers all exploitation and is used HIPS wide. The task and finish group has an outstanding piece of work to consider and identify risk assessment tools for use in the future. Barnardo's are working on a more significant change in their risk assessing tools but are not supporting the continued use of their SERAF.
16. Willow continues to support practitioners in districts to with the use of CERAF. The Willow Team Manager has also been involved in supporting the MOSAIC roll out with exploitation links. The team have also produced its own Distance Travelled Form (DTT) which is specific in showing child participation in the work Willow completes. The Team Manager now supports strategy discussions in MASH where exploitation is a risk factor, this was agreed following Willow moving into Fareham Parkway in April of 2020.
17. **Policy** - The Willow operational manager has been active supporting policy changes and updates across most of the Hampshire policies that have an exploitation element, CERAF, Missing, National Referral Mechanism (NRM), and trafficking, Unaccompanied Asylum-Seeking Children (UASC), Childrens Homes. This includes supporting the Strategic MET lead where needed.
- a. Strategic MET – The Willow Team Manager is an active member of the HIPS group.
- b. HIPS Operational MET Group – The Willow Team Manager is the chair of this meeting and reports to HIPS strategic group. Its multi-agency and

sits in between each HIPS group bridging updates between operation and strategic concerns and best practice.

c. Modern Day Slavery (MDS) Steering/Prevent & Training Groups – The Willow Team Manager is active supporting MDS policy changes across the county.

d. ICTG Steering – The Willow Team Manager offers support to this countrywide project including offer of training/best practice to authorities starting up ICTG Roll outs.

e. Police – Hampshire Constabulary are innovative in making changes to officer's front line activity around child victims of exploitation. Willow supports training and Task and Finish groups where needed.

- Op Salvus - Willow supports this operation through the Op METs and is high risk missing pilot whereby police target missing children with high levels of contact and diversion and so far, is proving successful.
- Missing – Support to the Constabulary current review of missing and 'safe and well' checks.
- Trauma, ACES and Context Safeguarding.

f. FIG – Full Independent Guardians – a think tank group to look at the impact of roll out of FIGs across the country for UASC/separated children.

g. ROCU – Police and drug Operations across the SE area.

h. SE Operations – such as UASC/trafficking/Knife crime.

i. OPCC – The Team Manager links into policy decisions around targeted funding projects, VRU and other projects for child exploitation.

18. The impact of policy updates continues to make sure that Hampshire services and policies are current and policy review ensures that we maintain and use policies that are consistent and effective. This supports our practitioners around planning and operational decision making.
19. **Operational MET** - In January 2020, the county Operational MET meetings were devolved to district level. Willow attend and support all nine meetings. These were recently audited by the LSCP with some clear recommendations around missing and intelligence sharing to better support highlighting local trends and emerging risks. Willow admin still runs the county list of at-risk children and supports the District Admin Officers (SAOs) in producing their individual meeting lists. Willow admin also acts as a conduit between High CERAF scores getting to Police MASH for grading and allocation to either Neighbourhood policing or the specialist police teams. Willow workers are each assigned two specific districts to

concentrate and target training sessions, supporting Op MET meetings and gathering intelligence and providing an overall picture.

Table 5. Current Op MET figures

OP MET	High	Medium	Low	Trafficked	New
Nov 20	52	86	36	1	29
Dec 20	54	87	31	1	35
Jan 21	52	85	38	0	35

20. **Operations** -The team continues to try and support exploitation focused operations where we can. This includes intel, information sharing and attending with officers to support them and to try and engage with children. This has recently included work around a ‘Gang Injunction’ for a peer drug network in the North of the county which is about to be put in place.
- a. Op Monument – Constabulary team working on phone line linking for county lines.
 - b. Op Salvus – High risk missing pilot that targets a small cohort of high-risk missing children.
 - c. Op Endeavour – Relates primarily to informing schools of missing events via PPN and how the police communicate with other agencies generally.
 - d. Op Jackal – Support to lorry searches across the county for clandestine entry.
21. **Police** - Willow continues to generate partnership working with different police colleagues, including joint visiting and training.
- a. Dare to Share – Police led project around information sharing across all agencies.
 - b. Child Centred Policing – new project headed up by the DI for METT – welcoming partner ideas.
 - c. METT – Willow continues to support a close working relationship with METT police, always open intel sharing and joined up working on the high-risk cases. Conversations continue about how we develop closer working so being in the same physical environment which will further support joined up working.

d. HHTs – The link to the High Harm Teams is positive and again we offer operational joint resources around visits and information sharing.

e. Monument – The County Lines team set up to look at and manage county lines activity and profiling within Hampshire. Willow Team manager is now active in working with the Monument managers meetings as well as a focus to support more joined up practice.

