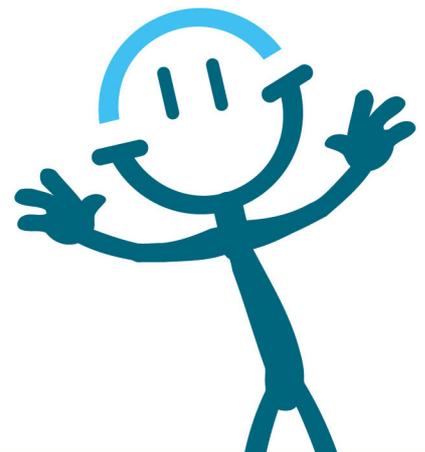
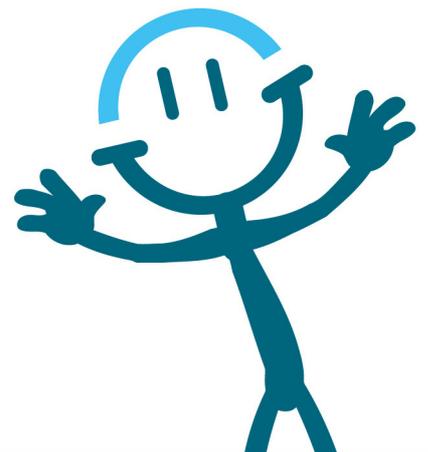


Statement of Purpose England

Issue 19 July 2020



- 1 Aims and objectives
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- 6 Quality assurance



Introduction

This document sets out the Statement of Purpose for Fostering People, an Independent Fostering Provider whose head office base is in Nottingham, offering fostering placements for children and young people in partnership with their placing local authorities.

The Fostering People Statement of Purpose provides a range of information which is intended for a wide audience including:

- Fostering People staff
- Foster carers and prospective foster carers
- Children and young people – who are placed with Fostering People foster carers
- The parents of children and young people placed with us.
- Local Authorities who place, or are considering placing, children and young people with Fostering People foster carers
- Colleagues in children's social care
- General public

The Statement of Purpose for Fostering People has been developed to meet the requirements arising from:

- The Care Standards Act 2000
- The Children Act 1989 and The Children Act 2004
- The Fostering Services Regulations 2011 (updated in 2013 and 2015)



Our mission:

Let's change lives together.

We believe that all children and young people have a right to live in a safe, supportive and life-enhancing family environment.

Our objectives:

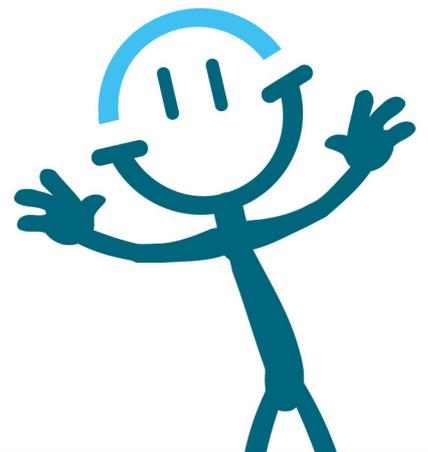
- To provide children and young people with a high quality family placement matched to their individual needs.
- To ensure safe and nurturing environments and experiences for children and young people which promote and enrich all areas of wellbeing.
- To promote resilience and enable children and young people to achieve their potential.
- To respect and promote the racial, cultural, religious and linguistic backgrounds of children and young people.
- To ensure that the voice of the child or young person is heard in all decisions about their lives.
- To ensure that foster carers and their family are respected as an integral part of the core team around the child.
- To provide foster carers with quality supervision and the training they require to achieve the desired outcomes for the children and young people in their care.
- To do everything possible to guarantee a stable placement, free from disruption, where a child or young person's needs are understood and met.
- To commit foster carers and staff to collaborative working with children and young people, their families, the commissioning local authority and other agency colleagues in pursuit of positive outcomes for children and young people.



