Recruiting and Retaining a Quality Workforce

Robert Tapsfield

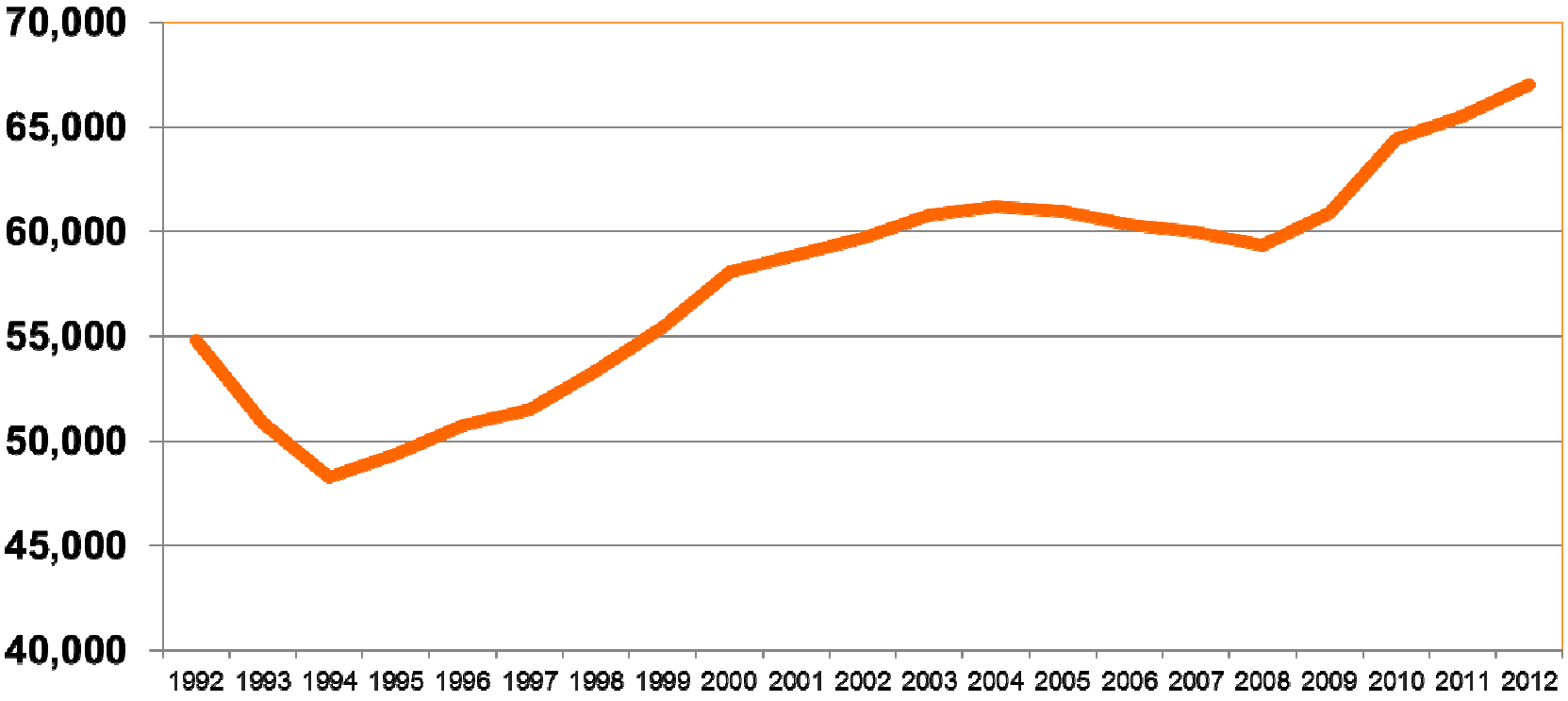
the fostering network
the voice of foster care

