



Children in Care Service

Permanence and Transition Team

Statement of Purpose

October 2013

Next Review Date October 2014

www.trafford.gov.uk/permanence

Trafford Town Hall
Talbot Road
Stretford
M32 0TH

0161 912 3501

Trafford Children and Young People's Service brings together council and health services to improve outcomes for children, young people, their families and schools.



investor in excellence

Children in Care Service

Contents

1. Introduction

2. Purpose and Aims of Service and How these are Achieved

3. Staffing Arrangements

4. Monitoring and Evaluation

5. Complaints and feedback

6. Children in Care Service Management Structure

1. Introduction

The services we provide to our looked after children and young people leaving care are so important in shaping their future. This statement of purpose sets out why we are providing services, what we have done and what we are doing to support looked after children and young people.

We have strong arrangements with partners in Trafford, and are proud of the good work we are doing to support our looked after children.

It is made available to:

- Children, young people and their families
- Ofsted

Purpose and Function of the Team

The Permanence and Transitions Team is an integrated multi-agency team whose membership includes a variety of professionals from a range of disciplines who work collectively together to deliver an integrated service to looked after children and care leavers. The team has primary responsibility for the delivery of services to children in long term care and for care leavers. A key task of the team is the development and implementation of Care Plans for children in care and Pathway Plans for care leavers. These plans are developed in partnership with children and young people and the *voice of the child* is seen as being central to both the delivery and development of the services that we provide.

The integrated nature of the service helps to ensure that children in care are able to experience a seamless transition to the leaving care service and ensures that preparation for independence is integrated into all stages of service delivery.

2. Purpose and Aims of Service

- To maintain and improve stability of placement for LAC
- To ensure that the voice of the child is at the heart of both individual plans for children and the strategic development of the team
- To ensure that children in care are provided with safe and nurturing placements
- To ensure children in care and care leavers are safe and protected from harm from abuse or maltreatment
- To ensure that care leavers are properly prepared for independence and that they are provided with accommodation that reflects their individual support needs
- To provide a safeguarding service to children in care and care leavers
- To support children in care and care leavers to achieve their highest potential
- Increase the number of care leavers in education, employment, training and in suitable accommodation
- Ensure workforce is fit for purpose for future demands
- To ensure that all staff are supported through professional development
- To ensure the service and all developments operate to budget
- To ensure that case files are reflective of the child's journey

- To develop effective systems for listening to young people and feedback systems to enable young people to evaluate and contribute to service planning
- To promote the health, cultural and identity needs of young people
- To raise the educational achievement of young people who are LAC and care leavers
- To ensure that the health needs of children in care and care leavers are met

How this is achieved

- When a child is looked after by the Local Authority the plan for permanence will be considered at each statutory review. On-going plans for the child and young person will then be reviewed in accordance with statutory timescales.
- To ensure that all looked after children have a permanent home until they reach maturity.
- Within the permanency process every effort will be made to match children with foster carers who reflect their ethnic origins, cultural background, religion and language, and also including children placed with their own parents.
- Wherever possible, siblings should be placed together, unless this does not meet their individually assessed needs. In such cases, explanations will be given to children and recorded. All attempts will be made to ensure that relationships can be maintained and promoted.
- To ensure that young people are fully involved in their care planning and pathway planning and that a multi-disciplinary approach is adopted in securing these plans including health, education, CAMHS services and transitions to other services.
- To seek and record the child's views at every stage in a manner consistent with their age and understanding.