2 Status and constitution

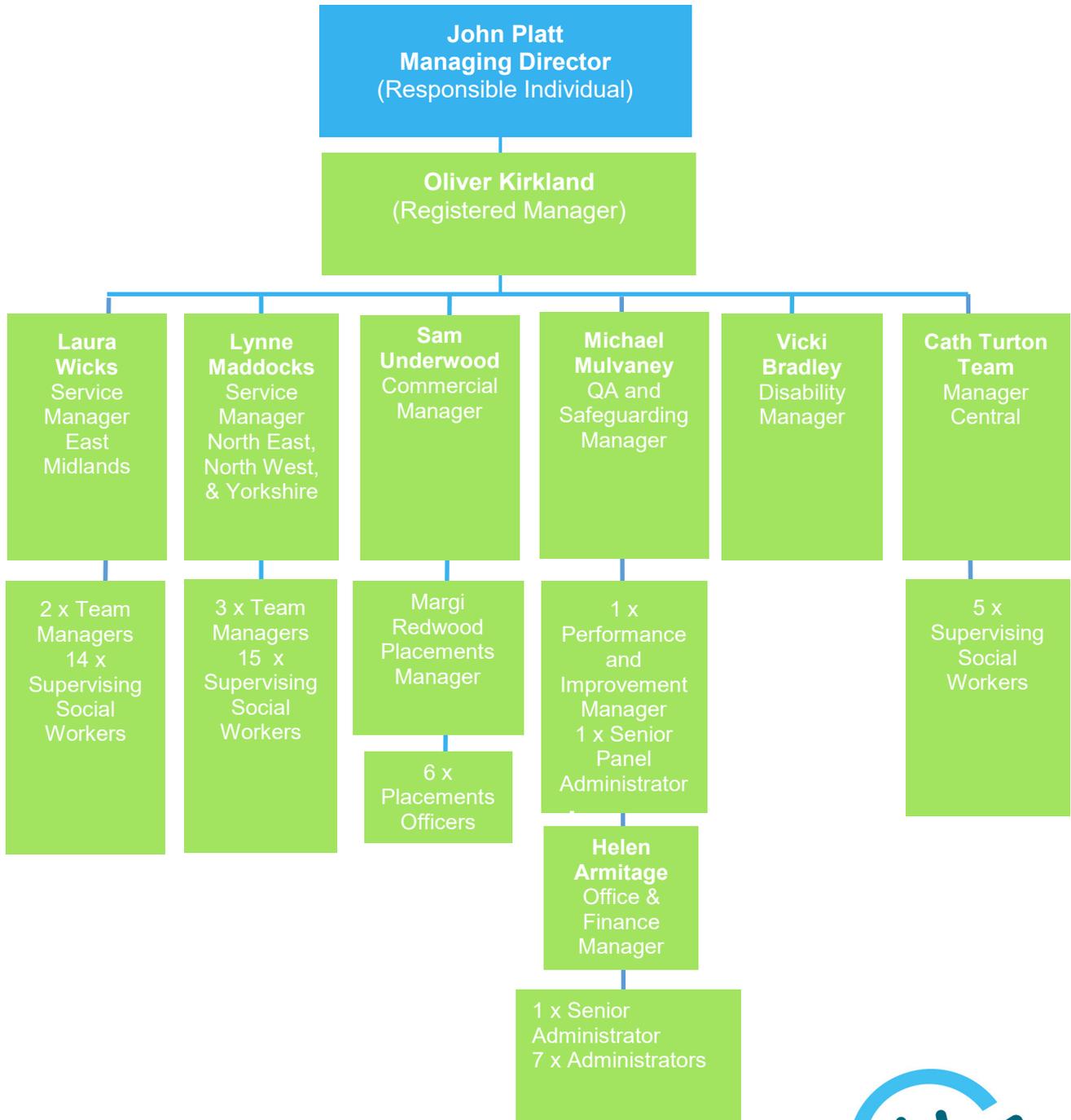
Fostering People is a private limited company registered under the Companies Act 1985 (Company Number 4241833) and is a wholly owned subsidiary of Polaris. (Company Number 06023385). It is registered as an Independent Fostering Provider under provision of the Care Standards Act 2000 and regulated by Ofsted (Ofsted registration number SC043914).

Polaris Board of Directors meets regularly and is responsible for strategic direction and corporate and financial governance of the company. John Platt is the 'Responsible Individual' for Fostering People. John Platt reports directly to the Board and line manages Oliver Kirkland, who is the 'Registered Manager.'



