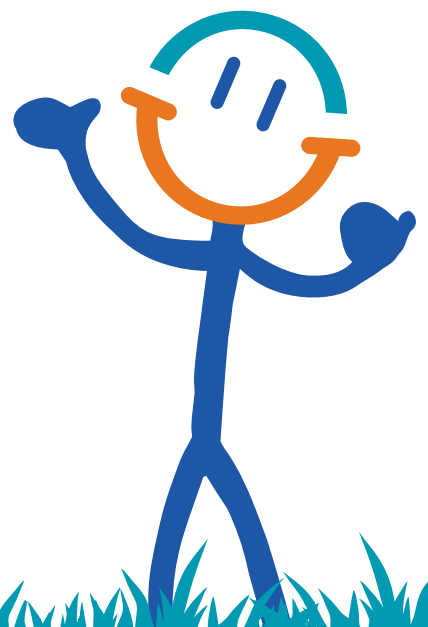
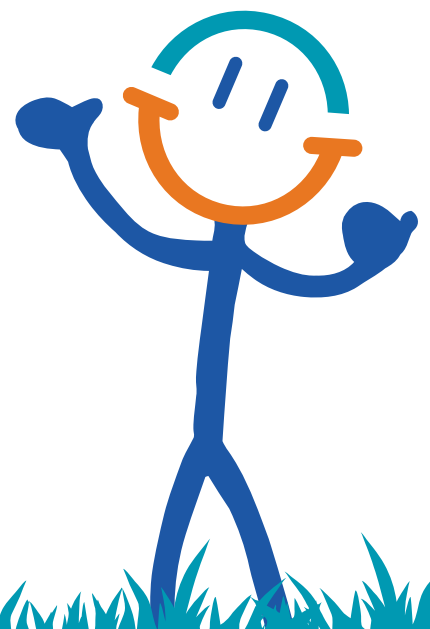


**Statement of  
Purpose  
Scotland  
Issue 14  
February 2022**



- 1 Aims and objectives
- 2 Status and constitution
- 3 Management and structure and staffing
- 4 The way in which we work to achieve our objectives
- 5 Services provided by Fostering People
- 6 Quality assurance
- 7 Covid-19 Coronavirus pandemic



# Introduction

This document sets out the Statement of Purpose for Fostering People, offering fostering placements for children and young people in partnership with their placing local authorities.

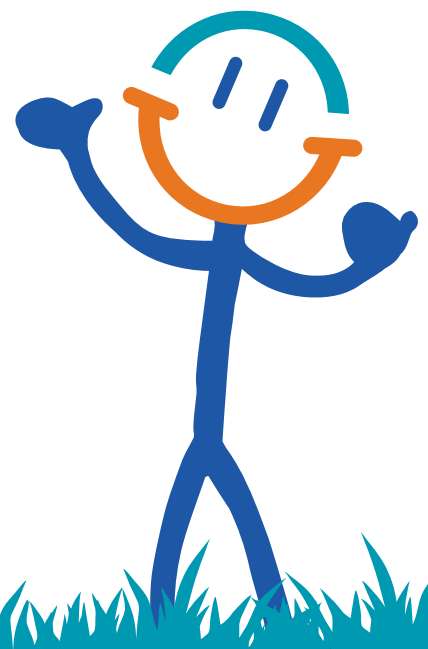
The Fostering People Statement of Purpose provides a range of information which is intended for a wide audience including:

- Fostering People staff
- Foster carers and prospective foster carers
- Children and young people – who are placed with Fostering People foster carers
- 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 Regulation of Care (Scotland) Act 2001
- The Children (Scotland) Act 1995
- The Adoption (Scotland) Act 2007
- Public Services Reform (Scotland) Act 2010
- Health & Social Care Standards; My Support, My Life
- Looked After Children (Scotland) Regulations 2009
- The Children and Young People (Scotland) Act 2014

The Statement of Purpose is reviewed and updated at least annually by the Fostering People Board of Directors.