- Each child will have a social worker from the permanence team from the point at which is agreed that permanence is a plan for the child or young person. The social worker will be responsible for the child and young person's care plan, pathway plan, their placement plan and their health needs through assessment, reviewing and monitoring.
- The child's social worker, in conjunction with the child's carer, will be responsible for ensuring that all of the child's and young person's needs are being met through the provision of formal education and health services including CAMHS. As the young person reaches maturity their social worker and carer will begin the preparation towards independence to enable the young person to make choices about their future i.e. going to university or 'Staying Put' with their foster carer post 18th birthday.
- The child's social worker will work closely with the birth parents and extended family so that children and young people can maintain their family links and within their community wherever possible.
- Young people leaving care will be allocated a personal advisor near to their 16th birthday who will work alongside their social worker to formulate their Care/Pathway Plan as they reach maturity.
- The Head of Service (Children in Care) ensures that permanence is an integral part of the council services to children and young people and will be involved in the strategic planning, delivery and monitoring of the children in care service. The annual Children in Care Service Plan sets objectives and timescales for delivering the looked after children targets. These plans are linked to the overarching CYPS and Corporate Plans.
- Necessary links are in place with councillors i.e. Corporate Parenting Board to ensure they carry out their responsibilities as corporate parents and that they receive regular information on the management and outcome of the service which they are responsible for providing. This will be through reports to Executive members and the Overview and Scrutiny Committee.

Co-Location with Key Services

The team is colocated and alongside a dedicated Looked after Children CAMHS Team and 2 Specialist Looked after Children Nurses. This colocation ensures easy access for children in care and care leavers to essential Health and Psychology services

Youth Offending Service

There is a dedicated Looked after Children's Youth justice worker who works closely with the team to provide a preventative and diversionary service to children in care.

3. Staffing Arrangements

All staff are suitably qualified and experienced and are recruited in accordance with the HCPC Statutory Guidelines.

The Permanence Team is based at:

**Trafford Town Hall
Talbot Road
Stretford
Manchester
M32 0TH
Tel: 0161-912 3501**

The team comprises the following staff:

Operations Manager: Mark Riddell

Qualifications and experience:

Diploma in Social Work gained on 06/09/97

BA Combined Degree awarded in 2009

Postgraduate Diploma in Management Studies awarded in 2009

Fifteen years post qualifying experience with children and families, including residential care, children' rights, safeguarding children, fostering team leader, children in need, an independent reviewing officer and most recently Operations Manager for children in care and leaving care.

Deputy Team Manager (Permanence): Dianne Fewtrell

Qualifications and Experience:

Diploma in Social Work gained 09/06/99.

PQ1 gained in 2001

Accredited Practice Teacher Award PQ 4,5,6. Gained 2007

Counselling Qualifications [1989]

Fourteen years post qualifying experience with children and families team, including residential, adolescent community team, children in need, safeguarding children/young people, court/legal procedures. Two years experience as Interim Operational Manager Permanence and Transitions Team.

The Team consist of 12 social workers:

Barbara Young

Qualifications and experience:

BA (Hons) 2:1 gained from Manchester Metropolitan University, June 2009

Three years post-qualifying experience working with young people in the field of substance misuse.

Two years post-qualifying experience working as a social worker with Children in Care in the Permanence team.

Six years experience working as a volunteer at Altrincham Contact Centre

Diane Barton

Qualifications and experience:

Diploma in Social Work 2000

BA (Hons) Social Work Studies 2000

PQ1 2004

Thirteen years post qualifying experience in children and families work first in adolescent team then Permanence team. Prior to that twelve years residential childcare and five years youth work with brief periods in family centres and after school clubs. Also has experience of bereavement work with children and intensive 1:1 support.

Coleen George

Qualifications and experience:

BSc (Hons) Applied Psychology 2005

MA in Social work – 2008

PQ 1 in Social Work

Four and a half years post qualifying experience working with children and families on duty and assessment team, long term family support team and currently permanence team.

Helen Emmett

Qualifications and experience:

BA (Hons) Contemporary Studies (1995)

Diploma in Social Work (January 2001)

MSc in Social Work Studies (May 2001)

Thirteen years post qualified experience of working with children and their families. Experience of working in generic child protection teams in a number of different local authorities. Worked for Trafford CYPS since May 2005, in the adoption team. Now in Trafford's Permanence and Transitions team since February 2006.

Simon Manseri

Qualifications and experience:
BA (Hons) Criminology 2006
MA Social Work 2009

Four years post qualifying experience within children's and families working in duty and assessment and permanence teams.