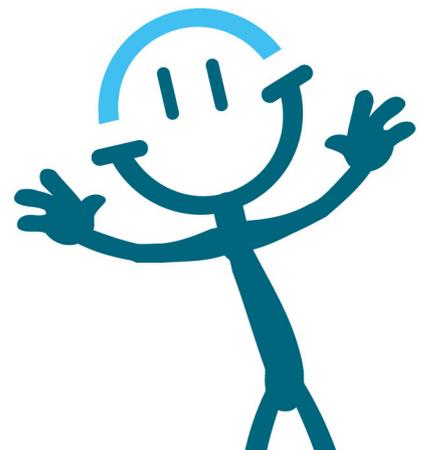
3 Management structure and staffing

Fostering People organisational structure – January 2020



Notes

1. Details correct at 31/01/2020.
2. The Managing Director, Registered Manager, Service Managers hold a recognised management qualification.
3. All Social Workers, Service Managers and the Managing Director, Registered Manager are professionally qualified and registered with Social Work England.
4. At Fostering People the Registered Manager has access to and support from a centrally based support staff comprising: Executive Director of Finance, Head of Education, Head of Human Resources, Head of Learning and Development, Marketing Manager, Health and Safety Consultant, Recruitment and IT Manager.



4 The way in which we work to achieve our objectives

Recruitment & Assessment

Fostering People are committed to equal opportunities. We take an inclusive approach to ensure that we recruit foster parents with a wide range of skills and experience and which reflect the cultures and communities around us. Fostering People welcomes applications to become a foster parent regardless of gender, marital status, sexuality, race, disability, religion, culture or employment status. Once a prospective foster parent has made an enquiry our recruitment service will contact them to discuss their suitability to foster. If appropriate a home visit will be completed. This will allow the prospective foster parent and the agency to further discuss the family's wish to foster and their suitability to progress to assessment. Following this, a rigorous assessment and approval process is undertaken with each prospective foster parent. These assessments are completed by qualified and experienced social workers and are presented to our Fostering Panel.

Fostering People, with our partners Nutrius Central Services, manage our recruitment service, which consists of a service manager (assessment), an assessment manager, an enquiry and recruitment officer along with a carer recruitment adviser and 2 recruitment support officers (one full-time and one part-time). Fostering People's Fostering Panel is managed by the performance improvement manager (panel adviser), and the panel is supported by a panel administrator.

Providing children and young people with a high quality family placement matched to their individual needs.

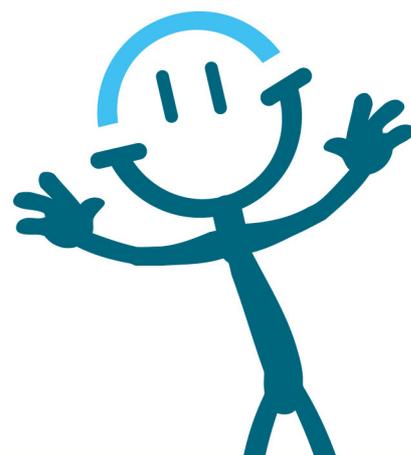
- We recruit foster carers with a wide range of skills and experience.
- A rigorous assessment and approval process

is undertaken with each foster carer.

- Carers are provided with regular supervision and we undertake comprehensive reviews.
- Children and young people are carefully matched with foster carers able to meet their needs, using a checklist to ensure every important aspect is considered.

Safe and nurturing environments and experiences for children and young people.

- A child specific Safer Caring Plan is completed at the start of every placement. This is updated annually or whenever circumstances change.
- We ensure the homes of our foster carers fulfil all health and safety requirements.
- We ensure that all foster carers are competent and confident in safer caring and in protecting children from harm.
- At least two unannounced visits are made to foster homes each year.
- The agency and carers are keenly aware of the established potential link between children who go missing and child sexual exploitation, and are proactive in discussions with young people and local authorities where there are concerns.



Ensuring that the voice of the child or young person is heard in all decisions about their lives.

- Foster carers encourage children and young people to make choices in their daily lives.
- Children and young people are encouraged and supported to attend and contribute to meetings such as the Reviews of their care plan held by the responsible authority.
- Foster carers advocate for children and young people, so that their needs are met and problems resolved.
- Information and assistance is provided for children and young people to access an independent advocate when needed.
- The views of children and young people are monitored at foster carer reviews, and also in the monthly management meetings, and actions are taken in response.
- Fostering People is proactive in encouraging the delegation of authority for everyday decisions to the foster carer, to enable them to support the child or young person's reasonable choices in their lives.

Ensuring that foster carers and their family are respected as an integral part of the core team around the child.

- We have developed materials called 'Speak Out Loud' to help prepare the birth children of prospective foster carers for fostering. Well-prepared birth children are better able to care for our looked after children.
- The delegation of authority to foster carers to make reasonable and appropriate decisions on behalf of their foster child is actively promoted by Fostering People.
- Foster carers and their foster children are listened to and involved in decision-making and planning, and are provided with full information about each other.
- Accessible methods of communication are utilised to ensure that disabled children are able to fully communicate their views.
- Foster carers have access to a legal advice helpline and specialist independent support

scheme.