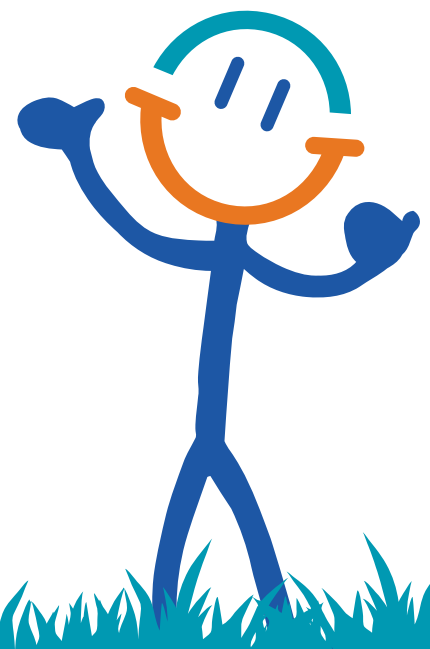
# 1 Our mission:

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:

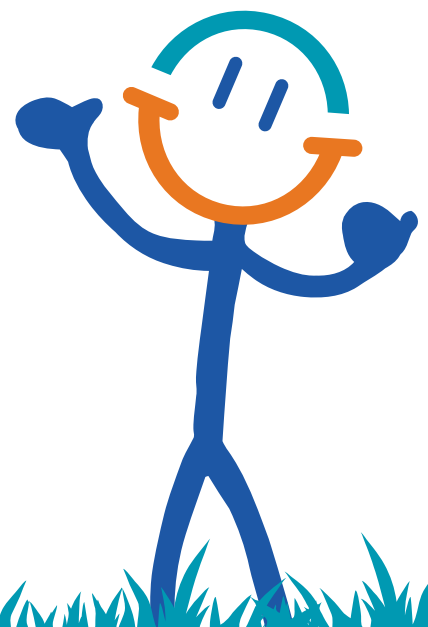
- To provide children and young people with a high quality family placement matched to their individual needs.
- To ensure safe and nurturing environments and experiences for children and young people which promote and enrich all areas of wellbeing.
- To promote resilience and enable children and young 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

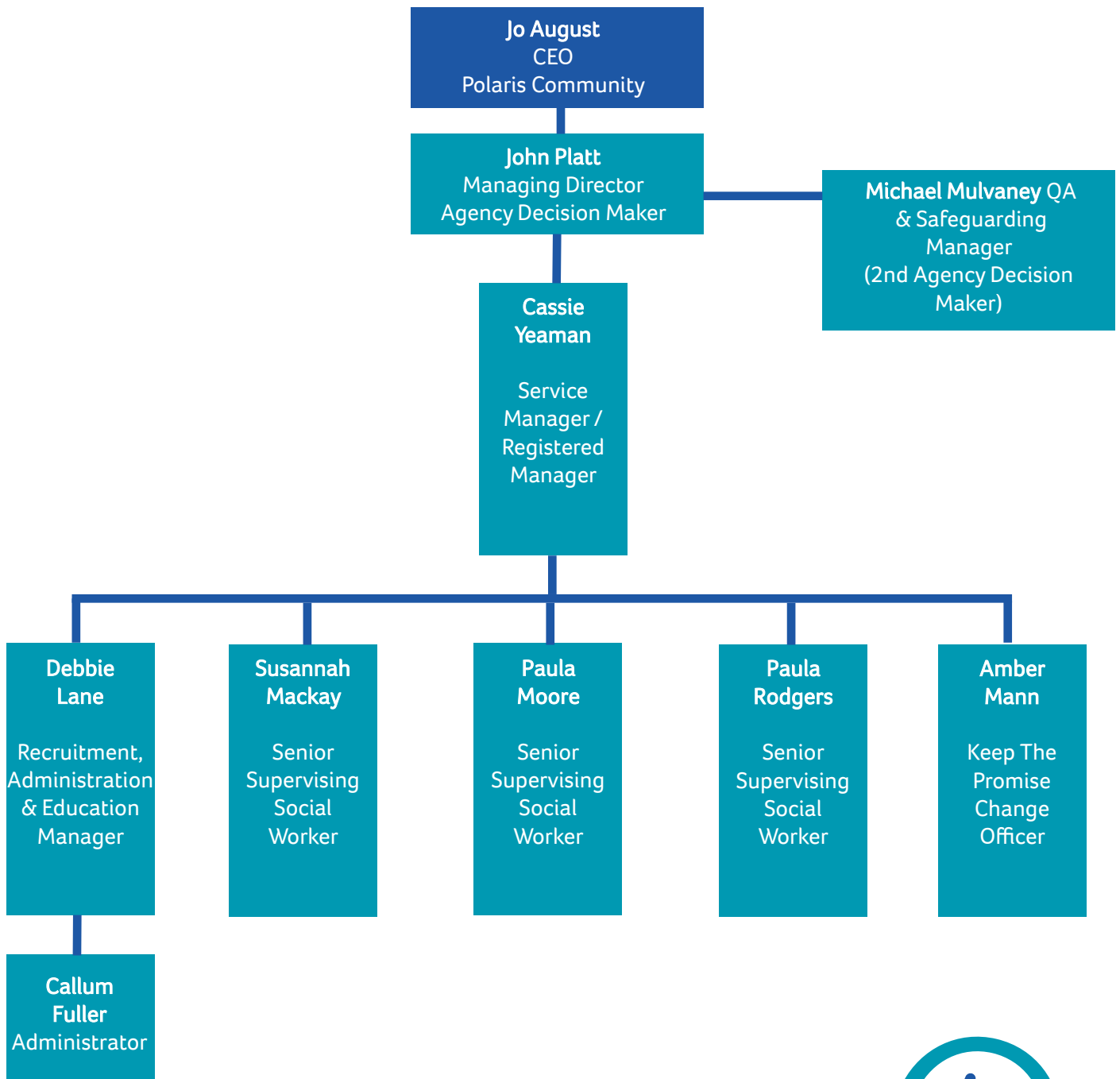
Fostering People is a private limited company registered under the Companies Act 1985 (Company Number 416732) and is a wholly owned subsidiary of Polaris (Company Number 06023385). It is registered as an Independent Fostering Provider under provision of the Regulation of Care (Scotland) Act 2001 and regulated by the Care Inspectorate.

