



Achieving Permanence - A Quick Reference Guide for Social Workers

Please also refer to Dudley's Permanence Strategy (September 2016)

Outcomes for children

Assessments of a child's needs in relation to his or her Permanence Plan must:

- Focus on outcomes;
- Consider stability issues, including the child's and family's needs for long-term support and the child's needs for links, including contact, with his or her parents, siblings, and wider family network.
- Social workers must ensure the child's Permanence Plan is clearly linked to previous assessments of the child's needs.
- Financial packages should be considered by Access to Resources Panel as part of the overall package of support.

Identifying the right Permanence Plan for children

Options

Child Arrangement Orders or Special Guardianship Orders	Adoption	Permanent Fostering
Child needs the security of a legally defined placement with alternative carers, but does not require a lifelong commitment involving a change of identity	Child's primary need is to belong to a family who will make a lifelong commitment	Primary need is for a stable, loving family environment whilst there is still a significant level of continued involvement with the birth family
Child's relation, foster carer or other carer needs to exercise day to day parental responsibility and is prepared to do so as a lifelong commitment	Child's birth parents are not able or not willing to share parental responsibility in order to meet their child's needs, even though there may be contact	Child has a clear sense of identity with the birth family, whilst needing to be looked after away from home
There is no need for continuing monitoring and review by the Local Authority, although support services may still need to be arranged	Child needs an opportunity to develop a new sense of identity whilst being supported to maintain or develop a healthy understanding of their past	There is need for continuing oversight and monitoring of the child's developmental progress
Child has a strong attachment to the alternative carers and legally defined permanence is assessed as a positive contribution to their sense of belonging and security	Child expresses a wish to be adopted	Birth parents are able and willing to exercise a degree of parental responsibility

Child Becomes Looked After notification via presentation at Legal Gateway Panel or by weekly CLA admission report

Legal Gateway Panel	Notification via weekly admissions report
<ul style="list-style-type: none">• Court Progression Manager will provide SW with date for <i>'Achieving Early Permanence Panel'</i> this will take place within 2 weeks of child becoming looked after.	<ul style="list-style-type: none">• Permanency co-ordinator will check weekly admissions report and email SW and team manager inviting them to attend <i>'Achieving Early Permanence Panel'</i> this will take place within 2 weeks of child becoming looked after

Achieving early permanence panel

- Panel representation will comprise of Service Manager Fostering & Adoption, Service Manager Children in Care and Care Leavers, Panel Administrator, Team Manager Fostering, Team Manager SGO, Court Progression Manager, Team Manager Adoption, Permanency coordinator.
- Social worker to email no later than 5pm on Wednesday for presentation at Monday's panel a copy of the referral made to Legal Gateway and/or the Placement referral form. Achieving.Permanency@dudley.gov.uk
- Discussions take place regarding early permanence options, and to determine the right plan for the child and to agree next steps.
- A date for the first permanency planning meeting which will be *held within 6 weeks of the early permanence panel* will be triggered.

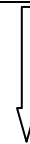
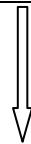
Outcomes from meeting;

Fostering	Adoption	Special Guardianship
<p>Fostering Family Finder allocated. Permanence Planning Meeting agreed. Social Worker completes initial sections of “Fostering Permanency Assessment Report” prior to Permanence Planning Meeting.</p> <p>See also page 16 permanency strategy</p>	<p>Adoption Family Finder allocated. Permanence Planning Meeting agreed.</p> <p>See page 12 of permanency strategy</p>	<p>SGO social worker allocated. Recommendation made regarding plan for Special Guardianship at second LAC review, child SW to complete <i>SGO referral form and send to SGO team manager, within 5 working days of CLA Review</i> Recommendation’s in relation to Initial SGO assessments and Support plans.</p> <p>See page 17 of permanency strategy</p>

Single Track plan of Long term Fostering agreed.

Expected Outcomes

1. Matched to existing Dudley foster carers – explore SGO
2. Match to IFA carers – explore SGO, transfer to Dudley
3. Family finding – Internal carers or external search



Matched to existing internal carers

- *SW to explore SGO options with carer*
 - Fostering permanency worker arranges a matching meeting. (Complex cases chaired by Fostering team Manager)
 - Fostering Panel date scheduled.
 - Next steps, match to be progress and following documents are required. Permanency worker coordinates 'permanence bundle' for Fostering Panel;
1. Matching meeting report completed by Permanence worker.
 2. *Fostering Permanency assessment report to be completed by (SW)*

Match to IFA

- *Fostering Permanency worker and SW to explore SGO with carer and transfer to Dudley (see perm strategy if this is an option)*
- Fostering permanency worker arranges a matching meeting. (Complex cases chaired by Fostering team Manager)
- SW to contact commissioning to request permanent placement fee reduction.
- SW completes ARP referral (Business case) and sends to HOS LAC, and Chief Officer needs to sign off.
- Fostering Panel date scheduled.
- Next steps, match to be progressed and following documents are required.

Family Finding Internal/External

- SW and Permanency SW create pen picture of child. To be sent to all Internal Carers
- If no internal resource available then *SW will require written permission to search externally from Service Manager* before an external search can commence. *SW to email with copy of permission to Placements team*
- Placements team to collate responses and pass to allocated permanency worker and SW
- **Now follow 'Match to IFA' process**

<p>3. Foster Home Review, Form F assessment, DBS and medicals, Risk assessment, References, Motivation Questionnaire completed by (Perm worker)</p> <ul style="list-style-type: none"> • <i>SW, permanency worker and foster carers attend</i> <p>fostering panel (child if appropriate) Match recommended and ratified by HOS</p>	<ul style="list-style-type: none"> • Permanency worker coordinates permanence bundle for Fostering Panel; <ol style="list-style-type: none"> 1. Matching meeting report (Perm worker) 2. <i>Fostering Permanency assessment report SW to complete)</i> 3. Foster Home Review, Form F assessment, DBS and medicals, Risk assessment, References, Motivation Questionnaire completed by (Perm worker) <ul style="list-style-type: none"> • <i>SW, permanency worker and foster carers attend fostering panel</i> (child if appropriate) Match recommended and ratified by HOS 	
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