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# Mapping of Existing Training for Family-Based Care Providers and for Professionals in the United Kingdom

Family-based care (fostering) for unaccompanied migrant children in the United Kingdom: mapping report on existing training for foster carers and social workers, inclusive of country-specific analysis of gaps and needs.

Fostering Across Borders (FAB) Project

August 2018



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**Contents**

**Introduction** ..... 5

**Terminology** ..... 5

**Executive summary** ..... 6

    The children ..... 6

    Where the children live..... 6

    Foster care provision and training ..... 7

    Current training initiatives for foster carers ..... 7

    Mapping the training provision for foster carers and social workers and their training needs ..... 7

        Foster carer sufficiency ..... 8

        Foster carer training ..... 8

        Social worker training ..... 8

    Conclusions ..... 9

**1. Unaccompanied migrant children in the UK** ..... 10

    Definitions ..... 10

    Numbers..... 10

    Gender ..... 11

    Age ..... 11

    Ethnicity and nationality ..... 11

    Reasons for being looked after ..... 12

    Fostering provision ..... 12

    Geographical variation..... 13

    The National Transfer Scheme (NTS) ..... 13

    The Regional Strategic Migration Partnerships (RSMPs) ..... 14

    Resettlement Schemes ..... 15

**2. Fostering provision for unaccompanied migrant children**..... 16

    Legal frameworks..... 16

    Increasing fostering capacity ..... 18

    Training for foster carers and social workers ..... 19

**3. FAB surveys: further exploration into the fostering provision for UMC and the training needs of foster carers and social workers** ..... 21

    The surveys ..... 21

    The target audience ..... 21

    The respondents ..... 21

    Fostering provision for unaccompanied migrant children ..... 22



Current fostering provision .....	22
UMC-specialised foster carers .....	23
Current Supervising social workers’ provision .....	24
UMC-specialised supervising social workers .....	24
Kinship carers.....	24
<b>Training for foster carers .....</b>	<b>25</b>
FC training purpose .....	25
Accessibility.....	25
FC training providers.....	26
Existing FC training content .....	26
FC training delivery methods .....	27
FC training priorities going forward .....	28
<b>Training for supervising social workers.....</b>	<b>28</b>
Accessibility.....	28
Supervising social workers’ training providers .....	29
Existing supervising social workers’ training content .....	29
Supervising social workers’ training delivery methods.....	30
Supervising social workers’ training priorities going forward.....	30
<b>Training for children social workers.....</b>	<b>31</b>
Rationale .....	31
Children social workers’ provision .....	31
CSW training: accessibility, delivery methods and content .....	32
CSW training priorities going forward .....	32
<b>4. Conclusions .....</b>	<b>33</b>
Foster carer sufficiency .....	33
Foster carer training.....	34
Social worker training .....	34
<b>5. Recommendations .....</b>	<b>36</b>
<i>Appendix One – Sample Survey.....</i>	<i>37</i>
<i>Appendix Two – Sample email to target audience (survey invite).....</i>	<i>47</i>



## Introduction

This report has been produced as part of the Fostering Across Borders (FAB) project (2018-19), funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020) with the aim of improving and expanding the provision of family-based care (FBC) for unaccompanied migrant children (UMC) in six European countries – Austria, Belgium, Greece, Luxembourg, Poland, and the United Kingdom.

The project's objective is to help increase the capacity of FBC services to look after UMC through initiatives that support the recruitment, support and training of FBC providers – driven by the desire to provide the highest quality of care for this group of children.

This report concentrates exclusively on the UK, where FBC is provided to UMC primarily by foster carers, with the support of supervising and children's social workers. It informs the project's work by outlining the broad context of fostering for UMC, and by mapping the training provision for and training needs of foster carers and social workers. It includes data about UMC in the UK, information about existing and future training initiatives, and a summary of the findings from our surveys with Local Authorities (LAs) and Independent Fostering Agencies (IFAs) across England, and phone consultations with relevant professionals in Wales, Scotland and Northern Ireland. It concludes with recommendations for the project team and is composed of five sections and two appendixes:

1. Unaccompanied migrant children in the UK
2. Fostering provision for unaccompanied migrant children
3. Exploring foster carer sufficiency for UMC including the training needs of foster carers and social workers: FAB survey results
4. Conclusions
5. Recommendations
  - *Appendix One: Sample survey*
  - *Appendix Two: Sample email to target audience (survey invite)*

In the UK, where the fostering and social care systems are strongly interconnected, the mapping of existing training for FBC providers (foster carers) and the mapping of existing training for professionals (social workers) have been combined into one report. This single report approach was judged the most effective in that it allows for a truly holistic analysis of service provision and identification of key gaps and synergies. It also provides a stronger basis for solution-focused recommendations and better matches the national strategic need to bolster multi-agency work, and work together to safeguard children. Lastly, it is more user-friendly, in that it avoids unnecessary repetition while continuing to differentiate between the two provisions, where needed.

At this stage a relevant part of this report, namely section three, predominantly relates to England, where the vast majority of UMC are being looked after. Any identified gaps in knowledge about Scotland, Wales and Northern Ireland will be addressed prior to the implementation of relevant project activities via additional phone consultations, desk research and survey circulation, as appropriate.

## Terminology

The FAB project favours the more inclusive term 'unaccompanied migrant children' (UMC). Other terms are in common use in the UK, notably 'unaccompanied asylum-seeking children' (UASC), 'unaccompanied children' (UC) and 'separated children'. We will occasionally make use of these terms when referencing sources that utilise them.



## Executive summary

### The children

At the end of March 2017, 4,560 unaccompanied asylum-seeking children (UASC) were being looked after by local authorities in England – 6% of all children in care<sup>1</sup>. According to recent consultations, 150 UASC are being looked after in Scotland<sup>2</sup>, circa 45 in Wales<sup>3</sup> and around 25 in Northern Ireland<sup>4</sup>.

The majority of UASC in England are 16 years of age and over (78%), and nearly all are male (92%)<sup>5</sup>. The main countries of arrival in 2017, in descending order, were Sudan, Eritrea, Vietnam, Albania, Iraq, Iran and Afghanistan. Similar demographics were recorded in Scotland, Wales and Northern Ireland.

### Where the children live

There is significant variation in the number of UASC across England. The number of those living in the local authority they first presented in has reduced, mostly likely as a result of the implementation of the National Transfer Scheme (NTS)<sup>6</sup> which has been relocating eligible children to local authorities across the region since mid-2016. At the end of March 2017, thirty-eight local authorities within the nine English regions<sup>7</sup> were looking after forty UASC or more; eleven local authorities were looking after five or fewer; and twenty-seven local authorities were recorded as having no UASC in their care.

Twelve Regional Strategic Migration Partnerships (RSMPs or SMPs), established by the Home Office<sup>8</sup>, are working closely with local authorities across the UK to bolster their regional structures to support the NTS, which was extended to Wales, Scotland and Northern Ireland in February 2018<sup>9</sup>.

In Scotland, most UASC are being looked after in Glasgow and Edinburgh; in Wales the majority resides in the larger South Wales' local authorities; and in Northern Ireland the majority (UASC over 13) are accommodated in a dedicated reception and assessment centre in Belfast.

Even though government data about the care arrangements for all children in care in England is disaggregated, it does not provide specific information on UASC's placements: it does not specify whether they are looked after by foster carers, living in residential care or in independent living settings such as supported lodgings<sup>10</sup>. However, research for the Association of Directors of Children's Services (ADCS) indicates that in 2016 around half of the UASC population was fostered,

<sup>1</sup> Department for Education (DfE) & Office for National Statistics (ONS), [SFR 50/2017 Children Looked After \(Including Adoption\) England, year ending 31 March 2017](#) (2018).

<sup>2</sup> M. Kelly (COSLA SMP), [COSLA Leaders Item 3 UASC – National Transfer Scheme](#) (2018) and data as of 31 May 2018 provided orally by the UASC lead at the Consortium of Scottish Local Authorities Strategic Migration Partnership (COSLA SMP) on 29.6.2018

<sup>3</sup> Welsh Government, [Wales Children Receiving Care and Support Census, Experimental Statistics](#) (2017) and provided orally by the Wales Strategic Migration Partnership (WSMP) on 3.07.18

<sup>4</sup> Data as of 20 July 2018 provided orally by the Health and Social Care Board of Northern Ireland

<sup>5</sup> See footnote 1.

<sup>6</sup> On 1 July 2016, in accordance with Section 69 of the [Immigration Act 2016](#), the UK Government launched the National Transfer Scheme (NTS) for UASC in England. The NTS is a voluntary scheme that supports 'entry' local authorities with higher numbers of UASC in their care (>0.07% of the overall LAC population) to transfer responsibility for them to another local authority.

<sup>7</sup> See the [detailed information on the administrative structure within England](#). The nine English regions referred to in this report are: South West; South East; East of England; London Councils; East Midlands; West Midlands; North East; North West; Yorkshire and Humber.

<sup>8</sup> Ministerial department of the UK government responsible for immigration, security and law and order.

<sup>9</sup> DfE and Home Office (HO), [National Transfer Scheme Protocol for Unaccompanied Asylum Seeking Children](#) (2018).

<sup>10</sup> A. Sirriyeh, *Research: Good practice when working with refugee and asylum-seeking children*, published on 15 April 2011 on Community Care, available at: <http://www.communitycare.co.uk/2011/04/15/research-good-practice-when-working-with-refugee-and-asylum-seeking-children/>



particularly the younger children, although arrangements vary considerably between local authorities<sup>11</sup>.

### Foster care provision and training

Fostering for children who are looked after by local authorities<sup>12</sup> in the UK is a highly regulated activity, with some procedural differences at administrative level (i.e. within England, Wales, Scotland and Northern Ireland). General fostering legal frameworks apply to all unaccompanied migrant children in that they are looked after, alongside a number of UASC-specific laws and regulations.

In England, the [Statutory guidance for local authorities on the care of unaccompanied migrant children and child victims of modern slavery](#) includes specific training requirements for social workers, while the UK government's [Safeguarding strategy for unaccompanied asylum seeking and refugee children](#) covers foster carer sufficiency and training. Specific protocols and procedures produced by the devolved administrations of Wales, Scotland and Northern Ireland also address the overall need of foster carers and social workers to enhance their work with vulnerable children, including UASC and children victims of modern slavery, by means of training.

### Current training initiatives for foster carers

In England, several major training initiatives for foster carers have taken place or are underway. For example, in 2016 The Department for Education (DfE) commissioned ECPAT UK and the Refugee Council to provide trafficking training to over a thousand foster carers and support workers looking after UASC. This will be repeated between autumn 2018 and spring 2019.

Other governmental, non-governmental and inter-governmental organisations are developing and delivering training for foster carers and social workers working with unaccompanied migrant children.

### Mapping the training provision for foster carers and social workers and their training needs

The FAB project's first major activity has been to map the existing training provision for and training needs of foster carers and social workers, to inform the development of the FAB Training of Trainers (ToT) programme and supporting resources. In addition to the desk research summarised in this report, FAB carried out two original online surveys with Local Authorities (LAs) and Independent Fostering Agencies (IFAs) in England, and phone consultations with relevant professionals in Wales, Scotland and Northern Ireland.

The project devised two online surveys: *Survey One*, which was sent to fostering managers in LAs (268) and IFAs (151); and *Survey Two*, which was sent to children's services managers in 150 LAs. Fifty-nine of the 150 local authorities in England<sup>13</sup> responded to the surveys (39%)<sup>14</sup> and so did 23 of the 151 independent fostering agencies we approached (15%). Four UASC Leads from Regional Strategic Migration Partnerships also provided information.

While being aware of the limitations of survey investigations, the information drawn from the questionnaires, desk research, phone consultations and a national inter-agency stakeholders'

<sup>11</sup> The Association of Directors of Children's Services (ADCS), [Safeguarding Pressure Phase 5 - Special Thematic Report on UASC and Refugee Children](#) (2016).

<sup>12</sup> In UK law children in local authority care are referred to as 'looked after children' (LAC). The Children Act 1989 imposes a general duty on local authorities to safeguard and promote the welfare of children within their area who are in need: UASC, having no responsible adult to care for them, are deemed 'in need'.

<sup>13</sup> Excludes the City of London and the Isles of Scilly.

<sup>14</sup> The actual number of responses was 104, but with some multiple responses from a number of LAs.



meeting has proved sufficient to draw realistic conclusions on the subject of training for foster carers and social workers in the UK. These are briefly summarised in the sections below.