The Polaris Board of Directors meets regularly and is responsible for strategic direction and corporate and financial governance of the company. In accordance with the Regulations of Care (Scotland) 2001 and Public Service Reform (Scotland) Act 2010, John Platt is the 'Managing Director and Agency Decision Maker for Fostering People. John Platt, reports directly to the board and line manages Cassie Yeaman, the Service Manager.



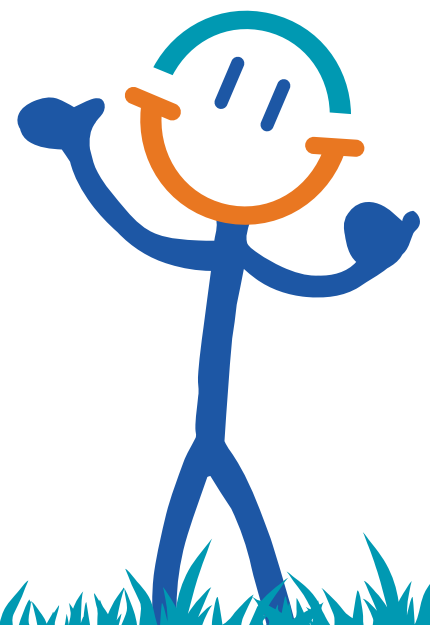
# 3 Management structure and staffing

Fostering People organisational structure - January 2022



**Notes:**

- 1. Details correct at 31/01/2022.
- 2. The Managing Director and Service Manager all hold a recognised management qualification.
- 3. The Service Manager and all social workers are registered with the Scottish Social Services Council, the Managing Director is registered with the General Social Work Council.
- 4. The Fostering People Managing Director 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, Health and Safety Consultant, Recruitment and Marketing and IT Manager.



# 4 The way in which we work to achieve our objectives

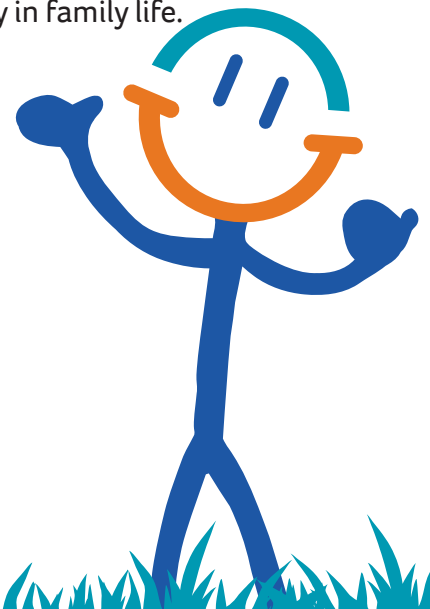
## 4.1 Providing children and young people with a high quality family placement matched to their individual needs.

