

Thursday, 15 February 2024

## FOSTER CARER SUFFICIENCY

Purpose of report: To provide information to the Committee in respect of their line of enquiry as to whether Surrey County Council's current strategy to recruit and retain foster carers will be successful in improving sufficiency of homes for looked after children.

### Introduction:

1. Recruitment and retention of sufficient foster carers is essential to enable Surrey children who are looked after to remain or return close to their communities, family and friends.
2. For all children, care from within their extended family or networks is considered as the first option. This may be under a formal fostering arrangement, or another legal arrangement such as Special Guardianship or a Child Arrangement Order. In Surrey 15% of Looked after Children live with friends and family foster carers (sometimes referred to as Kinship or Connected Person foster carers). This is 36% of the in-house fostering provision.
3. Nationally it is estimated by The Fostering Network that there is a shortage of 7200 fostering households, which is especially acute for teenagers, large sibling groups, children with certain disabilities, externalising behaviours and complex needs.
4. If a Surrey County Council foster carer is not available to care for a child, this may result in them being cared for by a foster carer approved by an Independent Fostering Agency, the majority of whom live outside of Surrey. If a foster carer is not available at all, an alternative placement type, such as residential care or supported accommodation, may need to be considered.
5. Most children have better long-term outcomes if they are able to experience legal security and emotional stability in a family setting close to their family home and school. Repeated moves can be disastrous for children and children who live with more experienced foster carers with strong parenting skills are less likely to have unplanned moves (Rock et al, 2013).

6. A robust recruitment and retention strategy is therefore the cornerstone of a good fostering service. The Fostering Network have published research about [foster care recruitment and retention](#) to inform practice in the sector, noting

*'...across all perspectives, the importance of feeling respected and supported was core to foster care retention and recruitment....Research participants recommended greater pay, better support, less social work turnover, and being treated with respect as a valued member of the team.'*

### The Wider Context and legal framework

7. The assessment and approval of foster carers is heavily regulated, with the [Fostering Services \(England\) Regulations 2011](#) prescribing how all Local Authorities and Independent Fostering Agencies (IFA) have to assess, approve and review foster carers. [Statutory Guidance](#) and [National Minimum Standards](#) add further detail about how fostering services and their operations are conducted.
8. As there is a national shortage of foster carers there can be some degree of competition between IFAs and Local Authorities, all of whom want to attract prospective carers to their service. [Research](#) has shown that prospective foster carers will make enquiries with multiple fostering services at once.
9. Other legal arrangements for children that are **not** foster care (as the children are not looked after by the Local Authority) are:
- **Special Guardianship:** an arrangement whereby a Family Court has granted Special Guardianship of a child to one or more Guardians. This can be granted during Care Proceedings to former foster carers, including friends and family foster carers, or following a private law application not involving the Local Authority.
  - **Child Arrangements Order:** whereby a Family Court has determined arrangements for the child, such as where they should live and who should exercise parental responsibility for the child. This can be granted during Care Proceedings or following a private law application.
  - **Private Fostering:** whereby a parent of a child aged under 16 has asked an individual who is not an immediate relative of the child to care for them under a private arrangement. The child is not looked after and it is not a foster care arrangement, but the Local Authority has responsibility for assessing the suitability of the arrangement and for visiting the child regularly.

## **Types of Fostering**

10. There are broadly two types of fostering arrangement – family and friends care and ‘mainstream’ or general foster care. All approved foster carers, regardless of whether they are family and friends or general foster carers, will have approval terms set by the Agency Decision Maker which states the number of children they are approved for and may specify an age range or category of care they can provide. In some cases, the approval will be solely in relation to a named child or children. All foster carers have to have their approval reviewed every year with a formal decision made by the fostering service about their continued suitability to foster.
11. Family and friends foster carers are assessed and approved by a Local Authority in relation to a child or children known to them who has become looked after by that Local Authority. The carers usually have a pre-existing relationship with the child, but in some cases they may be nominated by the child’s parents to care for the child, having never met the child. This will be part of the assessment of their suitability. In some cases (but not all) family and friends foster carers may be granted temporary approval to allow them to care for the child whilst the full fostering assessment is undertaken. In some cases, the child’s case may be before the Family Court to determine their legal status and care arrangements. Family and friends foster carers hold particular importance in a Local Authority fostering service; not only do they enable children to live with people familiar to them but a strong family and friends placement strategy relieves the level of demand for general foster carers.
12. General foster carers are members of the public who enquire and apply to be assessed as foster carers for a child or children not known to them. They choose which Local Authority or IFA they apply to and can only be approved by one fostering service at a time. During the fostering assessment process, they will work with their assessing social worker to identify the number and age range of children that they are best able to care for.
13. General foster carers may also decide that they are particularly suited to offer a specialist type of care. This could include:
  - Parent and child placements
  - Short breaks for disabled children
  - Full-time care for disabled children
  - Out of hours, or same day emergency placements
  - Specialist mental health placements linked with the Hope Service
  - Specialist one to one care for adolescents and those transitioning from residential care

