



## **PERMANENCY PANEL**

### **Terms of Reference**

#### **1. Purpose**

To agree/recommend Permanency as the Care Plan through Permanent Foster Agreements and Special Guardianship Orders.

#### **2. Membership**

Service Manager, Children in Care  
Children and Families  
Service Manager , Children & Families  
Principal Manager, Safeguarding  
Principal Manager, F&A

#### **3. Operational Arrangements**

- Panel Chair and representative – rota basis
- Administration – Sabrina Hussain
- Frequency – Monthly
- Timescale – Ongoing
- Workload – As agreed during meeting
- Reporting – To Placement Panel
- Review of operational practice - annually

#### **4. Main Objectives or Tasks**

To discuss, recommend and agree Permanency as the Care Plan for children in long-term foster placements to become known as Permanent Foster Carer Agreements and Special Guardianship Orders. This will include financial arrangements and contact.

Presentation by the child's social worker, a report and request to the Panel to obtain advice, agreement and recommendations prior to attending court proceedings.

Dates and cases agreed and booked in advance.

## 5. **Outcomes**

Assessments of a child's needs in relation to his or her Permanence Plan must:

- a. Focus on outcomes;
- b. Consider stability issues, including the child's and family's needs for long-term support and the child's needs for links, including contact, with his or her parents, siblings, and wider family network.

Social workers must ensure the child's Permanence Plan is clearly linked to previous assessments of the child's needs.

Financial packages should be considered by the Permanence Panel as part of the overall package of support. Financial assessments should be completed prior to a case being agreed at Panel and the Guardian/Adopter/Foster Carers views included in the report on support packages.

All financial packages are agreed by the Service Manager, Fostering & Adoption or Service Manager, Children in care and approved by the Head of Service.

### **Identifying Permanence Options**

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<b>Residence/Special Guardianship Orders</b>	<b>Adoption</b>	<b>Permanent Fostering</b>
Child needs the security of a legally defined placement with alternative carers, but does not require a lifelong commitment involving a change of identity	Child's primary need is to belong to a family who will make a lifelong commitment	Primary need is for a stable, loving family environment whilst there is still a significant level of continued involvement with the birth family
Child's relation, foster or other carer needs to exercise day to day parental responsibility and is prepared to do so as a lifelong commitment	Child's birth parents are not able or not willing to share parental responsibility in order to meet their child's needs, even though there may be contact	Child has a clear sense of identity with the birth family, whilst needing to be looked after away from home

<p>There is no need for continuing monitoring and review by the Local Authority, although support services may still need to be arranged</p>	<p>Child needs an opportunity to develop a new sense of identity whilst being supported to maintain or develop a healthy understanding of their past</p>	<p>There is need for continuing oversight and monitoring of the child's developmental progress</p>
<p>Child has a strong attachment to the alternative carers and legally defined permanence is assessed as a positive contribution to their sense of belonging and security</p>	<p>Child expresses a wish to be adopted</p>	<p>Birth parents are able and willing to exercise a degree of parental responsibility</p>