- 22. **Intelligence** -The use of the CPI form has increased over the past year to now be regularly over 500 submissions; Willow has this form embedded in all its training offers. When first introduced submissions were less than 20.
- 23. Willow, due to its whole county remit, maintains its ability to pull together oversight across the HIPS area for operations and emerging risk. The team pulls together children who may be crossing county and district boundaries, forming networks and visiting places, spaces and people that present harm. This includes issues relating to where we place our children in the care system.
- 24. **UASC/Separated Children** -The Willow Team Manager was involved in setting up best practice and continued support for asylum seeking unaccompanied or separated children in Hampshire. From the outset all unaccompanied children are deemed at significant risk for trafficking and a S47 is scheduled, and we complete a trafficking assessment as a priority and usually joint with METT. Willow continues to offer support around safety planning and asylum matters generally as well as submission of National Referral Mechanism (NRM). Willow social workers and the Team Manager act to support age assessing for the county. The Team Manager also ensures a robust age assessing process across all districts to stop cases coming back with a legal challenge. This includes Merton compliance, live face to face assessing and having the appropriate people in the room. This includes ending the habitual previous process that we must age assess on day 1 rather than allowing time to have a complete picture.

Table 6. Numbers of Unaccompanied Children presenting in Hampshire Borders.

	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21
UASCs	-	-	1	-	2	19	2	1	-	-	5

- 25. The larger numbers for Sept 20 were our support to Dover and Willow was active is supporting this process with staff. We are also aware that there is a seasonal element to our work with UASC children which always goes up in the summer months. The now more common practice of boats coming across the channel has increased UASC numbers considerably.

26. **ICTG** - The Willow Team Manager sits on the ICTG steering group and works closely where possible with the RPC (Regional Practice Coordinator) for the Hampshire area. This is linked to training and case management. The current focus is on changes to the NRM structure and process across Pan Hampshire as well as setting up NRM champions in districts and across the constabulary.
27. **Frankie Team** - The agreement around CSD support for the Frankie Team continues with an offer of high levels of counselling across the whole county for children who have been traumatized through CSA/CSE/FGM. The Willow Team Manager remains the key day to day manager, offering formal/informal supervision and safeguarding guidance as the team are embedded alongside Willow. The team currently has six counsellors and one Play Therapist. The current provider is No Limits, who will hold the contract until end March 2023. Links remain close with the OPCC and the CCGs on this team.
28. **Missing** - Following OFSTED comments for Hampshire CSD missing process and recording, there has been a significant focus on case recording around missing episodes. The Willow Team Manager was part of the T&F supporting senior manager decisions for some changes to the process and has been involved in updating the policy for missing children, this has included a rewrite of the policy for staff in Hampshire children's homes. Willow went on to pick up daily management and oversight of missing children and supporting the process to embed within social care teams. This has significantly raised the performance around missing conversations. Willow will now be handing this tasking back to districts with support and there will be a monthly district dataset report to CFMT.

The below table shows the impact of Willow on missing recording.

Table 7. Return Conversation Offers

	APR	MAY	JUN	JULY	AUG	SEP	OCT	NOV	DEC	JAN	FEB
% of missing episodes offered a return conversation (County)	57%	44%	61%	103%	81%	85%	72%	88%	68%	84%	82%

29. **Projects** - Willow is closely linked in with the VRU and have been working with a number of projects for example the Pupil Referral Unit Exploitation

Prevention Service (PRU EPS) and St Giles' workers embedded in Willow. Southampton University have started to audit the VRU projects.

a. St Giles – Willow has 1.5 St Giles workers embedded from VRU funding. This has been a very clear asset providing 'lived experience' around gang and criminal exploitation behaviours. The 0.5 is shared with Southampton and provides a very good MET link up operationally. There is a genuine benefit to keeping St Giles workers embedded in Hampshire continuing to offer work with County Lines and drug network victims. This brings in the St Giles wider experience from gang work in London districts.

b. PRU EPS – Funding from the VRU was provided for two YCP workers to be embedded in Willow to operate in the Pupil Referral Units (PRU). This has been a partial success given Covid impact and school closures. VRU conversation needs to take place to decide on next steps.

c. Video Production & Toolkit – A video project with accompanying toolkit has been mostly completed however Covid has stopped the ability to film safely but will continue as the restrictions decrease. This will be available across Hampshire schools to support exploitation discussions and learning.

d. Parents Against Child Exploitation (PACE) – We have secured 10 full days of parents training to be set up once out of lockdown. This is to support parents being better able to keep their children safe.