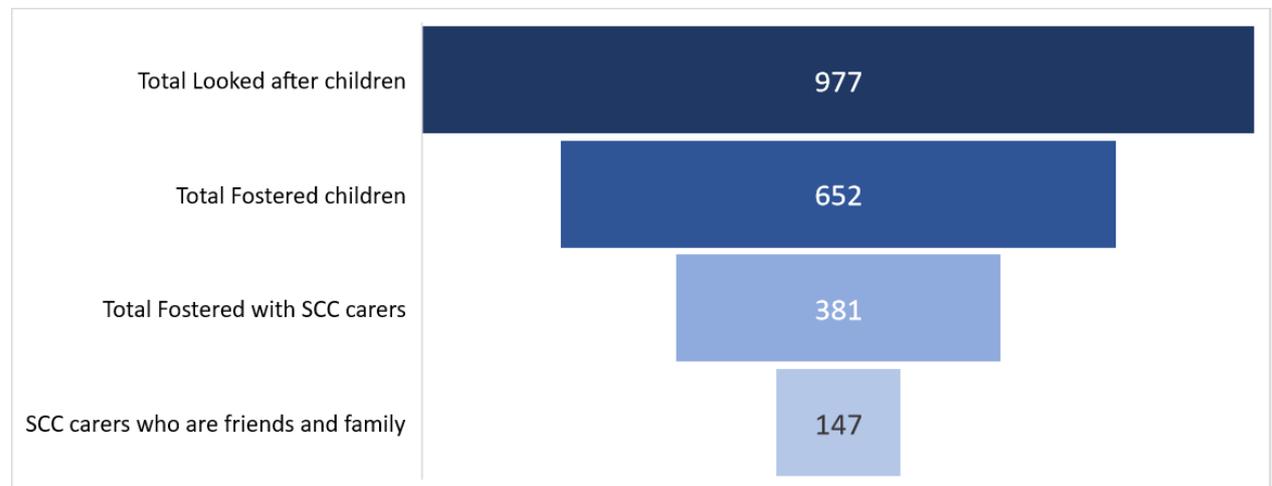
- Mockingbird Hub care
- Part-time or respite care

14. There are no legal differences between foster carers recruited by Local Authorities and IFAs and all fostering services are required to adhere to Regulations, Statutory Guidance and National Minimum Standards. Both types of service are regulated by Ofsted. However, within the legal framework, each fostering service is able to determine how it operates, including its Statement of Purpose, its payment structure to foster carers, the amount and type of support provided to carers and children, how many staff it employs. The only difference is that Local Authorities have to assess and approve family and friends carers, a responsibility that IFAs do not have.
15. IFAs receive payment from the placing Local Authority for each child placed. This is usually one all-inclusive amount to cover all costs in relation to that child, including the fees paid to carers, the costs of the routine support provided to carers and the running costs associated with providing the fostering service. All costs and services (and any extra payments) will be outlined in a contract between the placing Authority and the IFA. In Surrey, the unit cost of an IFA placement is approximately 90% more expensive than the cost of an in-house fostering placement (including all Local Authority central costs).
16. Local Authority fostering services are funded from the Council's core budgets, including fees to foster carers, staff salaries and the running costs of the service, as well as support services such as Human Resources, training, legal service, office and facilities, IT etc.
17. In practice IFAs tend to offer more intensive support to foster carers. IFA Supervising Social Workers usually carry lower caseloads than their Local Authority counterparts and visit/supervise foster carers more frequently. IFAs also tend to offer 'all-inclusive' support to foster carers and children, giving a respite break allowance as standard, and usually engaging specialists within the agency, such as educationalists, clinical/psychotherapeutic support, family support workers. Local Authorities now offer similar levels of payments and training as IFAs.

