

## Topic 14 Placement stability and permanence

### Key questions for the child's social worker

#### Methods

Suitable for self-directed learning or reflection with a colleague or supervisor.

#### Learning Outcome

Review your understanding of placement stability and permanence and identify actions you can take to support a child.

#### Time Required

Two sessions of 45 minutes.

#### Process

Thinking of your current approach, answer the following questions:

- How do you ensure that your assessment process includes listening to and taking account of the child's wishes and feelings, as well as considering their developmental needs?
- How do you consider the range of permanence options in parallel to avoid delay and disruption?
- How do you support the child through the permanence process, helping them cope with uncertainty and anxiety?
- How do you provide support to the child regarding their identity (including life story work) and contact with birth family?
  - What support do you need to do this more effectively?
- What is in place to enable you to take account of the costs and benefits before deciding to move the child to a new placement?
  - What else would help?
- What do you need from your manager, team or anyone else to ensure you can match a child with a family who can meet their needs?
- What more could you do to work proactively with other agencies to ensure that children receive the multi-faceted support they need?
- If the child is to return home, how do you ensure you have gathered and reflected on evidence of improvements in parenting capacity?
- What do you need from your manager or others to ensure a staged and managed return home so that children and their family receive ongoing support?

**Topic 14**  
**Placement stability and permanence****Key questions for the supervising social worker****Methods**

Suitable for self-directed learning or reflection with a colleague or supervisor.

**Learning Outcome**

Review how you support foster carers and adopters to provide placement stability and permanence and identify actions you can take to support them.

**Time Required**

Two sessions of 45 minutes.

**Process**

Thinking of your current approach, answer the following questions:

- What steps do you take to provide carers with information about the child in a timely manner?
  - How do you know this information is the right information?
- How do you support carers to provide therapeutic parenting and manage the child's behaviour?
  - What support do you need to support them?
- What barriers hinder or prevent you from paying regular visits to carers and actively involving them in care planning and decision-making?
  - What would help you overcome these barriers?
- What support do you need in order for you to provide support to carers with life story work and contact with birth family?

## **Topic 14**

### **Placement stability and permanence**

#### **Key questions for the social worker manager**

#### **Methods**

Suitable for self-directed learning or reflection with a colleague or supervisor.

#### **Learning Outcome**

Review current systems that are designed to support placement stability and permanence and identify actions you can take to improve them.

#### **Time Required**

Two sessions of 45 minutes.

#### **Process**

Thinking of your current approach, answer the following questions:

- How effective are your processes for recruiting (and retaining) foster carers and adopters?
  - How could these be improved further?
- What systems are in place to manage caseloads and facilitate reflective practice so that social workers are able to make informed and timely decisions?
- What do you do to ensure your staff understand that permanence is more than just placement stability in the physical sense?
- How can you help your team to analyse the cost benefit of placement moves so that they invest in the process at the stage where permanence can be most effectively supported (i.e. the beginning)?
- How can you be proactive in establishing effective partnerships with other services that can support children and their carers?
  - What additional support do you need from your organisation to improve these partnerships or develop new ones?

**Topic 14**  
**Placement stability and permanence****Key questions for the independent reviewing officer****Methods**

Suitable for self-directed learning or reflection with a colleague or supervisor.

**Learning Outcome**

Review current systems that are designed to support placement stability and permanence and identify actions you can take to improve them.

**Time Required**

Two sessions of 45 minutes.

**Process**

Thinking of your current approach, answer the following questions:

- How do you monitor and review each child's care plan and make sure the child's wishes are considered?
  - How do you ensure a balance is achieved between their wishes and their best interests?
- How do you challenge decisions to move a child to another placement if the move is not in their best interests?
- How do you bring areas of poor practice in relation to permanence planning to the attention of senior managers?
  - What support do you need to do this more effectively?

## Topic 14 Placement stability and permanence

### Key questions for adopters and foster carers

#### Methods

Suitable for discussion with a supervising social worker or as a group discussion.

#### Learning Outcome

Review the information and support you receive to support placement stability and permanence and identify how you can access additional information or support.

#### Time Required

Two sessions of 45 minutes.

#### Process

Thinking of your current approach, answer the following questions:

- What additional information do you need about the child?
- How can you increase your knowledge and understanding of the impact of abuse and neglect on children?
- What support do you have – from family and friends, other carers and social workers – to manage the child's behaviour?
- How will you recognise when you need additional support so that you can ask for help before things escalate?
- How can you find out about training and development opportunities?
  - How can your learning needs be met in a way that suits your learning style and other life commitments?

## Topic 14 Placement Stability and Permanence

### Case study: Rosie

#### Methods

Suitable for a small group discussion in a team meeting or as part of a facilitated workshop. Individuals will need a copy of the case study for Rosie.

#### Learning Outcome

To identify the impact of early life attachment and assess the support that may be required to enable Rosie to form secure attachments.

#### Time Required

30 minutes for discussion plus 15 minutes for feedback.

#### Process

Give each group a hand-out of the case study for Rosie and ask each group to appoint someone to feedback their ideas.

Ask the group to read the case study and answer the following questions:

1. What are the immediate and longer-term dangers for Rosie?
2. What action would you take to protect Rosie from harm and to help keep the placement intact?
3. What support would you give to Rosie's maternal grandmother to help keep Rosie safe and to manage her challenging behaviour?
4. What services might Rosie need to support her needs and manage her behaviour?