

Report sponsor: Suanne Lim, Service Director  
for Early Help and Children's Social Care  
Report author: Jasmine Nembhard-Francis,  
Head of Service - Quality Assurance

## **Diversity and Heritage Pledge for Looked After Children**

### **Purpose**

- 1.1 To inform the Corporate Parenting Committee on the Diversity and Heritage Pledge for Looked After Children that has been developed by representatives in Children Social Care and the Children in Care Council.

### **Recommendation(s)**

- 2.1 To note the development of the Diversity and Heritage Pledge for Looked After children

### **Reason(s)**

- 3.1 Derby City Council children services look after a number of children all living in various placement or kinship provision. These children and young people are all unique and have specific needs. Their diversity and heritage is an area which although acknowledged at times there is less emphasis on this due to demands to ensure that children are safeguarded from harm.
- 3.2 The Diversity and Heritage Pledge was developed to promote children and young people's uniqueness and provide an open forum for discussion with both them and their parents / carers.

### **Supporting information**

- 4.1 The heritage and diverse needs of children and young people has been noted as critical to them developing a healthy identity and there is a wealth of information on the relevance of this for children who are unable to live in their own families. This is the case for a high number of children in care who for reasons outside of their control are often living in placements such as foster care and / or residential homes. The local authority will endeavour to identify the best placement which meets their needs.

These children are cared for well – However their diversity and heritage needs are not always met for a number of reasons. For example, lack of education and knowledge of the importance and or prioritising their safety and care.

- 4.2 In the Summer of 2020 in the midst of the National Pandemic and the murder of George Floyd additional conversations were being held with staff about diversity across children social care led by the Principle Social Worker. It was during this time that a question was asked about what we in Derby children social care can offer **our** children and young people who are Looked After to ensure that their diverse needs are considered and met.
- 4.3 A task and finish group was created led by the Head of Service for Children's Quality Assurance. The group consisted of Managers from the quality assurance service, fostering, commissioning and operational services in addition to a front-line practitioner.
- 4.4 It was critical that the pledge not only was developed but also there were measurable milestones to evidence the impact.

### **Actions so far June 2021**

The Diversity and Heritage Pledge was been endorsed by the Children in Care Council and they have asked that a report is provided to them on a regular basis to measure the impact of the Pledge.

Derby commissioning and fostering service has developed additional questions in the referrals forms for social works to respond to in relation to the child who needs to be looked after.

Foster carers annual reviews will also include a question about how they have met the diverse and heritage needs of the children they have cared for over the year.

Clear expectations have been made to external providers who are looking after our children in relation to diversity and heritage.

The Fostering training course has a greater emphasis on diversity and heritage

### **Future Plans**

The diversity and heritage pledge will be translated in to the 6 key languages so parents of children in care can understand what this authority Pledges to do for and with their support for the children we have in care.

The Corporate Child In Care Pledge will be refreshed by the Participation Officer

An agreed data set will be developed to measure impact

### **Public/stakeholder engagement**

- 5.1 None.

### **Other options**

6.1 N/A.

6.2

### **Financial and value for money issues**

7.1 None.

### **Legal implications**

8.1 None.

### **Climate implications**

9.1 None.

### **Other significant implications**

10.1 None.

**This report has been approved by the following people:**

<b>Role</b>	<b>Name</b>	<b>Date of sign-off</b>
<b>Legal</b>	Olu Idowu, Head of Legal	1.7.21
<b>Finance</b>	Janice Hadfield, Head of Finance, Peoples	1.7.21
<b>Service Director(s)</b>	Suanne Lim, Service Director for Early Help and Children's Social Care	30.6.21
<b>Report sponsor</b>	Jasmine Nembhard-Francis, Head of Service - Quality Assurance	1.7.21
<b>Other(s)</b>		

<b>Background papers:</b>	None
<b>List of appendices:</b>	Appendix 1 Diversity and Heritage pledge Appendix 2 Diversity and Heritage Pledge measurable outcome

## Derby City Council Diversity and Heritage Pledge for Looked After Children

### Vision

Derby City Council children services are committed to identifying and seeking out the strengths in each child's family and will value you and your family background. We will work to understand who you are and help you maintain your family connection during your time in care.

### To do this we pledge:



We will listen and learn from you.



We will take the time to talk with you and your family to understand your culture and identity.



We will value you and understand your uniqueness. We will make sure that you can celebrate your language, special days and events.



We will ensure the people that are looking after you, give you the care that you need which reflects your unique identity and heritage.



We will develop the confidence of your carers and the adults in your life so they can look after you.



Derby City Council

## How we will do this:



Talk to you and your family.



Understand who supports you and your family.



Celebrate your special days.



Make sure the people who look after you care for you well.



Talk about the things which make you unique.

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If you need any more information contact me...

**Name** .....

**Phone** .....

**Email** .....

**Team phone number** .....

**Derby City Council Diversity and Heritage Pledge for Looked After Children**

**Measurable outcomes**

**Outcomes will be measured by via a number of different methods these include:**

**Assessments, Case file Audits, statutory reviews mins, staff supervision, foster carer annual reviews and feedback from children and YP and their families**

1. We will listen and learn from you.
  - Evidence of direct work with a child on every case file
  - Evidence of use of Voice Of Childs tools
  - Evidence of geno / cultural grams
2. We will take the time to talk with you and your family to understand your culture and identity
  - Evidence that names are spelt and pronounced correctly
  - Evidence of culture and Identity in all assessments / referral's forms
  - Evidence of genograms/ eco maps
3. We will value you and understand your uniqueness. We will make sure that you can celebrate your language, special days and events.
  - Celebrations will be celebrated in the places where you live
  - Equality will be discussed – in terms of gender / race
  - SSW will facilitate these discussion
4. We will ensure the people that are looking after you, give you the care that you need which reflects your unique identity and heritage.
  - Evidence that you maintain your birth name
  - Foster care training – skills to foster
  - Evidence of resources in foster / residential homes - annual reviews/ Looked After Children's Review's. (LACR's)
5. We will develop the confidence of your carers and the adults in your life so they can look after you.
  - Evidence of the use of Education Health Children's Plan's where relevant
  - Evidence in Foster care training / Supervising Social Worker support and foster carer reviews
  - Evidence in Workforce Learning and Development bespoke training courses for staff, action learning or group discussions
  - Evidence that racism / prejudice is facilitated for discussion where necessary in LACR's