## Fostering in Surrey

### The need for foster care in Surrey

18. As of 2 January the overall picture for fostering in Surrey is:



19. Of all the children living in foster care (with general Surrey carers and IFA) 38% live outside of the Surrey border and over 20 miles from their family home postcode. 5% live inside Surrey but over 20 miles from their family home postcode. 45% live within Surrey and under 20 miles from their family home postcode. (The remaining children are unaccompanied minors who do not have a family address in Surrey).

20. For children living with friends and family foster carers, 25% live outside the Surrey border and 75% live within Surrey and under 20 miles from their family home. Whilst location is important for these children, being able to live with family members may mitigate some of the issues of living at distance from their home community.

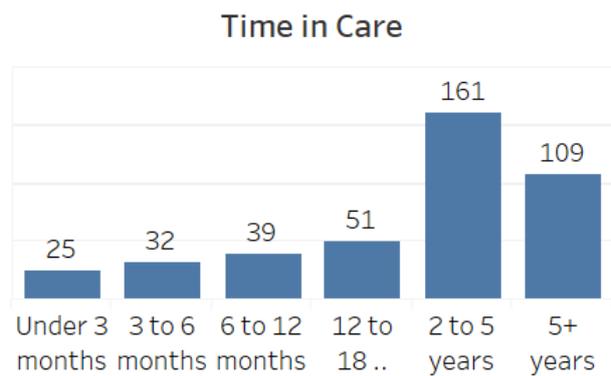
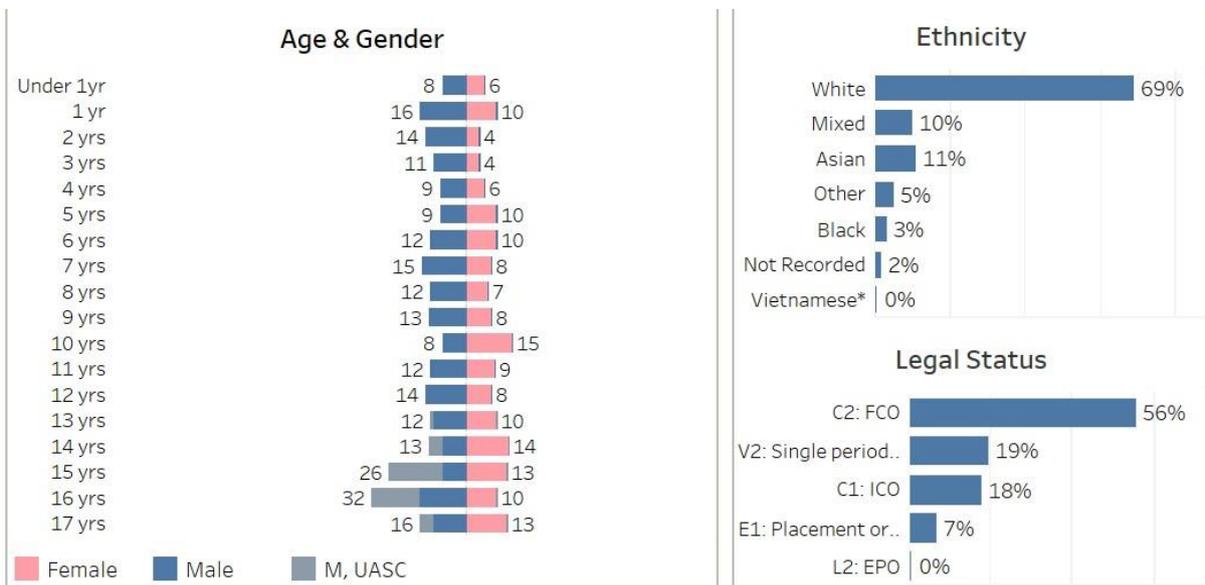
21. It has not been possible to provide a breakdown of the numbers of children in foster care in a particular 'category' as this is not recorded on children's records. Approval types of foster care and the numbers of places as defined by the Department for Education (DfE) in its annual data return and are more generic in description than those used day to day in the fostering service. The latest data is detailed in Annex One.

