

Title/Status-	TERMS OF REFERENCE- Permanence Panel
New Document or Revised	Revised
Date Approved SMT	
Responsible Head of Service	Children In Care
Review Due Date	September 2025

Leicestershire Procedure for TERMS OF REFERENCE- Permanence Panel

Applies to-

Looked after Children

Achieving Excellence through Purposeful Practice

PERMANENCE PANEL TERMS OF REFERENCE

Our Vision

Leicestershire is a place where children can build strong foundations; be safe and belong, enjoy and achieve.

Our pledge for children

Where children live in our long-term care, we aspire for children to grow up feeling a sense of belonging, safety and stability in their home and within the care that they receive. Permanence Panel will offer oversight and ratification of permanence care arrangements for children, though high support high challenge, and a focus on building lasting safety, support, and stability though purposeful and needs based practice.

Our Service Priorities for 2024 – 2027

- Children young people and families stay together and get the help they need
- Children and young people are supported by their family network
- Children and young people are safe in and outside of their homes
- Children in care and care leavers have stable loving homes

Core Values and Behaviours – the foundation for practice

Core Values

Aspirational

Achieving the best outcomes for children and families

Being Curious

Digging for detail using purposeful practice

Collaboration

Building relationships built on the Signs of Safety approach

Behaviours

Professional Kindness

Understanding trauma for children, parents and colleagues

Active Listening

Listening to build robust solutions

Outcome Focused

Creating measurable improvements for children and families

Being Accountable

Everyone is responsible for high quality practice

Priorities

- We will put you at the centre of everything we do.
- All options for permanence will share a common set of desired outcomes.
- We will make sure that you can develop a sense of belonging and have a clear plan for the future in a family environment.
- We will avoid delay by making plans that are clear, purposeful, and ambitious for your future.
- We will challenge ourselves and others to ensure plans to achieve the best outcomes for you without delay.
- We will create an environment where effective practice can flourish.
- We will promote relationship based practice.
- We will build strong relationships between front line practitioners and you and your family to achieve the best outcomes for you.

What Arrangements We Consider

- Children in long term foster care arrangements
- Children in Connected Carer arrangements
- Children in Residential Homes
- Additional resource requests to support stability and permanence for children. This includes -therapeutic support over and above the therapeutic fund and discretionary and capital payments.

The Legal Framework

- The Care Planning, Placement and Case Review (England) (Amendment) Regulations 2021
- The Care Planning and Fostering (Miscellaneous Amendments)

Membership:

- Head of Children in Care, Fostering and Adoption - Chair
- Children in Care Service Manager
- Adoption and Post SGO Service Manager
- IRO and Safeguarding Assistant Service Manager
- ADM

Bottom Lines

All options for permanence will share a common set of desired outcomes:

- Safety and Welfare – children and young people are safe and feel safe; and have improved emotional and mental health.
- Stability- children and young people live in caring and stable homes; have a secure base through which to develop their sense of belonging and identity; have positive relationships.
- Education - children and young people attend school, college and are not excluded; attain good educational outcomes; achieve their potential.
- Health – children and young people have their basic health care needs met and have access to medical care when they need it,
- Leisure- children and young people take part in positive activities and have fun.

- Transitions - children and young people make transitions in a positive way (with confidence, skills and support to care for themselves), have access to continuing education, training or employment and are encouraged to 'stay put'.

What success will look like

- Children will achieve a sense of belonging and be in their permanent family arrangements as early as possible. So creating secure and safe attachments.
- Children and families will tell us that we have made a positive difference.
- Performance indicators show improving outcomes,
- Evidenced based decision making supported by robust management oversight

Quality Assurance & Governance

- An outcomes and impact plan will be developed annually by the panel and success monitored by the panel chair and Agency Decision Maker.
- Development session for Permanence Panel members to be undertaken quarterly.
- Quality Assurance activity to be undertaken by Permanence Panel annually.
- Permanence report to be completed annually by the Children in Care HOS and presented to SMT.

Process

Booking permanence Panel is now completed through mosaic steps. The request can be made by the IRO following a Review or arrangement (monitoring form) or can be made by the social worker through the 'Book Permanence Panel' Step – please see the How to guide:

https://leicestershiretotara.learningpool.com/pluginfile.php/96656/mod_resource/content/3/Book%20Permanence%20and%20Panel%20Meeting%20guidance.pdf

This panel is chaired by the Head of Service, CIC

The panel is an internal forum and will take place fortnightly, or more frequently if required

Documentation and Paperwork



Permanence Panel
Matching Proformas I



Finance Request
Template.docx



Permanence Panel
Decision Proforma.doc

Submit to: CFS.PermanencePanel@leics.gov.uk

Policy's to be considered in conjunction with this Terms of Reference:

1. Discretionary Policy for loans and capital grants to foster carers and adopters

https://www.proceduresonline.com/llr/childcare/leicestershire/user_controlled_lcms_area/uploaded_files/2Discretionary%20Policy%20for%20loans%20and%20capital%20grants%20to%20foster%20carers%20and%20adopters.pdf

2. Use of Therapeutic Interventions

https://www.proceduresonline.com/llr/childcare/leicestershire/user_controlled_lcms_area/uploaded_files/77.%20Policy%20and%20Guidance%20on%20the%20Use%20of%20Therapeutic%20Interventions%20update%20May%202020.docx



Achieving Permanency Flowchart – Long Term Fostering (revised 4/4/23)