Phil Bohl

Qualifications and experience:
Diploma in Social Work gained September 2000

Thirteen years post-qualifying experience with children and families, four years residential care, five and a half years area team and three years permanence. Two and a half years youth experience before qualification.

Chris Walsh

Qualifications and experience:
Diploma in Social Work gained September 1999

Fifteen years post qualifying experience with children and families and three years permanence team.

Helen Cook

Qualifications and experience:

Employed by Trafford Borough Council since April 2002.

Was employed on the Permanence and Transitions team as a family aide.

Completed degree BA (Hons) in Social Work in 2009 and became a social worker on the Permanence and Transitions Team. This was a secondment by Trafford.

Prior to this worked for City Colleges in their crèches as a Nursery Nurse as have an NNEB qualification, gained in 1990.

Kamal Bhamra

Qualifications and experience:

Diploma in Social Work gained July 1994 (Manchester Metropolitan University)

BA Combined Degree awarded in 1995 (Manchester Metropolitan University)

Certificate in psychological studies 2010 (University of Bolton)

PQ1 (Due for completion by January 2014) (University of Salford)

Eighteen years post qualifying experience working with children and families and adults experiencing mental health difficulties (career break during 2003 – 2008 to pursue personal interests and complete BA (Hons) in Chinese Medicine and Acupuncture and set up private clinic). Experience of working in statutory and voluntary service, consultancy and training work in race equality; research assistant; training officer and manager; social worker supporting adults within psychological wellbeing service; social worker with Permanence and Transitions team; fostering panel member.

Vernetta O'Loughlin

Qualifications and experience:

Post Graduate Diploma in Social Policy & Social Work at Manchester University in 1994.

Employed by Tameside Council as a social worker in Adult Services from 1994 to 1995. Employed by Trafford Council as a social worker on Community Adolescent Team (1995 - 2003) and thereafter on the Adoption and Permanence Team. In 2010 obtained the post of Senior Practitioner on the Permanence & Transitions Team.

Completed AIMS training Level 1 & 2

Completed the Practice Teacher Award in 2007 and have supervised two students training in the Social Work Degree.

Val Campbell

Qualifications and experience:

1998 - 2001 worked as a Foster Care Support Worker and Residential Care Worker. In 2000 Qualified on a DIPSW from North Staffs University. 2000 - 2004 worked as a social worker for a number of local authorities. In 2012 worked as a social worker for Trafford's Duty Team. In 2012 worked as a social worker for Trafford's Permanence and Transitions Team.

Becky Robinson – Learning Mentor

Qualifications and experience:

BTEC Childhood studies 2000

BA (Hons) Early Childhood Studies 2003

NVQ level 3 Children and Young People 2007

Seven years working in various residential settings. Five years working as learning mentor for children in care.

Deputy Team Manager, Transition Team: Denis Owen

Qualifications and Experience:

LLB Law University of Liverpool 1990 -1993

MA Social Work 2001 - 2003

Social Worker 2003 Adolescent Team until 2006

Senior Practitioner Adolescent Team 2006 - 2008
Team Manager Adolescent Team 2008 - 2009
Deputy Manager 2009 - Present Permanence and Transitions Team

Team consists of 10 Personal Advisors

Jason Smith

Qualifications and experience:
Prison service diploma young/adult offenders custodial care graduated 09/2002
NVQ Level 3 Health and Social Care completed 2007

Five years working in HM Prison service with adult and young offenders. Six and a half years working for Trafford Council, including Trafford residential homes, Personal Advisor with Trafford Permanence and Transitions Team and most recently Senior Personal Advisor with Trafford Permanence and Transitions Team.

Simon Valsler

Qualifications and experience:
Master Degree in Social Work

Newly qualified social worker, one year experience of working with care leavers and children in care. Also approximately five years experience of working as a youth worker.

Emma Wright

Qualifications and experience:
NVQ Level 3 Health and Social Care – Children and Young People.

Seven years experience working with children, young people and families. Includes working as a residential childcare officer within children's homes, an outreach worker and current role as a Personal Advisor on the Permanence and Transitions Team.