22. We also know the following:

- 139 children (73 with Surrey carers and 66 with IFA carers) have been matched with their foster carers for long term care where the plan is for them to remain living with their carers until at least aged 18 or into adulthood if possible

- On average between 5 and 10 children at any one time are placed with their parents for an assessment or intensive support placement. It is usually the Local Authority preference for this to be in a parent and child fostering arrangement, but sometimes children and their parent(s) are placed in a residential parenting centre if a parent and child fostering arrangement is not available or if the Family Court directs a residential placement as the plan. There were 57 referrals for parent and child care in the past two years
- At the beginning of January 2024 Surrey was looking after 97 unaccompanied asylum-seeking young people

23. Some demographics of children currently living in short-term general foster care (with Surrey and IFA carers as at 19 December 2023) are:



24. To improve our sufficiency within this period we estimate that we need Surrey-approved foster carers for an additional 130 children. This will enable children to live closer to home, to prevent children who become looked after having to move out of the county or to IFA carers, and to enable children living in residential care

to be able to move to a family setting where this is in their best interests. This will also provide more choice of foster homes to enable better matching between children and foster families.

25. On average there are 30 referrals of children per month for foster care, of which 40% are placed with in-house carers. 52% are placed with Independent Fostering Agency carers and 8% have to move to residential care due to a lack of suitable fostering provision.

26. As children move through the age-range, the balance between in-house and IFA provision shifts significantly. For example, 81% of foster placements for 0-3 years olds are with in-house carers, reducing to 34% in the 16-17 years age group.

27. We need foster carers who can provide full time care for children of all ages, but in line with the national shortage of foster carers we have a particular need for foster carers who can:

- Accommodate and care for sibling groups
- Meet the needs of older children and teenagers
- Meet the needs of children with additional vulnerabilities or needs, such as those with emotional or mental health needs, those at risk of criminal exploitation, children who are neuro-divergent and/or who have disabilities
- Provide parent and child assessment or intensive support placements
- Provide same-day homes for children becoming looked after, or where there has been an emergency breakdown in their current looked-after home

28. Children from ethnic minority groups as well as teenagers are disproportionately represented in the looked after population compared to the wider Surrey children's cohort.

### **Meeting the need**

29. Data on the numbers of fostering households, the children they can care for, the types of care, as well as new approvals and foster carers leaving the service is included in Appendix One. This includes the numbers of friends and family foster carers which is key to the health of placement sufficiency.

30. As each fostering household's terms of approval (numbers, age range and type of foster care offered) are individual to each case it has not been possible to provide a summary of the types of care offered by carers approved in the last three years.

31. Numbers of foster carers leaving the fostering service and their reasons are detailed in Appendix One; the reasons for foster carers' resignations have

previously been provided to this Committee in July 2023. The majority leave for retirement or due to changes in their circumstances such as moving from the area or changes to their other caring responsibilities or family network. A significant proportion of carers leaving are friends and family who resign as they have secured other legal arrangements for the child in their care, or the child has returned home.

### **Recruitment and Retention Strategy**

32. The Fostering Service develops a marketing and recruitment strategy each year, which evaluates the success of recruitment activities in the previous year, analyses the current foster care community and develops a plan for the coming year.
33. The 2023-24 strategy identified that the service has a conversion rate (measured as the percentage of fostering approvals compared to numbers of enquiries) of 8%. This compares to 3% for all fostering services, and 7.7% for Local Authorities.
34. Most enquiries by far come from people making internet searches, showing the importance of Surrey having a strong web-presence and ensuring that fostering for the Council appears high on search-engine results. However often this is triggered by seeing another source of marketing such as an advert or leaflets. We receive very detailed analytics showing the impact of digital marketing across all channels. In a recent Regional Fostering Group mystery shopper exercise which looked at 26 websites for Local Authorities and IFAs, the Surrey fostering website was rated as outstanding, with information about allowances singled out for particular praise.
35. The next biggest source of enquiries comes from the word of mouth from foster carers, SCC staff or family members and introduction fees are offered for carers or staff who introduce a new prospective carer to the service.
36. Analysis has shown that the main reason for enquiries not progressing is due to households not having a spare bedroom in the home. Others cited changes in their circumstances, including their finances, housing affordability and changes in their family network as reasons for not making a formal application after enquiry.
37. The service identified a significant dip in enquiries in the first half of 2022-23 which corresponded with widespread media coverage of the cost of living crisis. Revised payments for fostering came into effect for new carers from 1 April 2023 and key marketing messages have been updated to ensure people are aware that it is possible to work and foster, or that specialist fostering can offer a level of remuneration that could compete with paid employment.