- We recruit foster carers with a wide range of skills and experience.
- A rigorous assessment, approval and preparation process is undertaken with each foster carer.
- Carers are provided with high quality regular supervision and support 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.

## 4.2 Safe and nurturing environments and experiences for children and young people which promote and enrich all areas of wellbeing.

- A placement risk assessment and Safer Caring plan are completed during the matching and placement process and 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.
- Foster carers are supported to promote the health of children placed by providing healthy meals, opportunities and encouragement for exercise, access to outdoor play and recreation and role modelling healthy lifestyle choices.

- Foster carers receive training and guidance in relation to medication and individual health needs of children and young people.
- All health appointments and meetings are recorded and monitored.
- Foster carers are expected to encourage and support young people to fulfil their educational potential as any “pushy parent” would.
- Fostering People supports carers with information and training about educational matters.
- A range of training provides carers with the knowledge to understand the impact of adverse childhood experiences on the children and young people they are caring for and therapy support may be accessed depending on need, in consultation with the responsible local authority.
- There are organised events and groups for carers and young people to encourage participation and involvement in the agency and an opportunity to develop friendships and build support networks.
- Foster carers support children and young people to have contact with their birth families and to maintain important links and relationships where appropriate.
- Foster carers are supported to provide nurturing placements where children and young people can experience love, a sense of belonging and be included fully in family life.



### 4.3 Promoting resilience and enabling children and young people to achieve their potential in life.

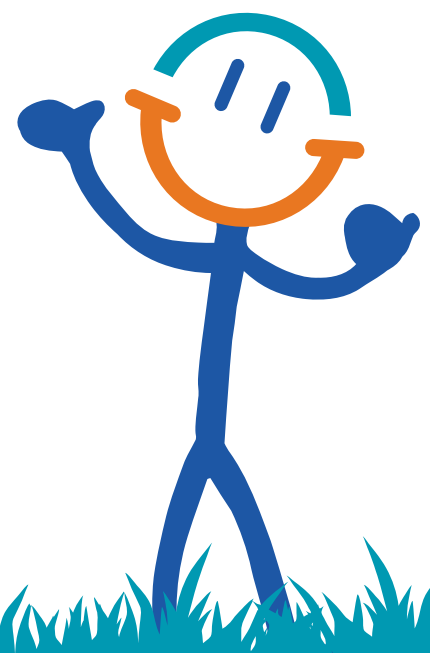
- Foster carers and staff are provided with training and support to develop a “trauma informed” approach to their practice which can help build resilience in children.
- Foster carers and staff use the PACE (Playful, Accepting, Curious, Empathic) model in their work with children and young people.
- Foster carers and staff promote and celebrate the achievements and talents of children and young people through various competitions, initiatives, events and regular newsletters.
- Foster carers are expected to encourage children and young people in their interests, hobbies and activities.
- Foster carers are trained and encouraged to use strategies with children and young people which build confidence, develop problem solving skills, improve self-esteem and combat the effects of toxic stress.
- Foster carers are expected to support children and young people to develop the appropriate life skills they will need to prepare them for their future lives.

### 4.4 Respecting and promoting the racial, cultural, religious and linguistic backgrounds of children and young people.

- Fostering People is able to provide placements which meet the needs of a diverse range of children and young people, including those who may be seeking asylum.
- We encourage foster carers to reflect and look at the effects of discrimination in all parts of the community, and to recognise that for many children discrimination is a fact of everyday life.
- Foster carers are proactive in seeking opportunities for children and young people to explore and affirm their cultural and religious heritage.
- The agency supports Black History Month with events or promoting them to foster families.

### 4.4 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, Children’s Hearings and Reviews.
- 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 taken in response.
- Fostering People facilitates a rights based group for Looked After Children which meets regularly and provides an opportunity for them to take part in fun activities, discussions and projects.
- Foster carers are provided with training on the Children’s Rights Movement for Looked After Children & Young People.
- Foster carers sign up to a “promise” to listen to the children/young people they are caring for and to ensure that their voices are heard.