The Fostering Network

- 35,000 fostering households
- Over 58,000 members
- 204 local authorities and health authorities
- 174 independent fostering providers
- 83 local foster care associations

the fostering network
the voice of foster care

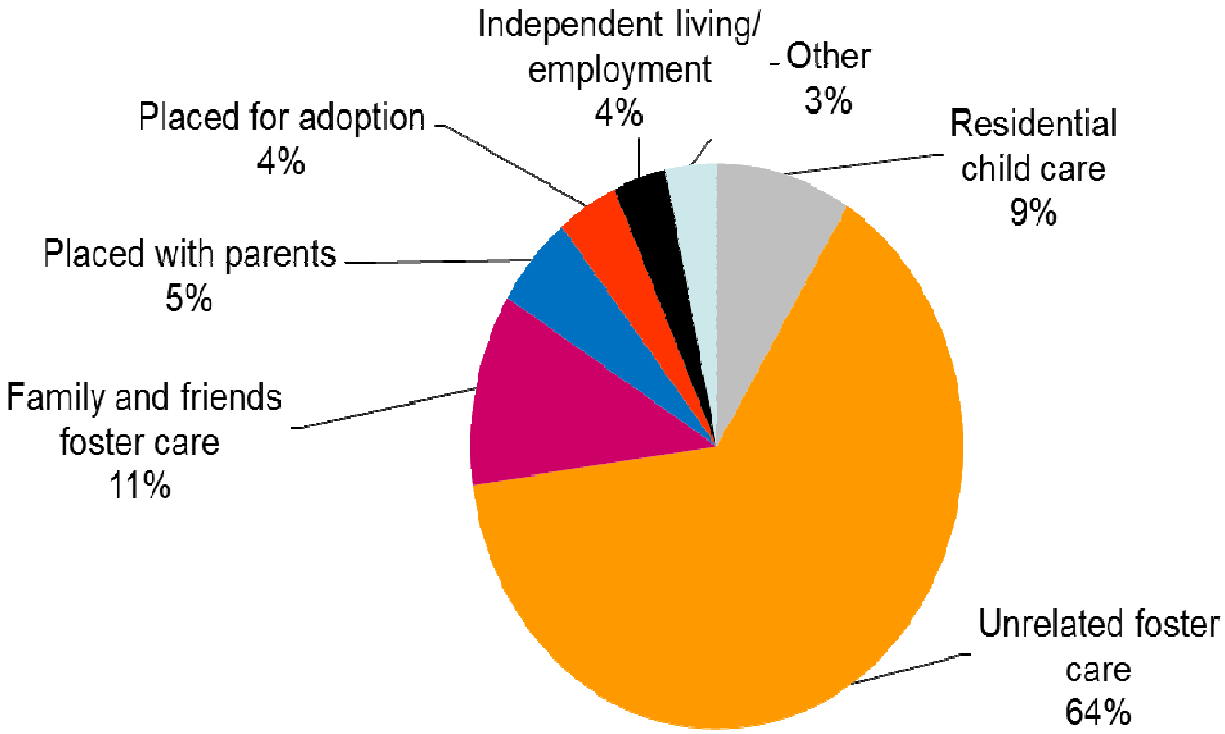
A growing and diverse population



Children looked after at 31 March, 1992-2012

the fostering network
the voice of foster care

Where children live



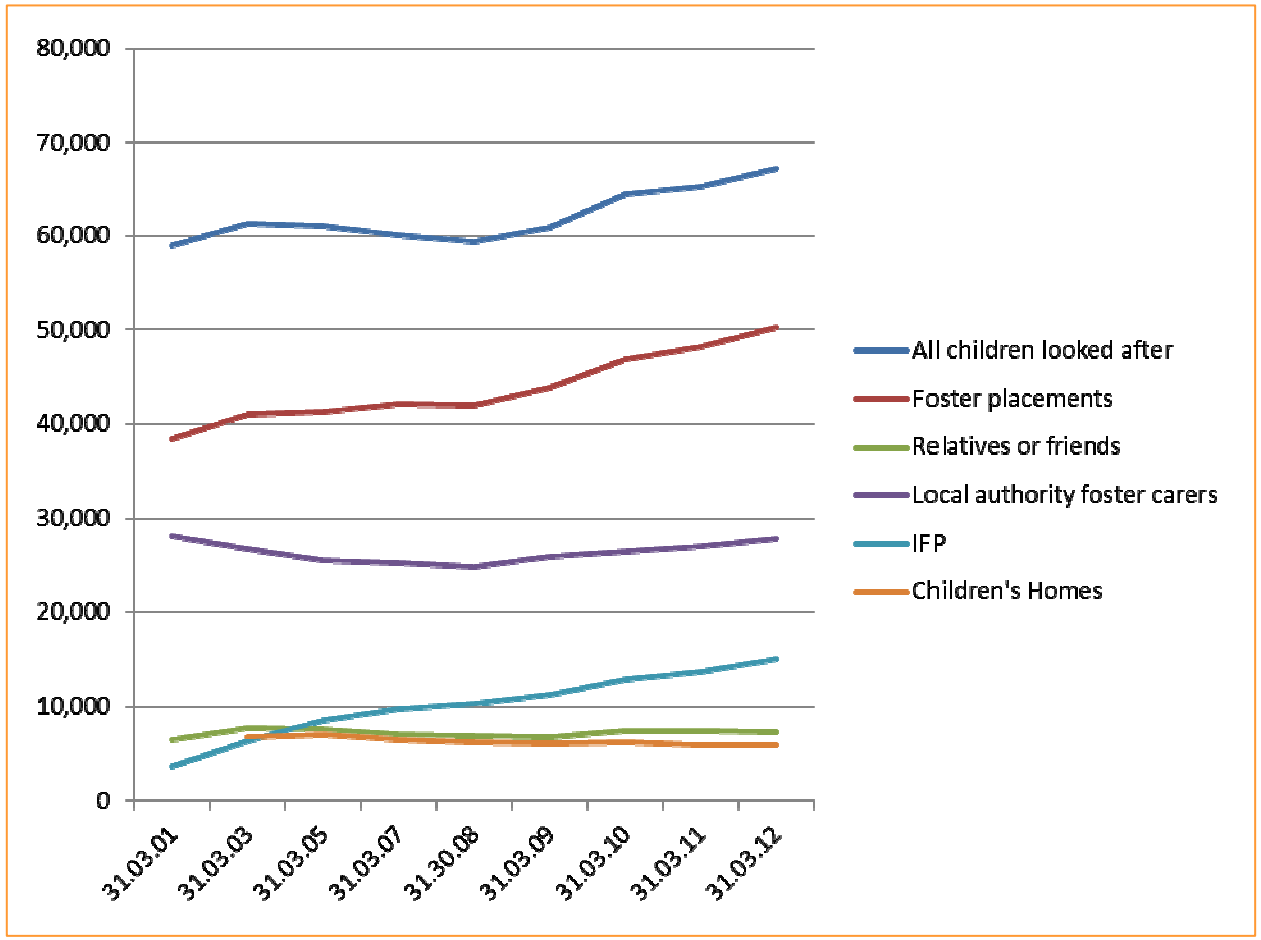
Source: Children looked after at 31 March 2012, DfE

the fostering network
the voice of foster care

Children Looked After	31.03.01	31.03.03	31.03.05	31.03.07	31.03.09	31.03.11	31.03.12
All Children	58,900	61,200	61,000	60,000	60,900	65,520	67,050
Foster Placements	38,400	41,000	41,300	42,100	43,900	48,180	50,260
Relatives or friends within LA	5,100	5,800	5,600	5,100	4,900	5,390	5,280
Other Foster carer provided by LA, within LA	23,500	21,900	20,300	19,900	20,000	21,040	21,760
Through IFA within LA	670	1,100	2,000	2,400	3,300	4,400	5,180
With relative or friend outside LA	1,400	1,900	2,000	1,900	1,900	2,090	2,090
Other foster carer outside LA, provided by council	4,600	4,900	5,200	5,300	5,900	5,940	6,050
Through IFA outside LA	3,000	5,300	6,500	7,400	7,900	9,320	9,900
Children's Homes		6,800	7,000	6,500	6,100	6,000	5,930

the fostering network
the voice of foster care

Key trends in placements 2001-12



the fostering network
the voice of foster care

Fostering recruitment trends 2009/10-2011/12

	2011/12	2010/11	2009/10
Total households	40,842	38,157	32,191
Total approved in year	7,427	6,832	5,419
Total de-registered	4,847	5,070	4,045
Percentage returns (%)	94	91	73

Can you say this for your service?

the fostering network
the voice of foster care

Recognise and value change

- High expectations of training
- Foster carers are part of the team around the child
- Professionalisation
- Increasing collaboration

Can you say this for your service?

the fostering network
the voice of foster care

How good is your product?

- Support
- Training
- Pay & allowances
- Status

What do your foster carers say about your service?

the fostering network
the voice of foster care

The future part 1

- Financial challenges for you and for families
- Family support V child rescue
- The commissioning and procurement challenge

the fostering network
the voice of foster care

The future – part 2

- Delegated authority
- Safer caring
- Social pedagogy & social learning theory training
- The Care Inquiry

the fostering network
the voice of foster care

Thank you

Robert Tapsfield

Chief Executive

The Fostering Network

robert.tapsfield@fostering.net

www.fostering.net