### Foster carer sufficiency

The majority of our survey respondents said they placed UMC with mainstream carers and believed that fostering is the appropriate way to care for the children, though several raised concerns about fostering capacity.

Two-thirds of respondents had been recruiting or had plans to recruit foster carers specifically for UMC. Some noted success in this specialisation-focused approach, while others noted difficulties, mostly related to an inability to hold placements open until they were needed for a migrant child. Notably, around a third of responding local authorities had recruited supervising social workers with a specific UMC remit, to better support foster carers.

Similar fostering capacity issues were identified in Wales, Scotland and Northern Ireland, where the majority of UASC over 16 years of age are placed in dedicated reception centres or independent living arrangements. All the administrations reported plans to bolster the recruitment of foster carers specifically for UASC, while – with the exception of Scotland – they do not plan to recruit specialised social workers, rather provide them with ad-hoc training support.

### Foster carer training

Training for foster carers on UMC-related topics was found to be a priority for the overwhelming majority of the survey respondents, even though over half said that their carers had received related training in the previous three years. The identifications of a wide range of initiatives aimed at increasing fostering capacity across the UK by means of training proved to be testament to this.

Overall, the main topics of previous UMC-related foster carer training across the UK were identified as: a) *Understanding the context of migration/children's experiences*, b) *Protection and safeguarding including missing children*, c) *Educational needs*, d) *Identity needs*, e) *Immigration and Asylum Process*, f) *Modern Slavery and trafficking*, and g) *Radicalisation* (with regional variances).

Going forward, priority topics for future training were identified as: a) *Understanding the context of migration/children's experiences*, b) *Protection and safeguarding including missing children*, c) *Identity needs*, d) *Immigration and Asylum Process*, e) *Modern Slavery and trafficking*, f) *Age assessment*, and g) *Rights and Entitlements* (with regional variances).<sup>15</sup>

With regards to the training delivery methods, local, in-house, face-to-face training emerged as the preferred approach across the UK.

Several training providers were identified, but none dominated the market, with the exception of Northern Ireland, where strong links have been developed with the Republic of Ireland's TUSLA Child and Family Agency and NSPCC CTAC.

### Social worker training

The overall fostering service framework and supervising and children's social workers<sup>16</sup> access to relevant training impacts on both children and foster carers. More than 60% of the survey respondents stated their supervising social workers (SSW) had received training related to UMC in

<sup>15</sup> For disaggregated data on LAs, IFAs and the devolved administrations please consult sections 3 and 4 this report.

<sup>16</sup> Children social workers directly support children (and their families) through difficult times and ensure that vulnerable individuals are safeguarded from harm. Supervising social workers provide supervision and support to foster carers who looked after children and young people supported by children's services.



the previous three years and considered UMC-training provision a priority going forward. A smaller sample of responses on children's social workers (CSW) showed that half had received UMC-training.

The most common past training topics for SSWs were identified as: a) *Immigration and asylum process*, b) *Understanding the context of migration/children's experiences* and c) *Psychological/mental health needs*. Going forward, priority topics for this category remained the same, with the addition of *Identifying support services for UMC*.

Although only a small number of respondents provided information about the content or the training for CSWs, we were able to gather that the most popular topics of past training had been: a) *Identity needs*, b) *Protection and safeguarding including missing children*, c) *Understanding the context of migration/children's experiences*, and d) *Immigration and asylum process*. Going forward, priority training topics were identified as: a) *Psychological/mental health needs*, b) *Immigration and asylum process*, and c) *Supporting social workers working with UMC*.

Local, in-house, face-to-face training was the most common means of delivery for both categories of social workers, with IFAs appearing to have used e-learning more than local authorities, and supervising social workers seemingly having more access to training outside their local area than foster carers.

## Conclusions

Unaccompanied migrant children are the focus of several, at times overlapping, initiatives across the UK aimed at meeting their diverse needs. Improving foster carer sufficiency, particularly by way of recruitment, is a major strand, as is enhancing foster carer capacity by means of training. The training of supervising social workers and of children's social workers is also deemed important, as both play a vital role in supporting foster carers and children respectively.

The work of the Fostering Across Borders (FAB) project in the United Kingdom is hence timely, and aims to make a significant contribution to the aforementioned trends. This mapping report, by providing an extensive overview of the existing provision of training for foster carers and social workers, and identifying the key needs for its implementation, sets solid foundations for the work of FAB going forward. Additionally, having pin-pointed a number of successful initiatives carried out by national, regional and local organisations active in this field, the report will support FAB to establish new working relationships with these agencies and further develop existing ones.

Specific recommendations for the FAB project team are listed in "Recommendations" section of this report.



## 1. Unaccompanied migrant children in the UK

The Department for Education (DfE), with the Office for National Statistics (ONS), produces an annual report<sup>17</sup> on behalf of the government on children who are looked after<sup>18</sup> by local authorities<sup>19</sup> in England. The most recent data set was published in September 2017. Similar data is also available for Wales, Scotland and Northern Ireland.

The DfE data covers all children who are looked after by local authorities, and includes their number, ethnicity, legal status, placement type, children who were adopted from care, plus information about care leavers, children who go missing, and unaccompanied asylum-seeking children.

The information presented below draws on the DfE data and accompanying report.

### Definitions

The DfE data defines 'unaccompanied asylum-seeking children (UASC)' as 'individuals under the age of 18 who have applied for asylum in their own right and are separated from both parents and are not being cared for by an adult who by law or custom has responsibility to do so'.

### Numbers

First, it is important to recognise that the number of children in care overall in England (not just UASC) has been rising in recent years. On 31 March 2017 the figure was at its highest since the [Children Act 1989](#): 72,670 children were looked after - 62 children per 10,000 of the population. Notably, many more children enter and leave care during a year and will not appear in data such as end of year figures<sup>20</sup>. The majority of children in care in England are looked after by foster carers (53,420 children - 73.5%).

The number of UASC who were in care at 31 March 2017 was 4,560 – a 6% increase from 2015-2016, and a rise of 134% from 2013 when 1,950 UASC were in care. UASC represent 6% of the total looked after children population.

In Scotland, 14,897 children were looked after by local authorities at 31 July 2017, with 5,252 (35%) in foster care<sup>21</sup>. Unaccompanied children (UC) account for a very small proportion of this group (1%). It is estimated that around five UC arrive independently in Scotland and claim asylum each month<sup>22</sup>, although recent consultations placed the number of UC currently being looked after at a higher 150<sup>23</sup>.

In Wales, 5,955 children were looked after by local authorities at 31 July 2017, with 4,435 in foster care (74.4%)<sup>24</sup>. As in Scotland, UASC account for a small proportion (circa 2.5%) of the overall children population receiving care and support, amounting to 45 as of March 2017<sup>25</sup>.

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<sup>17</sup> Department for Education (DfE) & Office for National Statistics (ONS), [SFR 50/2017 Children Looked After \(Including Adoption\) England, year ending 31 March 2017](#) (2018).

<sup>18</sup> Children who are looked after by local authorities are also referred to as 'children in care' or 'looked after children (LAC)'.

<sup>19</sup> Local authority or local council: administrative body in the UK local government officially responsible for all public services and facilities in a given territorial area.

<sup>20</sup> Family Rights Group (FRG), [Care Crisis Review: Options for Change](#) (2018).

<sup>21</sup> Scottish Government, [Children's Social Work Statistics 2016/17](#) (2018).

<sup>22</sup> Scottish Government, The Scottish Guardianship Service, available at <https://beta.gov.scot/policies/refugees-and-asylum-seekers/unaccompanied-children/>

<sup>23</sup> M. Kelly (COSLA SMP), [COSLA Leaders Item 3 UASC – National Transfer Scheme](#) (2018) and data as of 31 May 2018 provided orally by the UASC lead at the COSLA SMP on 29 June 2018

<sup>24</sup> Welsh Government, [Children looked after in foster placements at 31 March by local authority and placement type](#) (2017).

<sup>25</sup> Welsh Government, [Wales Children Receiving Care and Support Census, Experimental Statistics](#) (2017) and provided orally by the UASC lead at the Wales Strategic Migration Partnership (WSMP) on 3.07.18



At 31 March 2017, 2,983 children were looked after in Northern Ireland (NI). This was the highest number recorded since the introduction of the [Children \(Northern Ireland\) Order 1995](#). Three quarters of the looked after children were in foster care placements (78%).<sup>26</sup> Circa 25 UASC are currently looked after in Northern Ireland, and we know that as few as 17 applied for asylum between 2009 and 2012<sup>27</sup>.

UASC are more likely than other looked after children to remain in local authority care until they are 18, become care leavers and require support from the local authority until they are 21. It has been estimated that at the end of March 2016, UASC accounted for 12% the care leaver population in England.<sup>28</sup>

### Gender

The majority of UASC in the UK are males (92%), although 2016-17 saw a 19% increase among females compared to a 5% increase for males in England. However, females still only account for 390 (8%) of looked after UASC in England at 31 March 2017.

### Age

At the end of March 2017, 78% of unaccompanied asylum-seeking children in England were aged 16-18. This age profile differs from that of the wider LAC population, where only 23% is aged 16-18 years. The same is applicable to Scotland, Wales and Northern Ireland, where the majority of UASC are also aged 16-18<sup>29</sup>.

### Ethnicity and nationality

The DfE collects basic information about looked after children's ethnic groups in England: 27% were recorded as Asian, 21% as Black, 14% White and 36% as 'Other' or 'Not yet known'. This data is not disaggregated for UASC.

The DfE does not collect information on the nationality of looked after children, but statistics on asylum applications from UASC published quarterly by the Home Office (HO)<sup>30</sup> provide information about the children's countries of origin. The table below, adapted from a Refugee Council briefing<sup>31</sup>, covers the period 2013-17.

**Table 1: The top child asylum applicant producing countries (excluding dependents)**

Country	2013	2014	2015	2016	2017
Sudan	32	51	148	255	337
Eritrea	131	460	736	413	320
Vietnam	68	103	182	194	268
Albania	470	632	481	420	250
Iraq	6	32	182	324	248
Iran	76	73	227	388	213
Afghanistan	150	179	694	754	210
Ethiopia	7	18	114	104	74
Syria	64	118	169	140	41

<sup>26</sup> Department of Health (DoH) & Information Analysis Directorate, [Children's social care statistics for Northern Ireland 2016/17](#) (2017)

<sup>27</sup> R.KS Kohli, H. Connolly & H. Beckett, [By Their Side and On Their Side. Reviewing the Evidence for Guardianship for Separated Children in Northern Ireland](#) (2014).

<sup>28</sup> See footnote 11.

<sup>29</sup> As per aforementioned phone consultations and documentation.

<sup>30</sup> Available at: <https://www.gov.uk/government/statistics/immigration-statistics-year-ending-march-2018-data-tables>

<sup>31</sup> Refugee Council, [Children in the Asylum System – May 2018](#) (2018).



Source: [Home Office](#), 2018. Table from [Refugee Council briefing, May 2018](#).

In 2017, the number of child asylum applications from all the above nationalities decreased, with the exception of Sudan and Vietnam which experienced a considerable increase.

Similar demographics were recorded for Scotland, Wales and Northern Ireland - the latter reportedly also looking after UASC from Somalia and Zimbabwe.

### Reasons for being looked after

When a child is assessed by children's social care, their primary need is recorded. At 31 March 2017, the primary need - or reason to be in care - for the overwhelming majority of UMC in England was 'Absent parenting' (89%). Only a handful had a recorded primary need of 'Abuse or neglect' (5%), 'Family in acute stress' (3%) or 'Family dysfunction' (2%). This pattern has been consistent over the past five years and contrasts markedly with the wider population of children in care, where the prime reason for being looked after is 'Abuse and neglect' (61%).

It is important to recognise that social workers often have very little information about the background of UASC when they come into care, and this is likely to influence the primary need category that is recorded for them.

### Fostering provision

The ONS statistics about children in care do not provide details about the care arrangements for UMC, for instance whether they are being looked after by foster carers, living in residential care or in independent living settings such as supported lodgings. However, research from the Association of Directors of Children's Services (ADCS) indicates that in 2016 around half of the UASC population was fostered, particularly the younger children, although rates vary considerably between local authorities<sup>32</sup>. The report also highlighted 'the national shortage of foster care placements' as a key challenge and noted that other research found that some older UASC prefer independent living settings to foster care<sup>33</sup>.

Representatives of the Scotland (COSLA) and Wales Strategic Migration Partnerships report that Scotland accommodates most of its UASC population in dedicated reception centres and in independent living arrangements, while Wales has been accommodating UASC in foster care or independent living arrangements on the basis of individual assessments and general foster care availability in a variety of regional locations.