38. The service has identified that there are fewer fostering households in the North-east quadrant of the county compared to all other quadrants. Nearly a third of households live in the South-east with only 12% in the North-east. Historically it has been difficult to recruit in the North-east area and particularly in Epsom & Ewell and Elmbridge. This could be due to their boundaries with London Boroughs. Our strategy in 2023-24 has increased marketing activities in these areas.
39. Analysis of the age distribution of current foster carers shows their mean age is 53.4 years old, meaning they will reach retirement age in the next 10-15 years. Whilst this reflects the national picture (41% of foster carers are aged between 51 and 60) we will continue to focus campaigns at the 21-45 age group. In 2022-23 26% of newly approved foster carers were in their 20s or 30s.
40. We know that most foster carers in Surrey are of White British ethnicity and most children from Black, Asian or Mixed Heritage ethnicities are placed with White British foster carers. There is therefore a need for us to recruit more black and Global Majority carers. This is a challenge as 85.5% of the population identify as White. Data from the 2021 census shows that the highest proportion of residents who identify as Black are living in Epsom & Ewell and the highest proportion who identify as Asian are living in Woking. We are concentrating marketing activities in these areas including working with faith communities.
41. The recruitment strategy has set a target of approval of 30 new general fostering households in 2023-24 focussing on homes for teenagers, 0-3 year olds, unaccompanied asylum seeking children, parent and child placements, children with disabilities (including short break care) and specialist care for those with additional vulnerabilities. It also aims to increase current carer engagement to support recruitment activities and increase word of mouth referrals.
42. Up to 31 December 2023, 42 households had been approved, comprising 14 households for general foster care and 28 providing family and friends care. A further 13 households offering general foster care are due to be presented to the Fostering Panel before the end of March 2024; if approved this will take the total number of households approved in 2023-24 offering general fostering to 27, a significant increase on 2022-23.
43. The detailed plan sitting underneath the strategy outlines specific activities and a campaign diary including:
- Regularly tracking recruitment with operational managers
  - Ensuring smooth customer service during the pre-approval process
  - Targeting activities to particular communities, including
    - Black and Global Majority communities and engagement with particular faith settings in Elmbridge and Woking

- IFA carers who could transfer to Surrey
- Surrey County Council staff
- LGBTQ+ specific campaigns
- Promotion of the Fostering Recruitment Heroes initiative
- Job seekers and skilled workers looking for a new role
- Places of worship
- Third sector groups and volunteer groups
- Youth workers and those working with teenagers
- Continual development of brand awareness and messaging
- Multi-channel activities and communications
- High community visibility at places and events across Surrey

44. In 2023 Surrey County Council, in partnership with 80 other Local Authorities produced a powerful and moving short film 'Any Of Us', aiming to raise awareness of fostering, dispel common myths and relieve any doubts for prospective foster carers. The launch, held on 28 September was attended by Councillors, foster carers, care experienced adults and Council managers and staff.

45. The fostering service is very aware of the need to attend to retention of foster carers as well as on the recruitment of new carers and therefore retention activities are included in the Strategy outlined above. All carers leaving the service are offered an exit interview and learning from these informs improvements. The reasons carers cite for leaving are mostly relating to changes in their circumstances and availability for the fostering commitment, including moving out of the area and changes for their own children. The cost of living crisis has resulted in adult children returning to the family home temporarily which has had a knock-on effect in some cases because there is no longer a spare bedroom. A steady number of carers retire each year, and most resignations relate to Family and Friends carers who have obtained Special Guardianship or where the child has returned to their parents.

46. Since November 2022, the annual review of foster carers' approval has been undertaken by arms-length Reviewing Officers. This is an opportunity to hear from foster carers about their fostering career, including what needs to be improved and what would assist them with their continuing fostering career. These posts are currently funded by a Transformation project.

47. All approved foster carers have access to a range of support, including

- regular supervision from their social worker
- an out-of-hours telephone support service, offering access to support and advice from a Surrey fostering service social worker

- practical support at weekends from Fostering Support Workers if carers need intensive support at times of stress or crisis (funded to March 2024)
- support groups run by both the fostering service and the Surrey County Fostering Association (SFCA)
- specialist clinical support for themselves
- support from the Virtual School to assist with education matters
- a comprehensive fostering handbook and SharePoint site providing a wealth of information about fostering and services in Surrey and links to key policies and procedures, written in conjunction with the Fostering Association
- a comprehensive training offer, including pre-approval training, mandatory courses and post-approval short courses
- regular opportunities to meeting with Service Managers and senior leaders
- membership of the Fostering Network and the National Association for Therapeutic Parenting
- Access to the national Kinship charity support service for family and friends carers

We also recognise that enrichment and leisure activities for foster carers and their own children are essential and offer discounted leisure as well as hosting celebration events.