- A level of financial support is provided that values the skills of foster carers.

Providing foster carers with the training they require to achieve the desired outcomes for the children and young people in their care.

- Foster carers have a comprehensive induction programme, which ensures they receive training in their role as a foster carer in a systematic manner.
- A full programme of core and advanced courses are available and foster carers' training needs are constantly monitored through supervision.
- Foster carers are encouraged to take responsibility for their own professional development through the creation of individual training profiles.
- Foster carers are able to access training on-line and well as via class room based sessions.
- Where the agency is not able to provide a specific training course for foster carers, learning is enabled in an alternative way such as through reading material or an external course.
- The agency will support carers that wish to undertake further training through a diploma or equivalent.
- Fostering People foster carers are committed to attending training and support groups on a regular basis to help maintain good standards of care and develop their skill base and knowledge.



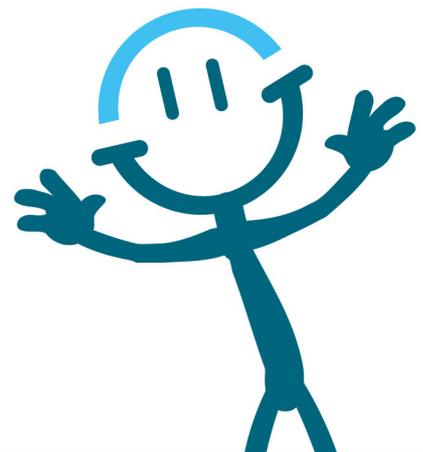
Doing everything possible to guarantee a stable placement, free from disruption, where a child or young person's needs are understood and met.

- We help children and young people to settle into new placements by providing them with information about their foster carers in a Family Profile.
- Wherever possible, pre-placement planning takes place, including introductions between the child or young person and their foster carers.
- Placement plans are prepared with the responsible local authority prior to each placement which include essential information, care plans and clarity of delegation of authority to foster carers regarding the placement.
- Foster carers and children/young people are provided with access to support 24 hours a day, 7 days a week.
- The supervising social worker provides monthly supervision and regular telephone support.
- Where there are concerns about the possible unplanned ending of a placement, a meeting is held with the local authority and other agencies to attempt to address those concerns.
- If a placement disrupts, a Disruption Meeting will endeavour to learn lessons from this sad event to avoid a similar occurrence in the future.
- Foster carers are resilient, and committed to doing all they can, supported by the agency, to make the placement work, and to make a

positive impact on the lives of children and young people.

Foster carers and staff are committed to collaborative working with children and young people, their families, the commissioning local authority and other agency colleagues in pursuit of positive outcomes for children and young people.

- Fostering People staff and foster carers are committed to working together, and with other professionals involved with children and young people, in an open, honest and respectful manner.
- Fostering People has developed a Foster Carer's Charter, following national consultation with foster carers, young people and staff.
- All significant incidents are promptly shared with the responsible authority.
- Social workers for children and young people receive comprehensive reports for each review of the care plan, which monitor outcomes for each child or young person.
- The agency has processes in place to monitor progress and celebrate achievements.



5 Services provided by Fostering People

5.1 Fostering placements

Fostering People offers a wide range of placements for children and young people of all ages with foster carers. All placements are 'matched' to ensure a good fit between the needs of children and young people and the skills and experience of foster carers to meet those needs. Many Fostering People foster carers have extensive experience and/or training in specialised areas of care e.g. caring for those who have been sexually abused; dealing with challenging behaviour. Needs and placement solutions are carefully and continuously monitored and supported.

All placements must be negotiated through the child or young person's care authority (the Local Authority) either through individual placement contract or as part of a wider contract of service provision commissioned by the Local Authority.

Long-term placements

Many Fostering People foster carers have a definite interest in providing placements for children/young people or sibling groups on a long term/permanent fostering basis, usually for the remainder of a child's/young person's minority.

Bridging placements

A bridging placement generally forms part of a longer-term plan for a child or young person and can sometimes be of two years duration. In such placements Fostering People foster carers work with children/young people and their families toward reunification, or prepare children/young people for joining adoptive or long term/permanent fostering families or for moving to a semi-independent or an independent living arrangement.

Short term placements

Fostering People foster carers undertake task centred work with children/young people and their families in situations where the purpose of a placement, and the intended duration, are explicit or can be estimated with relative accuracy.

Emergency placements

Fostering People provides a twenty-four hour service. Many Fostering People foster carers are able to accept unforeseen, emergency placements for individual children or sibling groups.