Northern Ireland's placement of UASC in foster care has been limited in the main due to the low numbers presenting and their age, which frequently nears the transition age for leaving care (16-18). That said, a representative of the Health and Social Care Board (HSCB)<sup>34</sup> reports a small number of young people having recently transitioned into foster care from a dedicated UASC reception and assessment residential unit which accommodates children over 13. The representative also reports all UASC under 13 are placed in foster care.<sup>35</sup>

<sup>32</sup> The Association of Directors of Children's Services (ADCS), [Safeguarding Pressure Phase 5 - Special Thematic Report on UASC and Refugee Children](#) (2016).

<sup>33</sup> A. Sirriyeh, *Research: Good practice when working with refugee and asylum-seeking children*, published on 15 April 2011 on Community Care, available at: <http://www.communitycare.co.uk/2011/04/15/research-good-practice-when-working-with-refugee-and-asylum-seeking-children/>

<sup>34</sup> The HSCB is a statutory organisation responsible for the provision of health and social care services for the population of Northern Ireland.

<sup>35</sup> Information provided by a Health and Social Care Board representative on 20.07.18



## Geographical variation

There is significant variation in the number of UMC across England. The number of those living in the local authority they first presented in has reduced, mostly likely as a result of the implementation of the National Transfer Scheme (NTS) which has been relocating eligible children to local authorities across the United Kingdom since mid-2016.

The following table illustrates the significant regional differences in the placement of UASC in England.

**Table 2: Distribution of UASC across local authorities in England, 31 March 2017**

Region of England	Number of UASC	Local authority with highest number of UASC in care in the regions
North East	50	Gateshead (10) & Hartlepool (10)
North West	190	Manchester (45)
Yorkshire and Humberside	200	Leeds (45)
East Midlands	280	Northamptonshire (95)
West Midlands	490	Birmingham (120)
East of England	520	Essex (100)
Inner London	490	Newham (55)
Outer London	1,050	Croydon (390)
South East	1,070	Kent (485)
South West	220	City of Bristol (40)
<b>Total</b>	<b>4,560</b>	

Source: [Children looked after in England including adoption: 2016 to 2017 - Local authority tables: SFR50/2017, Table LAA4, DfE \(2017\)](#).

At the end of March 2017, thirty-eight local authorities within the nine English regions<sup>36</sup> were looking after forty UASC or more, with the highest numbers in Kent (483), Croydon (390) and Birmingham (120). Eleven local authorities were looking after five or fewer UASC and twenty-seven local authorities were recorded as having no UASC in their care.

As previously mentioned and according to recent consultations, 150 UASC are being looked after in Scotland, circa 45 in Wales and around 25 in Northern Ireland. In Scotland, most of the children are being looked after in Glasgow and Edinburgh. In Wales, the circa forty-five UASC have been accommodated across the region, including rural areas, although the majority resides in the larger South Wales' local authorities. In Northern Ireland UASC are mostly accommodated in Belfast, where the mentioned UMC-dedicated reception centre is located, and in the Northern regions (ports of entry).

## The National Transfer Scheme (NTS)

The National Transfer scheme (NTS) allows local authorities that have more than a defined number of UMC to refer new arrivals to another council. No region is expected to have more UASC than 0.07% of their current total child population, but each region is expected to increase their numbers to this threshold where appropriate. The 0.07 ratio was calculated using mid-2014 population estimates from the Office for National Statistics (ONS) and data on numbers of asylum seeking

<sup>36</sup> See the [detailed information on the administrative structure within England](#). The nine English regions referred to in this report are: South West; South East; East of England; London Councils; East Midlands; West Midlands; North East; North West; Yorkshire and Humber.



children in councils based on financial claims submitted by local authorities. The ratio does not include children leaving care or out of area placements<sup>37, 38</sup>.

The scheme began in July 2016 and the table below, adapted from the Refugee Council, shows transfers in and out of each region<sup>39</sup>.

**Table 3: Transfers of unaccompanied children out and into each region**

Region of England	Transfers	2016 (Last 2 quarters)	2017 (Whole year)
North East	Out	0	0
	In	10	13
North West	Out	0	0
	In	17	50
Yorkshire and Humberside	Out	0	0
	In	28	44
East Midlands	Out	12	0
	In	30	24
West Midlands	Out	0	1
	In	10	35
East of England	Out	21	69
	In	32	150
London	Out	50	168
	In	4	1
South East	Out	148	153
	In	54	36
South West	Out	1	3
	In	46	51

The scheme was extended to Wales, Scotland and Northern Ireland in February 2018<sup>40</sup>, although the specifics of its implementation in each of these administrations are yet to be established.

### The Regional Strategic Migration Partnerships (RSMPs)

The Home Office (HO) funds twelve Regional Strategic Migration Partnerships or RSMPs. The partnerships are tiered regional networks that work with partners to develop and support local migrant workers, asylum seekers and refugee organisations, including grass roots associations and a number of multi-agency, specialist and task groups. The RSMPs have taken the lead in all English regions to support the National Transfer Scheme, with a key role in identifying training needs for foster carers and social workers. In some regions their UASC Leads have personally delivered training. With the recent extension of the NTS to Scotland, Wales and Northern Ireland, their respective SMPs will also likely play a leading role in developing the specifics of its regional implementation.

<sup>37</sup> An 'out of area placement' occurs when a local authority places a LAC outside their geographical area, but maintains overall responsibility for said child.

<sup>38</sup> Local Government Association (LGA), [Council support: refugees, asylum seekers and unaccompanied children](#) (one-stop webpage resource).

<sup>39</sup> Available at: [https://www.refugeecouncil.org.uk/assets/0004/3368/Children\\_in\\_the\\_Asylum\\_System\\_May\\_2018.pdf](https://www.refugeecouncil.org.uk/assets/0004/3368/Children_in_the_Asylum_System_May_2018.pdf)

<sup>40</sup> DfE and Home Office (HO), [National Transfer Scheme Protocol for Unaccompanied Asylum Seeking Children](#) (2018).



## Resettlement Schemes

The majority of UASC in the United Kingdom present as spontaneous arrivals, but a notable number is also being resettled in the UK under government-funded resettlement schemes.

The United Kingdom's commitment to transferring UMC to the UK from Europe under Section 67 of the Immigration Act 2016 (the Dubs Amendment)<sup>41</sup> remains at 480 individuals, with over 220 having been transferred as of January 2018. The first child was transferred from Greece in November 2017, and in order to ensure the circa 260 remaining UMC can be relocated, the scheme's eligibility date (child's date of arrival in the EU) was amended from 20 March 2016 to 18 January 2018 on an exceptional basis<sup>42</sup>.

This is in addition to the UK government's [Vulnerable Children Resettlement Scheme \(VCRS\)](#), which is seeing the resettlement of 3,000 vulnerable children (including UASC) and their families from the Middle East and North Africa (MENA) region by the end of 2020.

Various Regional Strategic Migration Partnerships, LAs and IFAs across the UK are commissioning UMC-related training for foster carers, mostly on an ad-hoc basis, also in response to the aforementioned resettlement schemes. For instance, the Welsh government allocated ad-hoc funding for the training of foster carers and social workers following an increase of arrivals of UASC from Calais under the Dubs Amendment.

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<sup>41</sup> An amendment to the Immigration Act 2016 sponsored by Lord Dubs which made provision for safe passage to Britain from mainland Europe of some unaccompanied refugee children. Available at: <https://homeofficemedia.blog.gov.uk/2018/01/19/fact-sheet-on-the-uks-support-for-asylum-seeking-and-refugee-children-in-europe/>

<sup>42</sup> Baroness Williams of Trafford, [Asylum: Children: Written question – HL4954](#) (2018)



## 2. Fostering provision for unaccompanied migrant children

Fostering for children who are looked after by local authorities in the UK is a highly regulated activity, with some procedural differences between the four UK administrations. General fostering legal frameworks apply to all unaccompanied migrant children in that they are looked after, alongside a number of UASC-specific laws and regulations.

Annex A of the UK government's [Safeguarding strategy for unaccompanied asylum seeking and refugee children](#) provides detailed information on laws and regulations in the devolved administrations of Wales, Scotland and Northern Ireland.

### Legal frameworks

Each UK administration has a legal framework and a number of mechanisms in place that provide for the safeguarding, protection, advocacy and nurturing of looked after children, including UASC<sup>43</sup>. Furthermore, fostering capacity, training for foster carers, provision of accommodation, risk management (including trafficking and going missing), and family reunification have been the focus of policy development in all the devolved administrations.<sup>44</sup>

The Welsh government is in the process of updating the existing core guidance for professionals working with UMC in Wales, the [All Wales Practice Guidance on Safeguarding and Promoting the Welfare of Unaccompanied Asylum Seeking Children and Young People](#), and responding to the [I Used to be Someone](#) UASC related recommendations, with particular reference to the development of a Guardianship Service.

Scotland currently provides for UASC under its general LAC legislation. In 2015 the Scottish Parliament passed the [Human Trafficking and Exploitation \(Scotland\) Act](#), which made the [Scottish Guardianship Service](#) statutory in this administration. The service supports unaccompanied asylum seeking and trafficked children and young people.

Two guidance documents were developed to support UASC in Northern Ireland: the *Guidance on Working Arrangements for the Welfare and Safeguarding of Unaccompanied and Separated Children and Young People*; and the *Guidance on Working Arrangements for the Welfare and Safeguarding of Child Victims of and Potential Child Victims of Human Trafficking and Modern Slavery*<sup>45</sup>. Additionally, the works of the Independent Guardianship Service for separated and unaccompanied children of Northern Ireland started in January 2018.

Lastly, the Department for Education (DfE) recently published a statutory guidance for local authorities on the care of UASC and child victims of modern slavery with the aim of setting out the additional actions the government will take to safeguard and promote the welfare of UASC in England<sup>46</sup>.

All the above documents emphasise the importance of recognising and meeting the specific needs of UMC, starting as soon as they are referred to the local authority. They stress the relevance of following general child protection procedures when professionals suspect a child or young person to be at risk of significant harm of neglect, emotional, physical or sexual abuse, irrespective of the

<sup>43</sup> The most notable are the following: [Children Act 1989](#) and [Children and Social Work Act 2017](#) in England; the [Social Services and Well-being \(Wales\) Act 2014](#) in Wales; [Section 25 of the Children \(S\) Act 1995](#) and the [Children and Young People \(S\) Act 2014](#) in Scotland; and the [Children \(Northern Ireland\) Order 1995](#) in Northern Ireland.

<sup>44</sup> As mentioned in DfE, *Safeguarding Strategy – Unaccompanied asylum seeking and refugee children* (2017)

<sup>45</sup> Both documents are not currently available to the public but are for internal use of the HSCB Trust in Northern Ireland, with the endorsement of the NI Department of Health and Justice.

<sup>46</sup> DfE, [Care of unaccompanied migrant children and child victims of modern slavery. Statutory guidance for local authorities](#) (2017)



child/young person's immigration status. This practice "is underpinned by the principle which should always be applied when working with migrant children, which is child first, migrant second"<sup>47</sup>.

All guidance state that all those involved in the care of unaccompanied children and child victims of modern slavery should be able to recognise and understand the particular issues that these children may face, such as being able to identify the indicators of trafficking and exploitation, and being aware of the emotional trauma the children may have faced in their country of birth, on their journey to the UK or while the UK.

With regard to placement decisions, the documents affirm that each child should be assessed and suitable accommodation identified based on their individual needs, but being mindful of safeguarding implications. Religious beliefs, cultural norms, social opportunities and language/communication requirements should be considered when placements arrangements are made and support provided. Notably, the guidance admit that the most effective support is provided through stable, continuous relationship with the child and link the normalisation of the lives of UMC through a stable home and school life as a contributing factor to their general well-being.

The documents further state that all professionals involved in the care of UASC (e.g. social workers and their managers, foster carers, health and education professionals), should understand how the child's experiences, vulnerabilities and immigration status may impact on the children general well-being and should hence inform their assessments, care planning and delivery<sup>48</sup>, and planning for the transition to adulthood accordingly.

With reference to the children's health, it is recommended that an enhanced health assessment to identify the complex spectrum of health and safeguarding risks and issues that an unaccompanied child or young person may arrive with, including mental health, is undertaken. Similarly, education is very important to UMC and has been numerously cited by unaccompanied children and young people as being a very important aspect of their lives and a contributing factor to their general feeling of well-being.