48. The uplift to fostering allowances and changes to the structure of payments which took effect from 1 January 2023 means Surrey is competitive in the market in relation to other local fostering services.
49. The Surrey County Fostering Association provides peer support and advice to foster carers and we maintain an excellent relationship with the Association, meeting regularly to share ideas, progress development and gather the views of foster carers. They have co-produced a refreshed Foster Care Charter which will be launched in 2024.
50. We have also developed a specialist programme of support for some fostering households under the Mockingbird model developed by the Fostering Network. This model of care which was highlighted as a beacon of good practice and support for carers in the [Independent Review of Children's Social Care](#) nurtures the relationships between children, young people and foster families supporting them to build a constellation – a community of six to ten satellite foster families, with a hub home carer and a liaison worker providing peer support, guidance, learning and development, social activities and sleepovers. Further funding from the Department for Education has been made available for the next two years to continue the development and delivery of this model in Surrey.

51. We provide intensive support to foster carers who may care for children with additional needs, or who may be facing short-term pressures:

- Fostering Support Workers (funded to March 2024) provide practical and/or intensive support to new foster carers, those caring for a new child, or in situations where there are particular pressures. Feedback from carers is very positive about this support with carers saying it has had an impact on their decision not to give up fostering
- The Hope and Extended Hope service can provide particular support to children experiencing mental health crisis
- The CCISS service can provide intensive support to children with autism
- Where foster carers are managing risks to children from criminal exploitation, missing episodes or pro-criminal behaviour the Treehouse outreach service will provide intensive support and assist with safety planning. This service also has a Speech and Language Therapist and Child Psychotherapist.
- The [New Leaf](#) service for children with emotional and mental health needs provides a range of support to children and their carers

### **Feedback from foster carers**

52. We regularly engage with foster carers regarding recruitment and retention and a dedicated group, which includes foster carers, meets regularly. The themes from foster carers in relation to retention are mainly about the working relationship with children's social workers and the impact of turnover of social workers for children and carers. It is important to foster carers that they are treated with respect and courtesy and included as a key member of the team around the child. The Foster Carers' Charter which will be launched shortly has a set of commitments to foster carers from both the fostering service and the wider corporate parenting service, including children's social work teams. An action plan is being developed to bring the Charter to life, including how awareness of the foster carers' role and treating them as a respected peer can be further developed with children's social workers.

53. In respect of recruitment, current foster carers and those interested in fostering who have not taken their interest forward say that the biggest issue is finance. Prospective carers do not always feel confident that the income from fostering will allow them to foster with other financial commitments. Although our marketing messages outline that foster carers can continue to work, or that some fostering schemes offer payments that could be an alternative to employment, carers are understandably reticent in the current economic circumstances. Foster carers have also lobbied for Council Tax discounts.

### **Costs of providing foster care**

54. Current average costs, per child, per week are as follows:

Type of care	Cost per week (£)
In-house foster care	602
IFA foster care	1141
Children's home	6410
Supported accommodation (16-17 year olds)	3258

55. Current fostering allowances benchmarked with IFAs and neighbouring Authorities is summarised in Appendix 2.

### National and Local Context

56. Ofsted publishes an [annual report](#) which outlines the national picture in relation to the numbers of foster carers and fostering places in both local Authorities and IFAs. In summary:

- Since 2019 nationally the number of mainstream local Authority households has fallen by 11% and the number of family and friends households has increased by 21%. The number of IFA households has not changed significantly. In 2022-23 nationally there was a 5% decrease in the number of mainstream Local Authority households, translating to 12% fewer places for children
- Nationally there has been a downward trend in the number of applications since 2019 and 2022-23 saw the lowest number of applications in several years (18% lower than 2018-19). At the end of March 2023 the number of newly approved mainstream households was 26% lower than 2018-19
- Although the number of households leaving fostering has fluctuated from year to year, in 2022-23 the number of leavers exceeded the number of joiners. Of fostering households that had held approved status at some point during the year, 13% had deregistered by the end of the year

57. Data showing neighbouring Authorities' level of success in recruiting and retaining foster carers is contained in Appendix Three. Only Hampshire and LB Sutton had a net increase in foster carers in 2022-23.

