



Fostering Update September 2019



Gweithio dros Gaerdydd, gweithio gyda'n gilydd
Working for Cardiff, working together



Recruitment & Retention of Foster Carers



The recruitment and retention of foster carers continues to be a priority area for the service to address the balance between placements with in-house foster carers and independent fostering agencies.

In January 2019, a Fostering Project Team was established to review fees & allowances and recruitment & retention.



Fees & Allowances



- Reviewed the 'Cardiff' Offer
- Increase in standard weekly allowance
- Matched the 5-10 year old rate of payment with the 0-4 year old payment to prevent reduction
- Introduction of 54 weekly payments
- Payments for birthdays, holidays and religious festivals



Recruitment & Retention



- Dedicated Corporate Comms Officer to support Fostering
- Review of website in progress
- Social media campaign with paid adverts on Facebook & Google
- Regular features on Councils Facebook & Twitter pages
- Commitment from PSB to promote via their online platforms
- Promoted through Education online platforms
- Registered Social Landlords promoting via online platforms
- Fostering banners in 8 parks throughout the City
- Steps to increase diversity of Foster Carers via PRIDE & in communities



Recruitment & Retention



- Worked with other directorates - fostering referrals from HUBS & Into Work Services
- Attendance at events throughout the City i.e. Cardiff Castle, IKEA & Community Events
- Adverts in Tenants Times & magazine produced by UHB



Next Steps

- Additional funding 300K recurring
- Review of resources
- Service modernisation
 1. Provide 24 hour informal support
 2. Plans to introduce 'finders fee' for existing foster carers
 3. Digitalisation for Foster Carers
 4. Therapeutic interventions (where appropriate)



Impact

- Significant increase in enquiries (including enquiries from IFA foster carers wishing to transfer to the in house service)
- 15 in-house fostering 15 assessments ongoing
- No quick fix – approx. 9 months timeframe from application to placement



Any questions ?