One of the most crucial aspects of the social worker's role is the provision of support and information to children and young people regarding their asylum claim - with the exception of legal advice, which should only be provided by a registered immigration adviser, who is either a regulated solicitor or registered with the [Office of the Immigration Services Commissioner \(OISC\)](#). This support should include an awareness of the different possible outcomes of a child's asylum claim and how these should be translated in the child's planned transition to adulthood.

Additionally, professionals involved in the child's life should have an awareness of the wider child protection system around children who are victims of modern slavery, including what protocols to follow would they go missing, and (for social workers) how and when to refer a child to the National Referral Mechanism<sup>49</sup>.

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<sup>47</sup> Welsh Government, All Wales Practice Guidance on Safeguarding and Promoting the Welfare of Unaccompanied Asylum Seeking Children and Young People (2011), p.2

<sup>48</sup> As for any Looked After Child (LAC), the assessment carried out by the LA will be used to produce individual care plans, which in turn will incorporate the health and education plans. The care plan should record any safeguarding concerns and it should provide a description of how the child's needs will be met, including how to resolve the child's asylum claim or immigration status. See more at: [http://www.legislation.gov.uk/ukxi/2010/959/pdfs/ukxi\\_20100959\\_en.pdf](http://www.legislation.gov.uk/ukxi/2010/959/pdfs/ukxi_20100959_en.pdf)

<sup>49</sup> The National Referral Mechanism (NRM) is a framework for identifying victims of human trafficking or modern slavery and ensuring they receive the appropriate support. More information available at: <http://www.nationalcrimeagency.gov.uk/about-us/what-we-do/specialist-capabilities/uk-human-trafficking-centre/national-referral-mechanism>



The UK government's [Safeguarding strategy for unaccompanied asylum seeking and refugee children](#), published in November 2017, sets out the additional actions the UK government will take to safeguard UASC, in recognition of the increasing numbers and specific needs of these children. The document, which aims to improve standards of UASC care and placement by ensuring the children's social care workforce has the right knowledge and skills, includes plans for increasing foster carer capacity and for support workers and foster carers' training.

### Increasing fostering capacity

The safeguarding strategy states that local authorities are required to take strategic action to ensure sufficient numbers and diversity of placements for looked after children in their area. It notes that whilst, on a basic level nationally, there are more registered fostering placements than there are children being fostered, in practice the situation is more complex. Placements are not necessarily available in the locations they are needed and/or for certain categories of children, namely teenagers and sibling groups. In 2017 two major foster care reviews took place, echoing these concerns about fostering sufficiency (for all children): the Fostering Stocktake<sup>50</sup> and the House of Commons Education Committees enquiry into Fostering<sup>51, 52</sup>.

The safeguarding strategy acknowledges that carer sufficiency should be considered in the round, to ensure it works as well as it can for all looked after children, but given the importance of responding to the needs of UASC it states that:

'In the short term, we will build capacity in the fostering system by supporting local areas to recruit and retain foster carers with both the motivation and the skills to look after unaccompanied children.'

A number of initiatives were outlined to achieve this aim, including working with NGOs to promote myth-busting resources on fostering that would tackle topics such as age assessments and radicalisation concerns; and promoting access to evidence-based resources to more successfully recruit Muslim foster carers, for instance via the [Muslim Fostering Project](#), managed by The Fostering Network (TfN). In England, the UK government's [Controlling Migration Fund](#) (CMF) has made grants to 14 Local authorities and one regional partnership to support initiatives which include activities to designed to boost the number of local foster carers available to care for UMC. The grants range from £80,630 and £1,975,690. All but two of the successful LAs are in London or the South.

In Wales, the development of a [National Fostering Framework](#) (2017-18) is seeking to increase fostering capacity, and improve the recruitment and retention of foster carers. The framework is a partnership between local governments and key stakeholders, supported by the Welsh government. Additionally the Welsh government, via the Welsh Strategic Migration Partnership (WSMP) and the Welsh Local Government Association (WLGA), is working on increasing social work capacity to improve service for UASC.<sup>53</sup>

In Northern Ireland, the HSCB will shortly start the implementation of a one-year project to develop fostering capacity for separated children in the region, which will include targeted awareness raising among communities matching the cultural and/or religious background of the children. The HSCB will continue its productive liaison with the TUSLA Child and Family Services of the Republic of Ireland during the implementation phase of this project, while expressing interest in continued liaison with FAB due to matching objectives.

<sup>50</sup> M. Narey, M. Owers, [Foster Care in England. A Review for the Department of Education](#) (2018)

<sup>51</sup> House of Commons Education Committee (HoC), [Fostering. First Report of Session 2017-19. HC 340](#) (2017)

<sup>52</sup> The government published its [response](#) to the two reviews in July 2018.

<sup>53</sup> See footnote 46.



## Training for foster carers and social workers

The aforementioned DfE safeguarding strategy for unaccompanied asylum seeking and refugee children emphasises that high quality training for existing foster carers is a means to not only increase foster care capacity for unaccompanied children (from within the existing pool of carers), but also to improve the standard of care for these children. For example, a key issue is the number of UASC that go missing and are so placed at further risk of harm through (re)trafficking, exploitation or radicalisation. Equipping carers (alongside social workers) with the knowledge and skills to better understand the children's vulnerabilities and develop trusting relationships was identified as a way to reduce those risks. A number of initiatives have and are being implemented to address these training needs across the UK.

In 2016 The Department for Education (DfE) commissioned ECPAT UK and the Refugee Council to provide training to over a thousand foster carers and support workers looking after UASC at risk of going missing from care due to trafficking. Demand for training exceeded the number of places available and, following consultations with the Regional Strategic Migration Partnerships (RSMPs) that monitor the training needs of local authorities in their areas, DfE committed funding for a further 1,000 training places in NTS areas. The same providers will deliver this training between September 2018 and March 2019.

Representatives of the Wales SMP report that Wales also identified professionals' training as key to improving outcomes for all children and young people in foster placements, including UASC. The aforementioned National Fostering Framework in fact also aims to enhance regional collaborations on issues such as training and specialist placements for UASC. This work will be in addition to the WLGA's and WSMP's investment to support social work capacity with regards to looking after UASC.

In Scotland, the [Looked After Children \(Scotland\) Regulations 2009](#) and supporting guidance state that it is the responsibility of local authorities to ensure that foster carers are appropriately trained and prepared to meet the needs of vulnerable children, including UASC. Following recommendations from the [National Foster Care Review 2013](#), the Scottish Social Services Council recently published the [Standard for Foster Care \(2017\)](#), ensuring foster carers receive opportunities to learn about different ways to support children and young people and to develop their awareness, knowledge and understanding about the foster carer role.

In Northern Ireland, where the very small number of UASC under 13 are already placed in foster care and the transfer of UASC over 13 from residential to foster care is due to pick up pace, the HSCB has been commissioning ad-hoc training for foster carers and social workers, mainly from the National Society for the Prevention of Cruelty to Children's Child Trafficking Advice Centre (NSPCC CTAC) and the TUSLA Child and Family Agency. Mainstream foster carers already looking after UASC are also receiving ad-hoc outreach support from experienced residential staff, while experienced social workers (ports of entry) are also providing ad-hoc support to colleagues in other regions. Additionally, NSPCC CTAC is working with the HSCB to establish a practice learning forum for social work staff to further develop knowledge and skills around trafficking.

Other governmental, non-governmental and inter-governmental organisations are developing and delivering training materials for foster carers and social workers working with unaccompanied migrant children. For instance, the Regional Strategic Migration Partnership for Yorkshire and Humber will be delivering training to foster carers as part of a wider project funded by the Controlling Migration Fund, starting September 2018<sup>54</sup>. Concurrently, Regional Strategic Migration Partnerships,

<sup>54</sup> Department for Communities and Local Government (DCLG) and HO, [Controlling Migration Fund Prospectus](#) (2016).



local authorities and independent fostering agencies across the UK are commissioning UMC-related training for foster carers, mostly on an ad-hoc basis.

FAB has created strong links with the Supporting un-Accompanied children with Family-based care and Enhanced protection (SAFE) project. The British Red Cross (BRC) is leading the work of this two-year EU-funded enterprise which, implemented in partnership with KMOP (Greece), Danish Red Cross (Denmark) and CARDET (Cyprus), aims to enhance the quality of family-based care for UMC by providing training and support to frontline practitioners, foster and kinship carers, and Dublin family caretakers.



### 3. FAB surveys: further exploration into the fostering provision for UMC and the training needs of foster carers and social workers

#### The surveys

The FAB project's first major activity has been to map the existing training provision for and training needs of foster carers and social workers, to inform the development of the FAB Training of Trainers (ToT) programme and supporting resources. In addition to the desk research that is summarised in this report, we carried out two original online surveys with local authorities (LAs) and independent fostering agencies (IFAs) in England.

*Survey One*<sup>55</sup> collected information about fostering provision for UMC, including the scale of local fostering operations and information on the training provision and needs in relation to foster carers (FCs) and supervising social workers (SSWs). This was sent to fostering managers in LAs (268) and IFAs (151).

*Survey Two* covered similar topics as *Survey One* but focused exclusively on children's social workers (CSWs), covering the scale of service provision for UMC, training for staff to date, and ongoing training needs. This survey was sent to children's services managers in 150 LAs.

Fifty-nine of the 150 local authorities in England<sup>56</sup> responded to the surveys (39%)<sup>57</sup> and so did 23 of the 151 independent fostering agencies we approached (15%). Four UASC Leads from Regional Strategic Migration Partnerships also provided information.

We gathered similar information for Scotland, Wales and Northern Ireland through consultations with key contacts and will fill remaining gaps in knowledge before the implementation of relevant project activities. The phone consultations followed a similar format as the above surveys, albeit adapted to match these administrations' differing legal frameworks.

#### The target audience

CoramBAAF, in light of its role as the leading membership organisation on fostering and adoption in the UK, sent invitations to complete the FAB online surveys to two target groups.

*Survey One* was sent to all LAs' fostering managers in England (268), including those that are not organisational members of CoramBAAF. This survey was also sent to IFAs that are organisational members of CoramBAAF or hold electronic licences to use CoramBAAF's forms in their work (151)<sup>58</sup>.

*Survey Two* was sent to all CoramBAAF's local authority Link People<sup>59</sup> in England (137), plus service leads in local authorities that are not Coram-BAAF members (148). These contacts were asked to cascade the survey to appropriate colleagues, such as service managers for looked after children or children's services assistant directors. We also received responses from four RSMPs UASC Leads.

#### The respondents

We acknowledge that surveys of this kind have limitations. For example, respondents are self-selecting and do not cover every agency. However, replies from 59 LAs across all regions of England, four RSMPs and 23 IFAs, plus valuable phone consultations with Wales, Scotland and Northern

<sup>55</sup> See Appendix One.

<sup>56</sup> Excludes the City of London and the Isles of Scilly.

<sup>57</sup> The actual number of responses was 104, but with some multiple responses from a number of LAs.

<sup>58</sup> CoramBAAF produces a range of health and social report forms which fostering and adoption agencies that are its members can use.

<sup>59</sup> The CoramBAAF (CB) Link People are individuals LAs select to receive communications from CB and to then disseminate the information to colleagues. The roles vary considerably and include senior managers and administrators.



Ireland, have provided a rich source of information which, alongside the FAB national inter-agency stakeholders' meeting, will allow us to satisfactorily inform the next stages of the project.

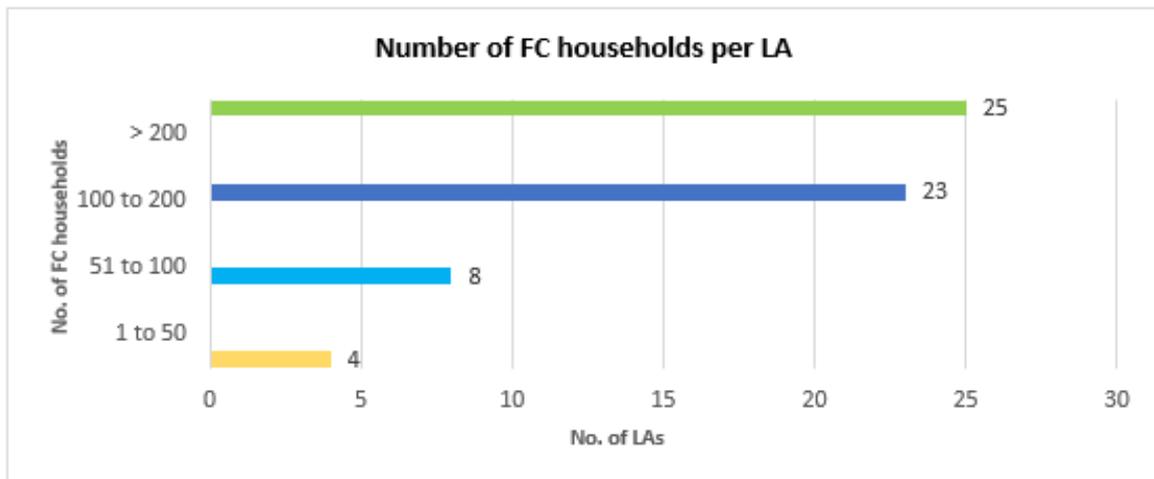
In this report, the number of respondents always refers to specific questions. This is because respondents that completed the overall survey, did not necessarily answer every question.