Finance

30. There are no financial implications other than as identified above some aspect of the work is funded by project money from VRU or police surge fund and therefore subject to future funding arrangements.

Human Resources Implications

31. Team expansion would be a HR implication, additional staffing might be considered to better support care leavers and to continue supporting missing, both need not be qualified posts. We could also be better placed to target work on emerging and medium risk cases therefore stopping an escalation into more high levels of criminal exploitation.

Performance

32. Willow has evolved, the effect of child exploitation and of cases being highlighted has increased. The scope has moved away from just CSE and trafficking to criminal exploitation and county lines as well as peer drug networks and violent crime. Whilst Willow has expanded, coming into January 2021 it is still covering a large geographical area and has picked

up many functions which were not the team's initial responsibility when the project began. This means that at times performance is hampered by competing case management tasks and spikes in either operations or case referrals and distances travelled having to cover a large geographical area. The point around needing time with children and virtual sessions not being the best approach has been made elsewhere in the report.

33. The HIPS strategic plan does outline the need to reach more medium and emerging risk children and focus on them before the exploitation becomes entrenched behaviour. Willow is unable currently to do both so has had to work with the highest risk cases predominantly.
34. Covid 19 has had a significant impact on both Frankie and the Willow teams working from home. Virtual working does not lend itself to forming trusted relationships with children at risk of or being exploited and it becomes easy for them to avoid workers completing direct work. Lack of education and other venues for work has also been an issue. There has been a decrease in CPI and so intelligence gathering during the various lockdown periods. The converse is that Willow and Frankie have continued to offer a full safe visiting service and there are no notable negative patterns or tangible impact in terms of data.

Consultation and Equalities

35. Not applicable

Other Key Issues

36. **Isle of Wight implications** - Willow continues to offer IOW services but there is has been no current take up for direct work, in the past three weeks though there have been two nominations for IOW children living on the mainland. The Team Manager has made an offer of some training for foster carers and other practitioners and IOW colleagues can and do attend the HIPS wide training.
37. Wider CCE and drug network issues on the island are being monitored for intelligence through IOW and Portsmouth high risk meetings and the Op METS in place for all four authorities. Willow Team Manager continues to discuss operational intelligence at various meetings and updates senior managers on the IOW on any new intel.

Conclusions and recommendations

38. In conclusion, the Willow Team continues to be innovative and supportive of the child exploitation agenda across the county of Hampshire. Its work is multi agency and prides itself for setting good practice across the HIPS. The team year on year has expanded and tried to be innovative taking on board new ideas that support the 'what works' agenda. There is an abundance of joint working and conversations with key partners such as the OPCC, VRU and police colleagues to establish funding streams that complement the strategic MET agenda.
39. There is a need to consider that half the team is funded from project money which may not be in place year on year. The St Giles offer offers something additional with the emphasis on the 'lived experience' of the workers involved. The PRU EPS has the capacity to become a positive link around children at risk of being or excluded from mainstream education, a key push factor to criminal exploitation and something that will be a bigger focus in the coming year.
40. The team has become adept at offering training around MET so ensuring a commonality of language and understanding of the features of risk for children. The geographical extent and eight districts make up of Hampshire, requires an overarching picture of exploitation concerns which Willow offers and supports consistency in the Op MET process. The Team Manager pulls together the operational framework and focus to support to the strategic thinking and planning.
41. It is recommended that CFAP is asked to:
1. **Note the progress and work of the Willow Team.**
 2. **Service Manager explore co location of some MET police officers with Willow following lockdown.**

42. Case Studies

Case 1:

SL is a young man from Fareham area who Willow started working with in Summer 2019. Concerns at that point were him being involved with a high number of burglaries, robberies and thefts in the local area with an adult male who was known to the family and was considered to be grooming and exploiting him. SL also had a history of absconding, violence and was long term NEET and struggling with his mental health. He had also been connected to some street gang activity in Southampton previously.