### Conclusions:

58. This report gives a comprehensive picture of the fostering recruitment and retention landscape to assist the Committee with its line of enquiry.

59. The analysis of recruitment and retention data and themes is detailed and a central function of the fostering service.

<b>Recommendations:</b>
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60. That the Committee notes the information provided.

<b>Next steps:</b>
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61. Activity detailed within this report will be undertaken as business as usual.

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**Sources/background papers**

The Fostering Network [Foster Care Retention and Recruitment May 2023](#)

[Fostering Services \(England\) Regulations 2011](#)

[Children Act 1989 Statutory Guidance on Fostering Services](#)

[Ofsted Fostering in England 2022-23](#)

[The Independent Review of Children's Social Care](#)

Mindworks Surrey [New Leaf](#) Service information

## Appendix One

**Table 1:** The numbers of fostering households and the children they can care for (as at 31 March in each year)

	Number of general fostering households	Total places – general fostering	Places not available	Number of family and friends households	Total places – friends and family
2020-21	274	492	(data not available)	109	164
2021-22	275	490	80	122	170
2022-23	250	455	55	107	146

**Table 2:** The types of care foster carers can offer (some foster carers offer more than one type of care)

	2020-21 (number of households)	2021-22 (number of households)	2022-23 (number of households)
Family and Friends	109	122	107
Long term/permanent care	56	65	75
Short term care	163	185	180
Parent and child	5	5	5
Emergency care	0	0	5
Short breaks		15	30
Shared care	0	0	5
Foster to adopt*		5	0

\*this is a specific type of temporary approval to allow approved adopters to foster a specific child pending the child being placed for adoption with those adopters

**Table 3:** Approval of new foster carers

Fostering Households approved by fostering panel in year	2020-2021	2021-2022	2022-2023	2023-24 (to 31/12/23)
General foster care	31	21	18	14 (Estimated 27 by 31/3/24)
Short breaks	4	2	0	0

Family and Friends	50	41	37	28 (Estimated 52 by 31/3/24)
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**Table 4:** Numbers of carers leaving fostering

	<b>Total Number of households resigned or deregistered by fostering panel</b>	<b>Number of mainstream fostering households</b>	<b>Number of connected person fostering households</b>
2020-2021	42	11	31
2021-2022	38	24	14
2022-2023	47	31	16
2023-2024 (to 31/12/23)	48	32	16

**Table 5:** Reasons for foster carers leaving fostering

<b>Deregistration reason – Household number</b>	<b>2022-23</b>	<b>2023-24 (to 31/12/23)</b>
Resigned due to retirement	11	7
Resigned due to change of circumstances	14	13
Resigned due to difficulty fulfilling the fostering role	3	1
Resigned as child no longer looked after (Special Guardianship obtained or Adopted)	8	3
Resigned as child no longer looked after (turned 18 and Staying Put/Supported Lodgings or Shared Lives))		9
Resigned due to impact of fostering on emotional well-being	1	
Resigned as child no longer in their care	5	13
Resigned following standards of care investigation	1	1
Deregistered by the service as no longer suitable to foster	4	1

(Source: Fostering Service exit interviews and Fostering Panel Case Data)