### Fostering provision for unaccompanied migrant children

This section includes information on foster carers and supervising social workers derived from *Survey One*.

#### Current fostering provision

In order to understand how the fostering provision for UMC fits within the local authorities' overall fostering provision for looked after children, we asked for information on the total number of foster carer households within the responding local authority. We received 60 answers, summarised in the chart below.



Sixty out of sixty-four respondents told us that mainstream foster carers, rather than UMC-dedicated ones, look after their UMC. Fifty-nine respondents provided additional information, some placing their existing foster carers' capacity to look after UMC at under 3%, other at a full 100%. While some highlighted the difficulty of placing adolescents from any background, and others identified specific challenges related to accommodating UMC, most affirmed they could meet this need subject to matching criteria. The comments below give a better picture of the wide array of responses received:

'The numbers would be very low mainly due to shortage of teenage carers.'

'Potentially all approved carers should be able to take UMC as placements. However, we currently have some carers who seem apprehensive/anxious to take a UMC particularly if they are a single carer or have other children (often young) in placement. We believe that a major worry concern is how old the children actually are, as they appear often to look much older. This hasn't been helped by the media.'

'Less than 5% of our general foster carers wish to be considered to care for UMC...'

'We have over 100 UMC although the number was far higher a year ago (so even more care leavers). Some mainstream foster carers have now developed additional skills and interest.'

'We use IFAs [not in-house carers] as these better meet cultural needs.'

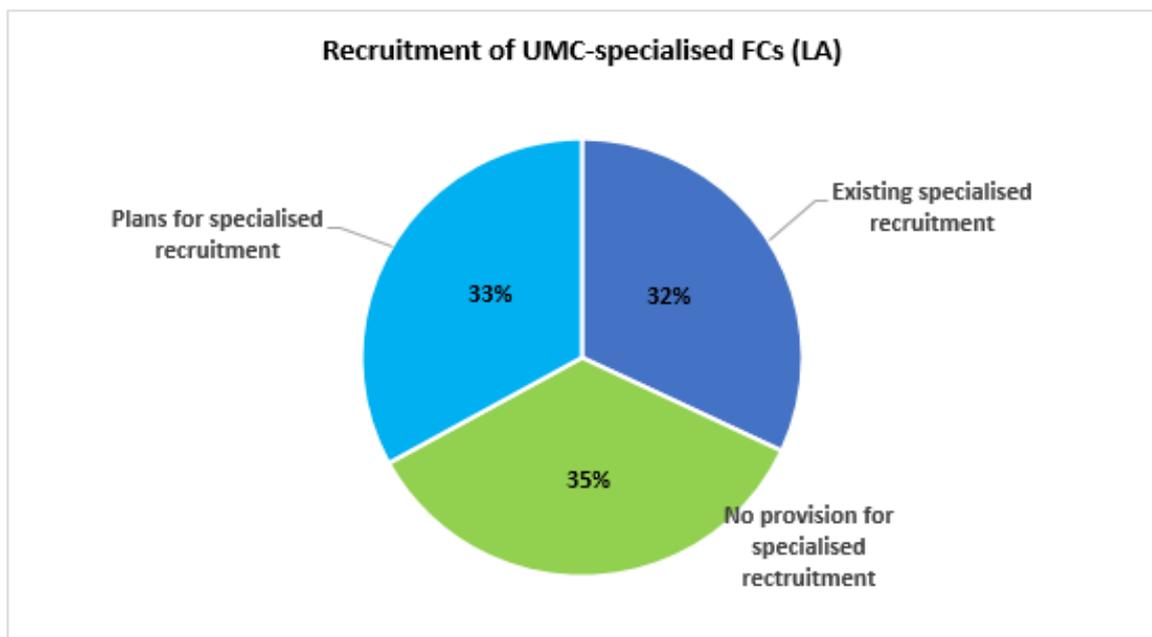


'Most mainstream carers would be able to care for UMC, so long as they were able to access support and training.'

Twenty-three IFA respondents also completed *Survey One*. All English regions were represented by the replies, with the main cluster in London and the South East, and most were provided by smaller IFAs, those with up to fifty foster carer households. All but one told us that mainstream foster carers look after UMC in their agencies. IFAs' existing foster carers' capacity to look after UMC also massively varied across agencies, with percentages ranging from 20% to 100%.

### UMC-specialised foster carers

Local authorities were asked if they had ever recruited or had plans to recruit foster carers to specifically look after UMC. Sixty-three answered, their responses falling roughly into thirds, as shown in the chart below.



Twenty-four responding LAs provided more details about this aspect of their work:

'We do not recruit specifically for this group of young people but we do recruit for carers of certain aged young people, and within that cohort offer specialist training.'

'We have tried to recruit specifically but we can't hold open carers specifically for these placements. Commissioning [colleagues] do have a number of carers in IFAs who can specifically take UMC. In our recruitment and 'Skills to Foster' sessions we are highlighting the need we have for carers to look after UMC.'

Two Regional Strategic Migration Partnerships (RSMPs) also commented:

'Some authorities have already recruited foster carers for this purpose, others are in the process of drafting literature and commencing recruitment drives, while others have not done this work as yet.'

'The xx Migration Partnership has supported specific foster care events to recruit carers for UASC.'

In nearly 60% of responding IFAs, the recruitment of UMC-specific foster carers had taken place or plans were being made for it to occur.



In Scotland, a number of foster carers specialise in the care of unaccompanied children, while in Northern Ireland and Wales, where the overall number of UASC is quite low, mainstream foster carers currently look after this cohort of children. Nonetheless and as previously mentioned, in Northern Ireland the HSCB has financed a soon-to-start one-year project to develop fostering capacity specifically for separated children in the region.

### **Current Supervising social workers' provision**

Sixty-six LA respondents provided us with information on their supervising social workers (SSWs)<sup>60</sup>. Their responses fell into rough thirds, with twenty-three LAs employing up to 11 SSWs, twenty-one between 11 and 20 SSWs, and twenty-two LAs employing more than 21 SSWs. Most of the responding IFAs said they employ up to 10 supervising social workers.

### **UMC-specialised supervising social workers**

Our surveys attempted to ascertain the extent to which local authorities employ specialist SSWs who focus on recruiting, assessing and supporting foster carers that are looking after UMC. Sixty-three respondents provided this information: eighteen stated they employ specialist staff and forty-five told us they do not.

Some respondents also commented:

'We are going to recruit a person [SSW] whose role will be to recruit and assess prospective foster carers (mainly from Vietnamese, Albanian and Eritrean communities) for UMC.'

'We have someone [supervising social worker] who recruits and this includes [for] UMC.'

'This work is currently being done by a BME group that I started almost 5 Years ago. It is slow going especially as cultural competence training has yet to be agreed and rolled out by senior managers. Two options have been shared with care managers and also learning and development and there has not been any decision made about what I consider to be a real need in the local authority.'

Nearly a quarter of the IFAs reported having an in-house UMC-specialist.

In Scotland, local authorities caring for UC employ professionals with a specific UMC remit; similar roles seem to be in development in other Scottish councils<sup>61</sup>.

Northern Ireland, has a pool of specialised social workers and residential staff in the Northern regions (ports of entry) and Belfast (dedicated residential centre) respectively. Their knowledge and expertise is being cascaded to social workers and foster carers with the support of the HSCB.

### **Kinship carers**

Given that some UMC in care are placed with connected persons (extended family or friends), including under the Dublin Regulations, we asked respondents if they were looking after children in such arrangements. Twenty-one of sixty respondents confirmed that they were, while the remaining thirty-nine said they were not.

Fourteen respondents provided additional information, mostly noting that these placements were few, if any.

<sup>60</sup> Full-time equivalent posts.

<sup>61</sup> Information provided orally by the UASC lead at the Consortium of Scottish Local Authorities Strategic Migration Partnership (COSLA SMP) on 29.6.2018

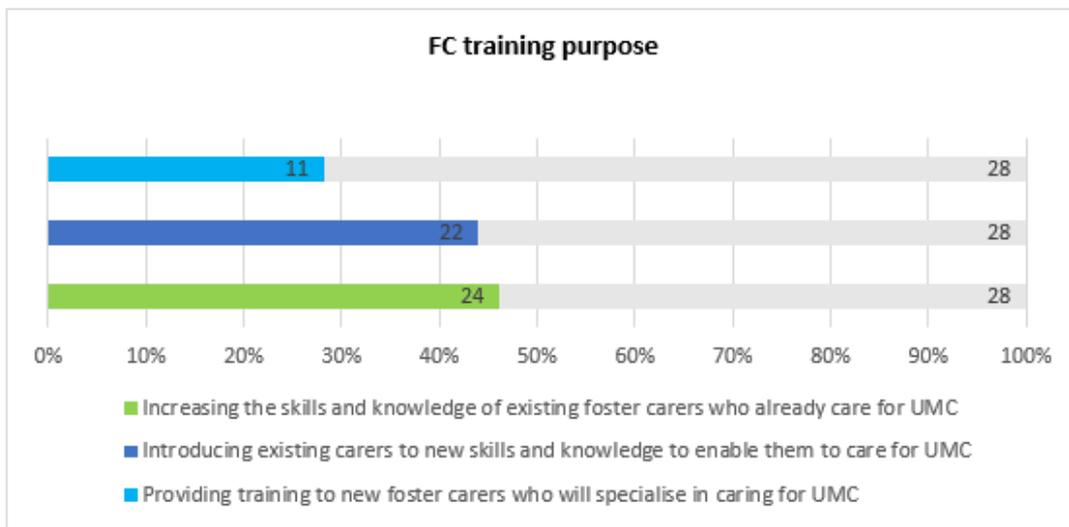


## Training for foster carers

This section includes information on past training for foster carers looking after UMC, and subsequently focuses on their future training needs.

### FC training purpose

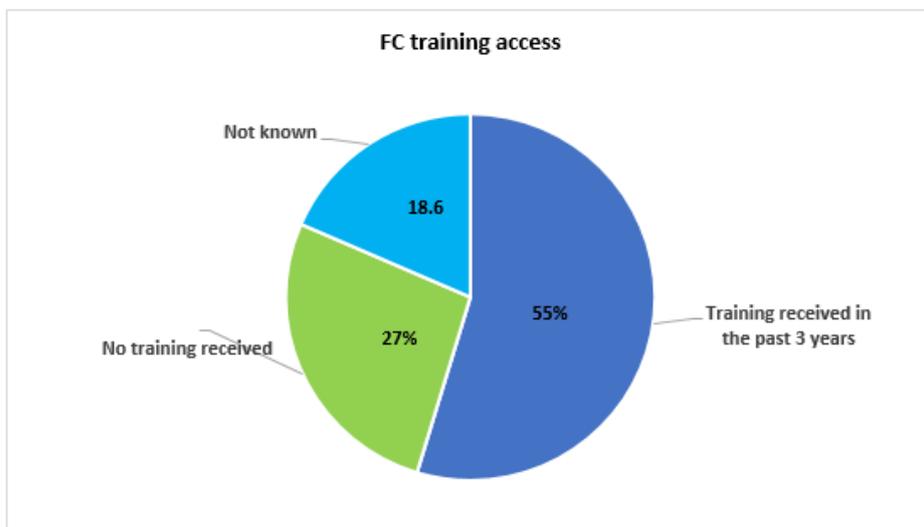
The surveys sought to identify the learning objectives of the training provided to foster carers, but also the strategic aims behind the decision to provide training. Local authority responses (28) are shown in the chart below.



The responses from IFAs were split fairly evenly between 'Increasing the skills and knowledge of existing foster carers who already care for UMC', and 'Introducing existing foster carers to new skills and knowledge to enable them to care for UMC'.

### Accessibility

Just over half (55%) of the 59 respondents told us that foster carers in their authority had had training related to UMC during the previous three years. Just over a quarter of the agencies (27%) had not had training and nearly a fifth (18.6%) of the respondents did not know whether such training had taken place.