Emma Fewtrell

Qualifications and experience:

PGCE Primary Education

BA (Hons) Sports Studies and PE

I have had many years experience working with children young people and families including working for Oldham Family Information Service, Youth Work, Teaching and more recently Trafford's Permanence and Transitions Team for over three years.

Lucy Thompson

Qualifications and experience:

NVQ 3 Children and Young People

Diploma in Counselling

Seven years experience of working with Children and Families and five years working in Permanence and Transitions Team.

Debbie Williams

Qualifications and experience:

Completed NVQ 3 in Child Care. Teaching assistant 1 & 2.

Worked in retail management, then started working in residential at a disability unit.

Worked with young children, then teenagers before moving to Trafford's Permanence and Transitions Team as a Personal Advisor.

Karen Ford

Qualifications and experience:

NVQ 3 children and Young People

Diploma in Counselling

Eleven years experience of working with Children and Families, six years as a family aide and five years working in Permanence and Transitions.

Hayley Williams

Qualifications and experience:

NVQ Level 3 Health and Social Care – Children and Young People.

Seven years experience working with children, young people and families including working as a residential childcare officer within children's homes and current role as a Personal Advisor on the Permanence and Transitions Team.

Multi-agency staff

Mark Ashton – Elstree Court – Supported Housing Project

Qualifications and experience:

Diploma in Counselling 2004

NVQ Level 4 Management 2008

NVQ Level 3 Working with Children and Families. 2001

Twenty-five years Social Care experience working with a variety of client groups which include Elderly persons, Adults with Learning Difficulties, and Children and Young people. This work has been in a variety of settings such as residential care, EBD Residential School and community care and local authority. Been in present position for the twelve years as Project Coordinator.

LAC Staff Nurses – Sharon Martin and Hannah Rigby.

Connexions Worker – seconded 2 days a week – Ann Wilcoxon

YOS Worker – 1 day per week – Claire Doubleday

4. Monitoring and Evaluation

LAC Services are monitored and evaluated in accordance with the Children in Care Service Performance Management Framework. Mechanisms for monitoring and assuring quality:

- Progress is measured against local and national performance indicators and targets
- Staff work in line with comprehensive, up-to-date departmental procedures and policies
- All staff receive regular supervision
- Personal review and development plans are reviewed twice yearly
- Case file audits are undertaken twice yearly
- Team managers monitor the quality of all reports presented to panel
- Disruption meetings are held routinely for any unplanned placement endings to maximise learning opportunities

5. Complaints and Feedback

We welcome feedback from service users and partner agencies. Prospective adopters are advised of all relevant complaints and representation processes:

Complaints

The Complaints Manager
Trafford Town Hall
Talbot Road
Stretford
Manchester
M32 OTH

Tel Number: 0161.912-2841
Email Address: complaintscyps@trafford.gov.uk

Ofsted

Complaints can also be made directly to OFSTED, who have responsibility for inspecting local authority adoption services:

Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

Tel: 0300 123 1231

Trafford's 2011 Adoption Services inspection report is available upon request or by visiting: www.ofsted.gov.uk

Children's Rights

Trafford's Children's Right Service provides access to independent advocacy services for all looked after children:

Mark Bailey
Trafford Town Hall
Talbot Road
Stretford
Manchester
M32 0TH

Tel no: 0161 912 5094
Email: mark.bailey@trafford.gov.uk

The Office of Children's Rights Directorate

The Office of the Children's Rights Director
Ofsted
Aviation House
125 Kingsway
London
WC2B 6SE

Free Phone: 0800 528 0731

Independent Review Mechanism

Adoptive applicants who are turned down for approval either by a recommendation by the Adoption Panel or by a decision by the Agency Decision-Maker are able to ask for their case to be reviewed by the Independent Review Mechanism:

Address: Independent Review Mechanism
Contract Manager
Unit 4
Pavilion Business Park
Royds Hall Road
Wortley
Leeds
LS12 6AJ
Tel: 0845 450 3956
Website: www.independentreviewmechanism.org.uk/adoption
Email: irm@baaf.org.uk

6. Children in Care Service Management Structure