In the time working with SL a strong relationship developed and work explored his past trauma experiences in his family home and how these impacted on him and the situations he ended up finding himself in. SL has gradually become more open about this and has started to move away from self-blame and have a higher opinion and more self-esteem through these conversations.

Worker has explored how people manipulated and took advantage of his vulnerability of being NEET and being angry at his past and that it had gotten him in to trouble whilst he was left alone in the community. Stanley has worked to better understand criminal exploitation as well as his experiences of being around gangs in Southampton and has moved away from this lifestyle and has not been in significant trouble with Police for a long time.

He is now enrolled full time at college on a carpentry course to learn a trade and recently applied and got a place on the Hampshire funded CSCS card course. He was unable to attend due to some technical issues but is on the list to do this in the next cohort. He now engages positively with his YOT appointments and has said that he feels Willow Team and YOT are the only people that have ever really helped him.

Case 2:

KP first became known to The Willow Team in Summer 2020. At the time she was 14 and living in Basingstoke. She was a very vulnerable girl who had been exposed to adverse childhood experiences including parental substance misuse, mental health, and inconsistent living arrangements which had had a significant impact on her self-esteem and her understanding of what was ok and not ok. The Willow Team had previously worked with her elder sister around Child Sexual Exploitation concerns and so had a good working knowledge of the family history which assisted in engagement.

A referral was received from Sexual Health Services and it was evident that KP had been the victim of Child Sexual Exploitation. She had been approached via Snapchat by an older male who was known to her sister and well known for his involvement in criminality and a local gang. After being complimented and made to feel special KP agreed to meet with this male who then arrived with a friend. KP was then coerced into sexual activity with both males, which the males filmed and later threatened to distribute.

Willow assisted the CAST Team with the initial Child Protection visit, implementing safety planning and after building a trusted relationship with KP supported her to speak to police about her experiences. This positive relationship with KP enabled her to share her thoughts and feelings allowing us to explore the push factors from home which increased her vulnerability. As a result, Willow was able to support planning and recommend a clear plan be put in place to reduce her underlying vulnerabilities such as a referral to the Frankie Counselling Service and regular support from wider family, particularly her aunt.

KP was then offered direct work to improve her self-esteem and ability to make choices which keep her safe moving forward. We completed sessions on anxiety, friendships, risk, exploitation, grooming and what she wants in a relationship. She engaged well in this work and enjoyed having that one-to-one trusted adult time to talk without judgement as this was something she did not have at home as relationships were strained. She has made great progress and now has an increased understanding of what the healthy relationship she deserves looks like. We were able to explore push and pull factors in the context of her own experiences and she is now also able to recognise these in other scenarios, including the experiences of her sister. This has improved her relationship with her sister and widened her support network but most importantly it helped her to recognise that she was a victim of exploitation and not to blame herself for this experience. Since her involvement with The Willow Team, she has demonstrated positive decision making, says she feels happier day to day and overall, her risk of exploitation has significantly reduced.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

Hampshire maintains strong and sustainable economic growth and prosperity:	yes
People in Hampshire live safe, healthy and independent lives:	yes
People in Hampshire enjoy a rich and diverse environment:	yes
People in Hampshire enjoy being part of strong, inclusive communities:	yes
OR	
<p>This proposal does not link to the Strategic Plan but, nevertheless, requires a decision because: <i>NB: Only complete this section if you have not completed any of the Strategic Plan tick boxes above. Whichever section is not applicable, please delete.</i></p>	

NB: If the 'Other significant links' section below is not applicable, please delete it.

Other Significant Links

Links to previous Member decisions:	
<u>Title</u>	<u>Date</u>
Direct links to specific legislation or Government Directives	
<u>Title</u>	<u>Date</u>

Section 100 D - Local Government Act 1972 - background documents	
<p>The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)</p>	
<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

See guidance at <https://hants.sharepoint.com/sites/ID/SitePages/Equality-Impact-Assessments.aspx?web=1>

Insert in full your **Equality Statement** which will either state:

1. *why you consider that the project/proposal will have a low or no impact on groups with protected characteristics or*
2. *will give details of the identified impacts and potential mitigating actions*

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