Eighteen respondents gave approximate numbers of the carers that had been trained, with the findings showing a wide range in provision. For example, seven local authorities trained fewer than nine carers and four trained over forty carers with one training 150 carers.

### FC training providers

We asked respondents that had already had training to identify the provider from a list of fourteen options, or to add their provider if not on the list. Of the 28 responses received, half had delivered training 'in-house' and about a fifth had used an independent provider. A handful of respondents (under 5) selected the following providers from the surveys' pre-populated list: : ECPAT UK, Refugee Council, CoramBAAF and Fostering Network. Three respondents listed 'Other' providers, including the International Organisation for Migration (IOM) and local organisations specialising in migration issues.

### Existing FC training content

We asked respondents to identify from a list of eighteen options the content of the training foster carers had already received<sup>62</sup>. Twenty-seven respondents provided this information. The most common topics were identified as *Understanding the context of migration/children's experiences*, *Protection and safeguarding including missing children* and *Educational needs*, with several other topics also being selected by more than half of the respondents (as shown in Table 4 below).

Notably, two respondents identified topics that were not on our list, including *Developing knowledge about trauma* and *Using the Secure Base Model*<sup>63</sup>. It was noted that the topic of radicalisation had been covered by the PREVENT<sup>64</sup> training, which some carers had accessed.

**Table 4: Content of existing training for foster carers (local authority)**

Topic	Respondents (27)
Understanding the context of migration/child experience	18
Protecting and safeguarding including missing children	16
Educational needs	16
Health needs including sexual health	15
Modern slavery and trafficking	15
Immigration and Asylum process	14
Radicalisation	14
Identifying support services for UMC	13
Assessing overall needs/care planning	11
Identity needs– gender, 'race', culture, language, religion, sexuality, disability	11
Psychological/mental health needs	10
Rights and entitlements	10
Age assessment	9
Supporting carers working with UMC	9
Building professional partnerships/networking	5
Gender based violence	5
Transition to adulthood	4
Family reunification	1

<sup>62</sup> Respondents could choose multiple answers.

<sup>63</sup> More information available at: <https://www.uea.ac.uk/providingasecurebase/the-secure-base-model>

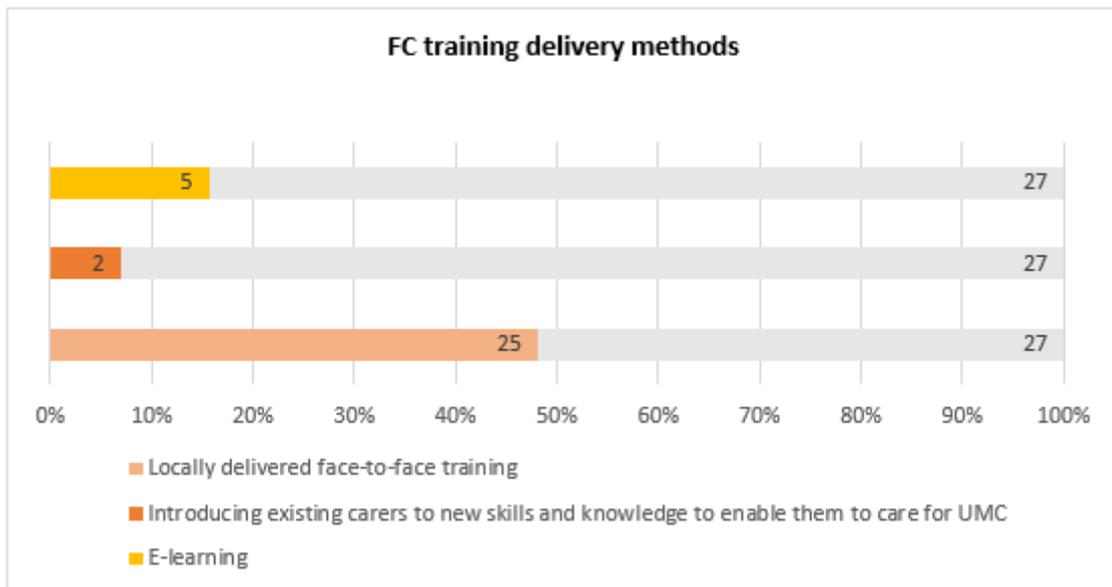
<sup>64</sup> HO-funded training that offers an introduction to the Prevent duty, and explains how it aims to safeguard vulnerable people from being radicalised to supporting terrorism or becoming terrorists themselves. Available at: <https://www.elearning.prevent.homeoffice.gov.uk/>



The responses from IFAs listed the topics previous training had prioritised as *Radicalisation, Modern slavery and trafficking* in top place, closely followed by *Protection and safeguarding including missing children, Identity needs– gender, ‘race’, culture, language, religion, sexuality, disability* and *Immigration and asylum process*. However, the relatively small number of IFA responses suggests caution in coming to any conclusions about the differences between IFAs and local authorities’ training priorities.

### FC training delivery methods

Twenty-seven respondents provided information about training delivery methods, with a clear majority (25) using locally delivered, face-to-face training. Nearly a fifth (5) had used e-learning, and only two had accessed face-to-face training outside their local area.



One respondent clarified their training provision is shared between local authorities and another added:

‘We deliver face-to-face classroom type training to foster carers in small groups. But almost all of our foster carers have completed online Prevent and Channel Training.’

Nineteen respondents provided additional information on the training delivered. Comments addressed the training length and timing, its content, the trainers’ professional background, and general feedback.

‘One day (10.00am-2.30pm) training in caring for UASC for foster carers, followed by one-day ‘Prevent’ training ... Carers were also given resource packs, an Inter-Faith calendar, copies of BAAF country guides and a summary of ‘Fostering unaccompanied asylum seeking young people: creating a family life across a world of difference’ – Jim Wade et al (BAAF, 2012).’

‘One day training in caring for unaccompanied young people, followed by PREVENT training. Foster carers are now assisting in delivering training. Feedback has been consistently positive... The carers are very empathetic but also open about the challenges. The shared learning and reflection seems to be a helpful model.’

‘Two day course delivered by ECPAT. Very positive feedback.’



### FC training priorities going forward

Lastly, respondents were asked whether they considered foster carer training on UMC-related issues to be priority and, if so, which five topics were to be prioritised.

Fifty-one LA respondents provided information, forty-four of which identified it as a priority, and seven stating it was not. Sixteen respondents provided additional comments, including:

'It is a priority for the whole service'

'Certainly to help develop capacity to support this particular group of young people.'

'I have discussed specific training for UMC with our training officer. It was agreed that the Equality and Diversity course covers this area of practice. It has been agreed that a review of the need for further training would be monitored.'

'It is important training, but it is just part of a wider programme of essential training for foster carers. Training such as safeguarding, Secure Base, Promoting Health and Education, CSE etc. [which all] apply equally to unaccompanied young people, so we expect foster carers to have those skills in relation to all young people.'

Forty-five LA respondents identified their training content priorities from the list of 18 topics we had previously provided for current training. Results are listed in the table below:

**Table 5: Foster carer training content priorities going forward**

Topic	Respondents (45)
Understanding the context of migration/child experience	27
Immigration and Asylum process	25
Identity needs– gender, 'race', culture, language, religion, sexuality, disability	24
Psychological/mental health needs	20
Identifying support services for UMC	17

The topics that the fewest people selected were:

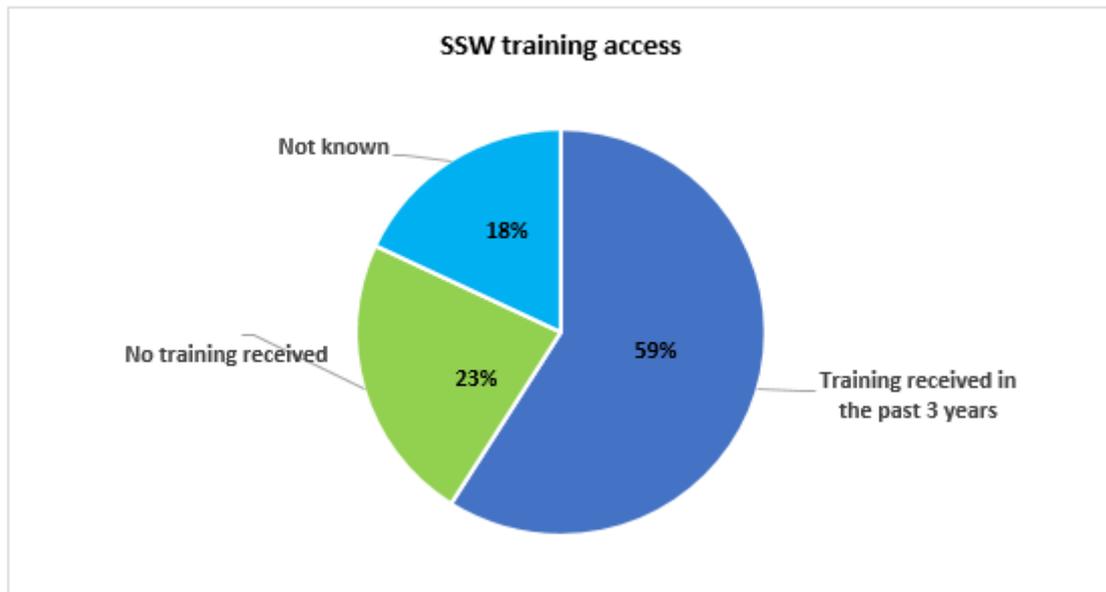
Topic	Respondents (45)
Age assessment	2
Family reunification	2
Building professional partnerships/networking	2
Gender-based violence	1

Eighteen of the IFA respondents (82%) said that training foster carers in UMC-related issues was a priority. The main topics for future training were identified as: *Understanding the context of migration/children's experiences; Rights and entitlements; Protection and safeguarding including missing children; and the Immigration and asylum process.*

### Training for supervising social workers

#### Accessibility

Fifty-nine percent of the sixty-five respondents told us that supervising social workers in their authority had had training related to UMC during the previous three years. Nearly a quarter of the agencies (23%) had not had training and about a fifth (18%) of the respondents did not know whether such training had taken place.



Where respondents were able to give information about the number of staff trained, most referred to five or fewer. Five agencies said that between ten and thirty people had been trained, and in one agency, forty-five people had been trained. Some respondents provided more detail.

‘Three supervising social workers, two 16+ children’s social workers and four personal advisors.’

‘We are currently recruiting new supervising social workers due to a restructure so there have been some changes. I would expect all supervising social workers to have access [new] training given our size.’

### Supervising social workers’ training providers

Just over half of the thirty-three respondents stated they had delivered training ‘in-house’ and nearly a quarter had used an independent provider. A handful of respondents (under 5) selected the following providers from the surveys’ pre-populated list: Refugee Council, ECPAT UK, Coram Children’s Legal Centre, Entraide and CoramBAAF. Twelve respondents listed ‘other’ providers including local voluntary and community organisations specialising in migration.

For IFAs, it was found that training was provided in equal proportion by independent trainers and in-house trainers.

### Existing supervising social workers’ training content

We asked respondents to identify from a list of eighteen options the content of the training supervising social workers had already received. Thirty-one people provided this information. The most common topics that training covered were identified as the *Immigration and asylum process*, *Understanding the context of migration*, *Age Assessment* and *Identifying Support Services for UMC*. Two respondents identified topics that were not on our list, including *Understanding Muslim culture and religion*, and use of *Using the Secure Base Model*.