Parent and child placements

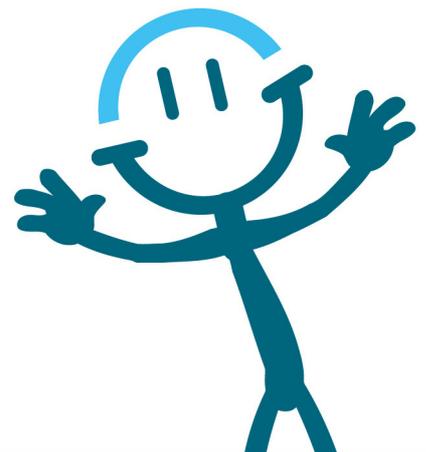
Some Fostering People foster carers can offer placements for parents with their child/ren.

Services for Disabled Children

Fostering People can deliver a range of services for disabled children including long term, short term, short break schemes and emergency foster cares.

Remand placements

Some Fostering People foster carers are able to offer placements to young people currently on remand. These placements are carefully matched and our carers are skilled at working with all professionals involved.



Transitions placements

We offer placements to children and young people who are ready to move on from residential care into a family environment. Transitions placements offer additional support ensuring a successful transition into foster care.

Mockingbird placements

One Mockingbird constellation is in operation in the East Midlands region. The constellation consists of one hub carer, eight satellite families supporting 19 young people.

Placement regulation

All placements of children and young people with Fostering People foster carers are made and monitored in accordance with the Fostering Services Regulations 2011 (updated in 2013 and 2015).

This means that:

- All foster carers are properly approved, reviewed and have signed a 'Foster Care Agreement.'
- All children's placements are made using individual 'Foster Placement Agreements' which are prepared either before or at the point of placement and which include essential information sharing and information about the placement plan.
- Wherever possible pre-placement planning is undertaken, including introductions between foster carers and child(ren). For emergency placements, immediate care and placement planning is given very rapid attention.

5.2 Social work service

All children and young people placed with Fostering People foster carers should have their own social worker from the relevant Local Authority who will maintain contact with them throughout placement, conduct statutory visits and make care planning decisions with and for them.

Additional to the child's social worker, a Fostering People supervising social worker is allocated to support and supervise every Fostering People foster carer with the placements they provide.

Fostering People supervising social workers will:

- Maintain frequent contact with the foster carer and children in placement through placement visits and telephone calls
- Make unannounced visits to the foster home
- Provide advice, guidance and support to the foster carer on his/her care of children in placement
- Participate in out-of-hours support to foster carers
- Co-ordinate other support services as appropriate e.g. support work, respite care provision
- Liaise with other professional service providers who may be involved and contribute to formal meetings about care plans
- Identify and help respond to foster carers' training needs
- Keep careful records of the progress of placements



6 Quality assurance

We have a belief in continuous improvement, and give careful attention to all feedback about our fostering agency offered by any individuals or organisations.

Representations and complaints procedure

All children and young people placed with our foster carers are informed of the Representations and Complaints Procedures straightaway through the Children's Guide to Fostering People, which is explained to them by their foster carers. Leaflets about the complaints process are also available which are designed to offer clear information to the wide age range of children and young people placed with us. All foster carers, staff and placing local authorities are provided with information about the Fostering People Representations and Complaints Procedure through the Foster Carer Handbook, placement documentation and induction. This includes reference to the right of any service user (or anyone acting on their behalf) to make any complaint to the statutory regulator (Ofsted) or appropriate local authority.

Complaints and compliments

The Fostering People Representations and Complaints Procedure places an emphasis on resolving complaints at a local level, i.e. Stage One Local Problem Solving. Records of investigations and the outcome of complaints resolved informally are held by the Registered Manager, and lessons learned from these complaints are used to inform service improvement. A record is also maintained of all compliments received from service users/local authorities.

External Inspection

As a registered children's social care service, Fostering People is subject to regular external inspection by Ofsted. Fostering People welcomes such inspection and is proud of the outcomes. The reports of these inspections are publically available via the Ofsted website: www.ofsted.gov.uk

Ofsted may be contacted at:

Ofsted
Piccadilly Gate
Store Street
Manchester M1 2WD
Tel: 0300 123 1231

Service improvement

We promote a culture of continuous improvement, giving careful attention to feedback about our services provided by any individuals or organisations. Operational staff are supported by the Quality Assurance Team (and other specialists) who focus on assuring quality in every aspect of our service.



**For further information about Fostering People,
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