## Appendix Two

LA	Age	Child Allowance	Levels	Fee	TOTAL	Notes
SURREY	0-4	£ 190.66	1	£ -	£ 190.66	
			2	£ 101.94	£ 292.60	All new carers start on level 2 if pre-approval training completed
			3	£ 203.88	£ 394.54	
	5-10	£ 216.25	1	£ -	£ 216.25	
			2	£ 101.94	£ 318.19	
			3	£ 203.88	£ 420.13	
	11-13	£ 288.30	1	£ -	£ 288.30	
			2	£ 101.94	£ 390.24	
			3	£ 203.88	£ 492.18	
			Specialist	£ 520.00	£ 808.30	Mockingbird, 1:1, Emergency Duty and Hope
	14-17	£ 334.95	1	£ -	£ 334.95	
			2	£ 101.94	£ 436.89	
			3	£ 203.88	£ 538.83	
			Specialist	£ 520.00	£ 854.95	Mockingbird, 1:1, Emergency Duty and Hope
	Specific allowance	£ 113.83		Paid on top of other allowances for child with specific needs		
child	£ 190.66	Parent & Child	£ 520.00	£ 1,045.61		
parent	£ 334.95					
W SUSSEX	0-4		foundation		£ 330.61	All inclusive allowances
			core		£ 465.99	
	5-10		foundation		£ 365.19	
			core		£ 500.57	
	11-15		foundation		£ 395.85	
			core		£ 531.23	
	16-17		foundation		£ 447.51	
			core		£ 582.89	
parent & child				£ 1,245.19		
HAMPSHIRE	0-1	£ 171.01	1	£ -	£ 171.01	
			2	£ 110.11	£ 281.12	
			3	£ 353.43	£ 524.44	
	2-4	£ 177.03	1	£ -	£ 177.03	
			2	£ 110.11	£ 287.14	
			3	£ 353.43	£ 530.46	
	5-10	£ 195.02	1	£ -	£ 195.02	
			2	£ 110.11	£ 305.13	

			3	£ 353.43	£ 548.45	
	11-15	£ 237.79	1	£ -	£ 237.79	
			2	£ 110.11	£ 347.90	
			3	£ 353.43	£ 591.22	
	16+	£ 289.17	1	£ -	£ 289.17	
			2	£ 110.11	£ 399.28	
			3	£ 353.43	£ 642.60	
<b>CROYDON</b>	0-4	£ 181.00		£ 210.00	£ 391.00	
	5-10	£ 201.00		£ 210.00	£ 411.00	
	11-15	£ 234.00		£ 210.00	£ 444.00	
	16-17	£ 269.00		£ 210.00	£ 479.00	
<b>SUTTON</b>	0-2	£ 179.00		£ 283.87	£ 462.87	Additional enhancement of £129.54 may be paid for some children
	3-4	£ 182.00		£ 283.87	£ 465.87	
	5-10	£ 203.00		£ 283.87	£ 486.87	
	11-15	£ 232.00		£ 283.87	£ 515.87	
	16-17	£ 270.00		£ 283.87	£ 553.87	
<b>KENT</b>	0-1	£ 178.09	Std	£ 136.16	£ 314.25	
			Solo/Complex	£ 272.32	£ 450.41	
	2-4	£ 183.96	Std	£ 136.16	£ 320.12	
			Solo/Complex	£ 272.32	£ 456.28	
	5-8	£ 202.71	Std	£ 136.16	£ 338.87	
			Solo/Complex	£ 272.32	£ 475.03	
	9-10	£ 202.71	Std	£ 258.63	£ 461.34	
			Solo/Complex	£ 517.26	£ 719.97	
	11-15	£ 231.99	Std	£ 258.63	£ 490.62	
			Solo/Complex	£ 517.26	£ 749.25	
	16-17	£ 270.66	Std	£ 258.63	£ 529.29	
			Solo/Complex	£ 517.26	£ 787.92	
	Parent & child	£ 448.75	Std	£ 394.79	£ 843.54	
			Enhanced	£ 653.42	£ 1,102.17	
<b>E SUSSEX*</b>	0-4		new (up to 2 years' service)		£ 279.92	*It is not clear from the website how carer enhancements work in practice
			experienced		£ 284.02	
	5-10		new		£ 279.92	
			experienced		£ 314.67	
	11-17		new		£ 353.07	
			experienced		£ 373.07	
	parent & child		std		£ 831.09	
			enhanced		£ 1,456.99	
<b>INDEPENDENT FOSTERING AGENCIES</b>						
	Average	Maximum				
Barnardo's	£495	£630				
National Fostering Group	£471	£673				

Compass	£460				
Foster Care Associates	£435				
ISP	£498	£558			

### Appendix Three

**Data from 2022-23 Ofsted return regarding recruitment and retention of carers (excludes friends and family carers)** numbers are rounded to the nearest 5

Local Authority	Number of households	Number of places	Number of enquiries	Number of applications	Number of approvals	Number of carers deregistered
Hampshire	365	725	760	145	60	45
Kent	610	1240	690	130	65	80
West Sussex	205	365	255	25	15	35
West Berkshire	45	95	50	5	5	10
LB Croydon	145	260	160	65	10	40
LB Sutton	40	75	30	0	5	0
Richmond/Kingston upon Thames	55	85	10	0	5	15
Surrey	250	455	220	25	20	30

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