**Table 6: Content of existing training for supervising social workers**

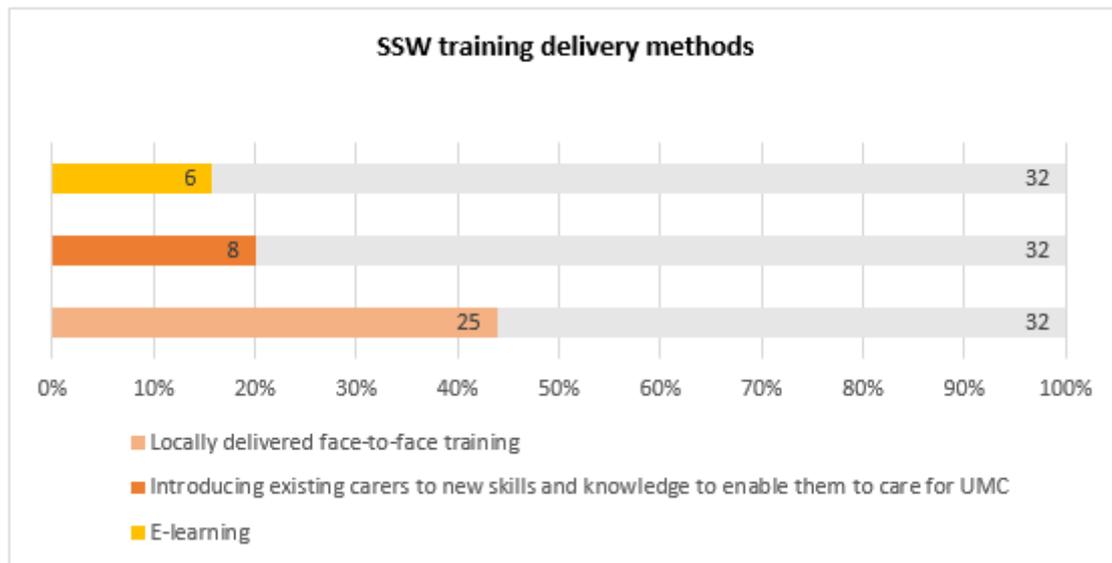
Topic	Respondents (31)
Immigration and Asylum process	18
Understanding the context of migration/child experience	17
Age assessment	16
Identifying Support Services for UMC	16



The topics for IFAs covered a wide range, with *Radicalisation* and *Modern slavery and trafficking* in top place, closely followed by *Protection and safeguarding including missing children, Identity needs – gender, 'race', culture, language, religion, sexuality, disability, and Immigration and asylum process.*

### Supervising social workers' training delivery methods

Thirty-two respondents provided information about training delivery methods, with the overwhelming majority (25) using locally delivered, face-to-face training. A quarter (8) had accessed face-to-face training outside their local area and nearly a fifth (6) had used e-learning.



Twenty-five respondents told us more about the training they had received. Some commented on its high quality, but others felt that the limited time available meant that the training lacked depth. Comments included:

'Full day – social workers across disciplines and personal advisers, health, education. Lot to take in in one day. Good interactive facilitator. Helped understanding of method of application for asylum – complexities of this and emotional impact of this. Better understanding of the experience of young accompanied children. Developed empathy.'

'One day training. Positive feedback but more time needed to cover all the issues.'

IFA stated that the majority of their training had been delivered locally and face-to-face. E-learning had been used more by IFAs than by local authorities.

### Supervising social workers' training priorities going forward

As with foster carer training, respondents were asked if they considered supervising social workers' training on UMC-related issues to be priority and, if so, which five topics were to be prioritised.

Fifty-three LA respondents provided information, forty-three of which identified it as a priority, and ten stating it was not. Twenty-one respondents provided additional comments, including:

'I believe there is a need for social workers to better understand the changing demographics in [our authority] and how best to support all services users.'

'Limited time, no funding.'



'I feel that it is. At the same time as not being proactive to seek this for them. Training for social workers is access through staff development who send information on courses available. Generally, team managers do not have influence or are consulted on what is provided. There has been training, however, on WRAP<sup>65</sup> as part of the PREVENT strategy and all staff and foster carers are expected to attend this, and this has been a full training programme to cover this.'

All LA respondents identified their training content priorities from the list of 18 topics we had previously provided for current training. Results are listed in the table below:

**Table 7: SSW training's content priorities going forward**

Topic	Respondents (43)
Immigration and Asylum process	28
Understanding the context of migration/children's experiences	26
Psychological/mental health needs	18
Identifying support services for UMC	18
Identity needs– gender, 'race', culture, language, religion, sexuality, disability	16

The topics that the fewest people selected were:

Topic	Respondents (43)
Building professional partnerships/networking	4
Health needs (including sexual health)	3
Family reunification	3
Age assessment	2
Gender-based violence	1

Eighteen (82%) of the IFA respondents said that training foster carers in UMC-related issues was a priority. The chief topics for future training were: *Understanding the context of migration/children's experiences; Rights and entitlements; Protection and safeguarding including missing children; and Immigration and asylum process.*

## Training for children social workers

### Rationale

In recognition of the importance of collecting data on the training needs of children's social workers (CSW) in relation to UMC, we conducted a parallel online survey (*Survey Two*) aimed at this group of professionals. We received sixteen replies, including from senior managers within children's services and from team managers. The replies covered all English regions, with the exception of London and the North East.

Although the response was not as comprehensive as that of *Survey One*, it provides a useful picture of the training provision for children's social workers in relation to UMC.

### Children social workers' provision

Seven respondents referred to having fewer than twenty children's social workers and nine had more than twenty-six social workers. A similar picture emerged in relation to leaving care staff. Seven of the sixteen respondents told us that their authority has posts with a specialist UMC remit.

<sup>65</sup> Workshop to Raise Awareness about PREVENT (WRAP). More information available at: <https://www.jisc.ac.uk/training/workshop-to-raise-awareness-of-prevent-wrap>



### **CSW training: accessibility, delivery methods and content**

Half of the sixteen respondents said that their agencies had provided UMC-training for their children social workers in the previous three years. One respondent shared an important accessibility issue:

'Most training has been in the south of the county which is not always easy to access.'

Five of the respondents provided information about the number of CSW trained. One agency had trained thirty social workers and three had trained between six and eleven. One respondent explained that they had provided 14 CSW with specialist training, focusing of three separate topics: unaccompanied migrant children, trafficking and modern slavery, and age assessments.

Only a small number of the respondents (6) provided information about the training delivery method and the training providers, though the approach seemed to echo that for the supervising social workers: in-house delivery, often by independent trainers, with no single provider dominating the market. Five of the six respondents said that the training was delivered face-to-face. One referred to e-learning. Some also mentioned attending national events.

Six respondents also told us about the content of the training. The most common topics were: *Identity needs, Protection and safeguarding including missing children, Understanding the context of migration/child's experience, Supporting social workers working with UMC and Radicalisation*

None of the respondents referred to health, education, transition to adulthood or family reunification, building professional partnerships/networking or rights and entitlements.

### **CSW training priorities going forward**

All twelve respondents answered positively to the question on whether training for CSW on UMC was a priority. Their priority topics for future trainings were identified as: Psychological/mental health needs, Immigration and asylum process, Supporting social workers working with UMC, Modern slavery and trafficking, Transition to adulthood and Family reunification



## 4. Conclusions

Unaccompanied migrant children are the focus of several – at times overlapping -initiatives across the UK aimed at meeting their diverse needs. Improving foster carer sufficiency, particularly by way of recruitment, is a major strand, as is enhancing foster carer capacity by means of training. The training of supervising social workers and of children's social workers is also deemed important, as both play a vital role in supporting foster carers and children respectively.

The work of the Fostering Across Borders (FAB) project in the United Kingdom is hence timely, and aims to make a significant contribution to the aforementioned trends. This mapping report, having provided an extensive overview of the existing provision of training for foster carers and social workers, and having identified the key needs for its implementation, sets solid foundations for the work of FAB going forward. Additionally, having pin-pointed a number of successful initiatives carried out by national, regional and local organisations active in this field, the report will support FAB to establish new working relationships with these agencies and further develop existing ones.

While being aware of the limitations of survey investigations, the information drawn from the questionnaires, desk research, phone consultations and a national inter-agency stakeholders' meeting have proved sufficient to draw realistic conclusions on the subject of training for foster carers and social workers in the UK. These are briefly summarised in the sections below.

### Foster carer sufficiency

Ninety-four percent of the local authorities that responded to our survey (60) said they placed UMC with mainstream carers and believed that fostering is the most appropriate way to care for the children, though several raised concerns about fostering capacity. Three key issues emerged:

- a shortage of carers prepared to look after teenagers – especially relevant given that most UMC fall within this age group
- a number of existing carers expressing weariness about looking after UMC for a range of reasons (e.g. lack of background information; home gender imbalance; cultural and religious reservations; age assessment-related concerns)
- existing carers lacking the specialised knowledge and skills required to optimally care for UMC.

Two-thirds of respondents had been recruiting or had plans to recruit foster carers specifically for UMC. Some local authorities noted success in this specialisation-focused approach, while others noted difficulties in harvesting the expected outcomes, particularly due to an inability to hold placements open until they were needed for a migrant child. Similar issues seem to apply to Scotland and Wales, though it appears that foster placements are being used predominantly for UMC under 16 in these regions, compared to England. It seems fair to assume that once again this approach may have been dictated by a general lack of available carers for older children. Meanwhile, Northern Ireland is about to embark on a regional recruitment of foster carers specifically for separated children.

Equally, around a third of responding local authorities had recruited supervising social workers with a specific UMC remit – an approach Scotland is also adopting. Due to the small numbers of UASC currently placed in Northern Ireland, the region has instead adopted an ad-hoc training approach.

With regards to the information received by 23 responding IFAs, it was noted that most had mainstream carers look after UMC, although 60% of these agencies had been recruiting and would continue to recruit UMC-dedicated foster carers.



## Foster carer training

Training for foster carers on UMC-related topics is a priority for the local authorities in England that responded to our survey (86% of the 44 respondents), even though over half of them (55) said that their carers had received related training in the previous 3 years. Similarly in Wales, the Welsh government allocated funding for the training of foster carers and for social workers to support their work with UMC, particularly in the North and South Wales regions. Northern Ireland's Health and Social Care Board will also be expanding the reach of their UASC training for foster carers, particularly in light of an increase in transfers of UASC into foster care from their UMC-dedicated Belfast reception centre. A wide range of national, regional and local initiatives aimed at increasing fostering capacity with regard to UMC care by means of training is also testament to this.

In England, the main topics that previous UMC-related foster carer training had covered were identified as: a) *Understanding the context of migration/children's experiences*, b) *Protection and safeguarding including missing children* and c) *Educational needs*. Going forward, *Understanding the context of migration/children's experiences* remained the top priority for future training, closely followed by *Immigration and asylum process* and *Identity needs*.

In Wales, the main topics of past training focused on the asylum and age assessment processes, but it was noted that identity needs and safeguarding in the context of trafficking should inform future training.

In Northern Ireland the main topics of past training focused on safeguarding in the context of trafficking and going missing, and on identity needs. As of January 2018, Northern Ireland started the recruitment and training of independent guardians for separated children, which includes more in-depth training on the asylum and age assessment processes.

In terms of training delivery approaches local, in-house, face-to-face training emerged as the strong preference across the UK. Several training providers were identified, but none dominated the market, with the exception of Northern Ireland. Here, strong links were developed with the Republic of Ireland's TUSLA Child and Family Agency and NSPCC CTAC to receive assistance and guidance in the development and delivery of UASC training.

Lastly, IFAs' top past training topics were *Radicalisation* and *Modern slavery and trafficking*, closely followed by *Protection and safeguarding including missing children*, *Identity needs* and *Immigration and asylum process*. Priority topics for future training were instead identified as: a) *Understanding the context of migration/children's experiences*; b) *Rights and entitlements*; c) *Protection and safeguarding including missing children*; and d) *Immigration and asylum process*.

## Social worker training

The overall fostering service framework and supervising and children's social workers access to relevant training impacts on both children and foster carers. Close to 60% of our 65 LA respondents told us that supervising social workers had received training related to UMC in the previous three years, and IFAs reported a higher proportion. A smaller sample of responses about children's social workers (16), showed that half had received UMC-training.

With regard to supervising social workers, the most common past training topics were the *Immigration and asylum process*; *Understanding the context of migration/children's experiences*; and *Age assessment*. Although only a small number of respondents (6) provided information about the content or the training for children's social workers, we were able to gather that the most popular topics of past training were *Identity needs*, *Protection and safeguarding including missing*



children, alongside *Understanding the context of migration/children's experiences* and the *Immigration and asylum process*.

Eighty-one percent of LA respondents stated that UMC-related training was a priority for future training for supervising social workers, with *Immigration and asylum process*, *Understanding the context of migration/children's experiences*, *Psychological/mental health needs*, and *Identifying support services for UMC* as priority topics.

Twelve respondents provided information about the training priorities for children's social workers with the top topics being *Psychological/mental health needs*, *Immigration and asylum process*; and *Supporting social workers working with UMC*.

As with the foster carer training, local, in-house, face-to-face training was the most common means of delivery for both categories of social workers, with IFAs appearing to have used e-learning more than local authorities and supervising social workers seemingly having more access to training outside their local area than foster carers. Information from a small number of respondents about children's social workers suggests that they may have most ready access to training outside their local area.



## 5. Recommendations

- a) This mapping activity's findings and conclusions, particularly with reference to the training content going forward, should inform the development of the FAB Training-of-Trainers (ToT) materials.
- b) The development of said programme and supporting resources needs to be firmly rooted in evidence-based practice, namely of fostering UMC. A further review of relevant research and practice literature is recommended.
- c) The FAB team should continue to build constructive relationships with the key organisations involved in national, regional and local capacity-building initiatives for foster carers looking after UMC in the United Kingdom and beyond (where appropriate). The knowledge gained during this mapping activity should facilitate conversations and collaborations.
- d) The results of the FAB first inter-agency stakeholders' meetings should add on to the above and future stakeholders' events should act as a key opportunities to receive and provide valuable feedback on key project activities, including the review of the aforementioned FAB training (ToT) materials. Additionally, these should support the identification of suitable and appropriate geographical areas in which to roll-out the ToTs.
- e) Mapping is not a one-off exercise. As it progresses, the FAB project will continue to build its knowledge on this area of work, keeping up-to-date with the most recent and relevant developments in this arena. The need to and benefits of circulating *Survey One* and *Two* in Wales, Scotland and Northern Ireland should be thoroughly evaluated against the time-frames of project implementation.
- f) The project would benefit from the additional support of a small group of experienced professionals (beyond the immediate project team), which could for examples include academics. Pro-bono options should be explored.



## Appendix One – Sample Survey

### Sample survey (*Survey One - Supervising social workers and foster carers*)

*Survey Two (Children's Social Workers)* bears strong similarities with *Survey One* hence has not been included.

#### Welcome to the survey

#### Caring for unaccompanied migrant children: Supervising social worker/carer training needs

CoramBAAF (CB) and Coram Children's Legal Centre (CCLC) are the UK implementing partners on the Fostering Across Borders (FAB) project, a new European fostering project led by the International Organization for Migration (IOM), the UN Migration Agency.

Thank you for agreeing to take part in our survey for fostering managers in England on training for foster carers and supervising social workers on issues related to unaccompanied migrant children. We will use the information from this survey to devise free training programmes and recruitment resources best suited to your needs.

We have used the term 'unaccompanied migrant children' as we think it is a more inclusive way to describe the group of young people we are concerned about – children who have come to this country without parents/carers. It is broader than, and includes, asylum seekers. In some parts of the survey, we use UMC to save space.

We appreciate that you might not have detailed information about some of the questions to hand. Where this is the case, an estimate or 'good enough' information will be fine. Anything that helps with the broad picture about these issues will be helpful. We have included comments boxes throughout the survey for you to add extra information where you wish to.

If you have any queries about the survey or the project please get in touch: [Kevin.lowe@corambaaf.org.uk](mailto:Kevin.lowe@corambaaf.org.uk)

If you wish to go back to a previous page at any point during the survey, use the 'Back' button at the bottom of this page (rather than the 'Back' button in your browser).

Please click 'Next' to continue.

#### Finding out about you & your service

\* 1. Are you the

- Fostering team manager in a local authority?
- Fostering team manager in an independent fostering provider / IFA?
- Neither of the above? (please specify)

\* 2. Which region(s) of England does your local authority / agency operate in? (If more than one region, please select all that apply)

- East Midlands
- East of
- England
- London
- North East
- North West
- South East



- South West
- West Midlands
- Yorkshire and the Humber
- None of the above? (please specify)

**\* 3. What is the approximate number of supervising social workers (full time equivalent posts) in your local authority / agency?**

- 1-5
- 6-10
- 11-15
- 16-20
- 21-25
- 26 or more

Comments

**\* 4. Do you have a specialist / number of specialists within your local authority / agency whose principal focus is on recruiting, assessing and supporting foster carers for UMC?**

- Yes
- No

Comments

**\* 5. What is the approximate total number of foster carer households in your local authority / agency?**

- 0-25
- 25-50
- 50-100
- 100-200
- More than 200



\* 6. Does your local authority / agency have mainstream foster carers that look after unaccompanied migrant children?

Yes

No

Comments

\* 7. Has your local authority / agency recruited any foster carers specifically for UMC?

Yes - we have recruited foster carers specifically for UMC

Not yet - we plan to recruit foster carers specifically for UMC but have not done so yet

No - we have not recruited foster carers specifically for UMC and have no current plans to

Please tell us more

\* 8. Roughly what proportion of all the carers in your local authority / agency would potentially be able to care for UMC and why?

\* 9. Are some of the UMC in the care of your local authority / agency in kinship care?

Yes

No

Comments

#### Training for supervising social workers

We are now going to ask some questions about any training which your **supervising social workers** may have received in issues relating to unaccompanied migrant children during the last three years.

\* 10. Have any supervising social workers within your local authority / agency had training in issues relating to UMC during the last three years?



- Yes  
 No  
 Don't know

Comments

\* 11. Roughly how many supervising social workers have received training in issues relating to UMC?

\* 12. Who delivered this training? *(Please select all that apply)*

- In-house  
 Independent trainer  
 Barnardo's  
 British Red Cross  
 Coram Children's Legal Centre (CCLC)  
 CoramBAAF  
 Refugee Council  
 Save the Children  
 Entraide  
 ECPAT UK  
 Former UMC  
 Fostering Network  
 NSPC  
 The Children's Society  
 Other (please specify)

\* 13. Which topics has this training covered? *(Please select all that apply)*

- Understanding the context of migration/children's experiences  
 Immigration and asylum process  
 Rights and entitlements



- Age assessment
- Assessing overall needs/care planning
- Identity needs – gender, 'race', culture, language, religion, sexuality, disability
- Educational needs
- Health needs (including sexual health)
- Psychological/mental health needs
- Identifying support services for UMC
- Protection and safeguarding including missing children
- Modern slavery and trafficking
- Gender-based violence
- Radicalisation
- Transition to adulthood
- Family reunification
- Building professional partnerships/networking
- Supporting social workers working with UMC
- Other (please specify)

\* 14. How was this training delivered? *(Please select all that apply)*

- Via E-learning
- Face-to-face (locally)
- Face-to-face (further afield)

Comments

\* 15. Please tell us a bit more about the training which your social workers attended? *(For example: length, who it was for, the quality of the training delivered, what impact it had, innovations, feedback received)*

### Training for foster carer households

We are now going to ask some questions about any training which your foster carers have had in issues relating to unaccompanied migrant children in the last three years

\* 16. Have any of your foster carers received training in issues relating to UMC during the last three years?



Yes

No

Don't know

Comments

\* 17. Roughly how many foster carers have received training in issues relating to UMC?

\* 18. Who delivered this training? *(Please select all that apply)*

In-house

Independent trainer

Barnardo's

British Red Cross

Coram Children's Legal Centre (CCLC)

CoramBAAF

Refugee Council

Save the Children

Entraide

ECPAT UK

Former UMC

Fostering Network

NSPCC

The Children's Society

Other (please specify)

\* 19. Which topics has this training covered? *(Please select all that apply)*

Understanding the context of migration/children's experiences

Immigration and asylum process

Rights and entitlements



- Age assessment
- Assessing overall needs/care planning
- Identity needs – gender, 'race', culture, language, religion, sexuality, disability
- Educational needs
- Health needs (including sexual health)
- Psychological/mental health needs
- Identifying support services for UMC
- Protection and safeguarding including missing children
- Modern slavery and trafficking
- Gender-based violence
- Radicalisation
- Transition to adulthood
- Family reunification
- Building professional partnerships/networking
- Supporting social workers working with UMC
- Other (please specify)

\* 20. How was this training delivered? (Please select all that apply)

- Via E-learning
- Face-to-face (locally)
- Face-to-face (further afield)

Comments

\* 21. What were the aims of the training? (Please select all that apply)

- To increase the skills and knowledge of existing foster carers who already care for UMC?
- To introduce existing foster carers to new skills and knowledge to enable them to care for UMC?
- To provide training to new foster carers who will specialise in caring for UMC /and provide them with the skills and knowledge needed to care for UMC?
- Other (please specify)



\* 22. Please tell us a bit more about the training which your foster carers attended? (For example: length, who it was for, the quality of the training delivered, what impact it had, innovations, feedback received)

### Looking forward: Supervising social workers

We are now going to ask some questions about future priorities for training supervising social workers and foster carers.

\* 23. Is training your supervising social workers in UMC-related issues a priority for you?

Yes

No

Comments

\* 24. What would your priority topics be for future training for social workers?(Please select up to 5 topics)

- Understanding the context of migration/children's experiences
- Immigration and asylum process
- Rights and entitlements
- Age Assessment
- Assessing overall needs/care planning
- Identity needs – gender, 'race', culture, language, religion, sexuality, disability
- Educational needs
- Health needs (including sexual health)
- Psychological/mental health needs
- Identifying support services for UMC
- Protection and safeguarding including missing children
- Modern slavery and trafficking
- Gender-based violence
- Radicalisation



- Transition to adulthood
- Family reunification
- Building professional partnerships/networking
- Supporting social workers working with UMC
- Other (please specify)

#### Looking forward: Foster carers

\* 25. Is training your foster carers in UMC-related issues a priority for you?

Yes

No

Comments

\* 26. What would your priority topics be for future training for foster carers? *(Please select up to 5 topics)*

- Understanding the context of migration/children's experiences
- Immigration and asylum process
- Rights and entitlements
- Age Assessment
- Assessing overall needs/care planning
- Identity needs – gender, 'race', culture, language, religion, sexuality, disability
- Educational needs
- Health needs (including sexual health)
- Psychological/mental health needs
- Identifying support services for UMC
- Protection and safeguarding including missing children
- Modern slavery and trafficking
- Gender-based violence
- ~~Radicalisation~~
- Transition to adulthood
- Family reunification



Building professional partnerships/networking

Supporting social workers working with UMC

Other (please specify)

\* 27. Finally, please provide your agency details below to help us build a picture of the training and recruitment issues across England. If you would be willing for us to contact you for further discussion of this topic, please also provide your name and email address.

Agency name

Your name

Your email address

Looking after your data is very important to us. We adhere to the General Data Protection Regulations and assure you that if you do choose to provide any of these details they will only be used for the purposes stated and will not be shared with any third parties outside of the project team. We will store and transmit this data securely. You have the right to contact us at any point in the future to request that this data is deleted. For further details on your rights see the Information Commissioner's Office guide to the GDPR.

Thank you for completing the survey, we really appreciate your time and effort. If you have any further questions please contact [Kevin.Lowe@corambaaf.org.uk](mailto:Kevin.Lowe@corambaaf.org.uk)

Thank you



## Appendix Two – Sample email to target audience (survey invite)

**From:** CoramBAAF on behalf of the UK FAB team (IOM UK and Coram CLC)

**To:** Target audience

**Subject line:** Free support for your work with unaccompanied migrant children

Dear >>target audience<<

I am writing to you in your capacity as >> Role << for >>>name<<< agency, which is in membership of CoramBAAF, to tell you about the new **Fostering Across Borders (FAB)** project. The project will **create and deliver a free training programme for social workers and foster carers** working with unaccompanied migrant children and develop resources to **support carer recruitment**.

This EU-funded project, led by the International Organisation for Migration (IOM) and implemented in the UK by CoramBAAF and Coram Children's Legal Centre (CCLC), aims to improve and expand the quality of foster care for unaccompanied migrant children with foster carers and social workers trained in the issues and challenges affecting them. [Find out more about the project.](#)

We welcome your input, and would really appreciate if you could complete a short online survey to help us to ensure that the training programmes, and recruitment resources, are right for your staff and carers.

The survey focuses on looking after unaccompanied migrant children and asks questions about your fostering service. It covers foster carer capacity and recruitment, as well as the training needs of supervising social workers and foster carers.

Please complete the survey by the end of **Tuesday 29 May**. It should take 10-15 minutes. Your response can be anonymous, but we encourage participants to share their details to allow us to follow up on any issue you raise. You will also receive updates as the project develops, including on the **offer of 100 places on a train-the-trainer programme** that will equip agencies to train their staff and carers in a sustainable way.

Following the survey, we will also send you a summary of the findings. The report will not refer to any organisation by name, but will include information about each English region.

You can enter the survey [here](#) or by visiting this webpage:

<https://www.surveymonkey.co.uk/r/WZYKWZL>

If you have any queries, please not hesitate to get in touch.

Best wishes,

**Kevin Lowe**  
**Team Manager Policy, Research and Development**  
**CoramBAAF**  
**DD: 020 7520 7532**

**coramBAAF**  
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[#wearecoram](https://twitter.com/wearecoram)  
[coram.org.uk](https://coram.org.uk)

*If you no longer wish to receive emails inviting you to complete research surveys for CoramBAAF then please reply to this email, replacing the subject line with "Please opt me out of survey invite emails"*



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