#### **4.5 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.
- 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 which values the skills of foster carers.

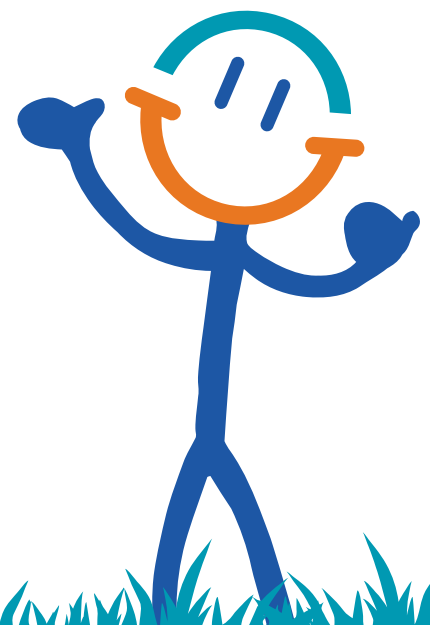
#### **4.6 Providing foster carers with the training they require to achieve the desired outcomes for the children and young people in their care.**

- 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 carer’s training needs are constantly monitored through supervision.
- Foster carers are encouraged to take responsibility for their own professional development through their own individual training plans.
- Where the agency is not able to provide a specific training course for carers, learning is enabled in an alternative way such as through reading material or an external course.
- The agency will support carers who 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 skills base and knowledge.

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

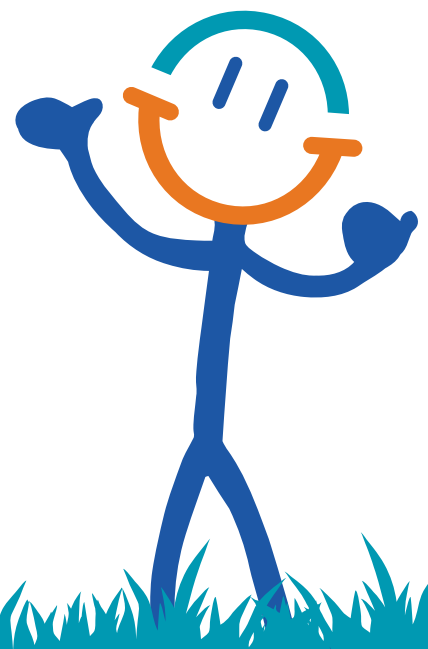
- We help children and young people to settle into new placements by providing them with information about their foster carers in a Family Profile.
- Wherever possible, pre-placement planning takes place, including introductions between the child or young person and their foster carers.
- Placement Agreements are prepared with the responsible local authority prior to each placement which include essential information 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 take place to 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.

**4.8 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 & Permanent 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, which can be for the remainder of a child/young person's childhood.

### Bridging placements

A bridging placement generally forms part of a longer-term plan for a child or young person. 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.

### Interim 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

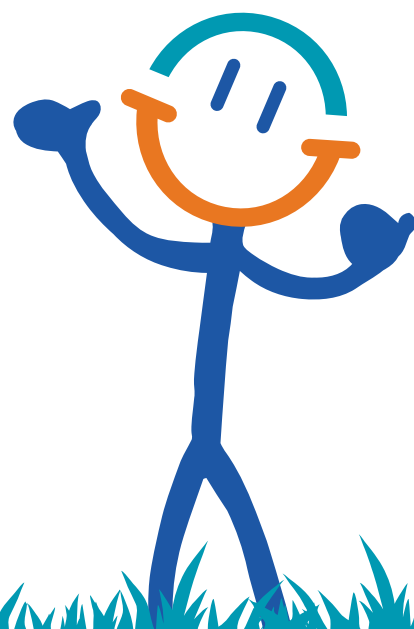
Fostering People provides a twenty-four hour service. Many Fostering People foster carers are able to accept unforeseen, emergency placements for individual children or sibling groups.

### Parent and child placements

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

### Disability services

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



## 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.

### Placement regulation

All placements of children and young people with Fostering People foster carers are made and monitored in accordance with the Regulation of Care (Scotland) Act 2001, and the Looked After Children (Scotland) Regulations 2009.

#### 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.

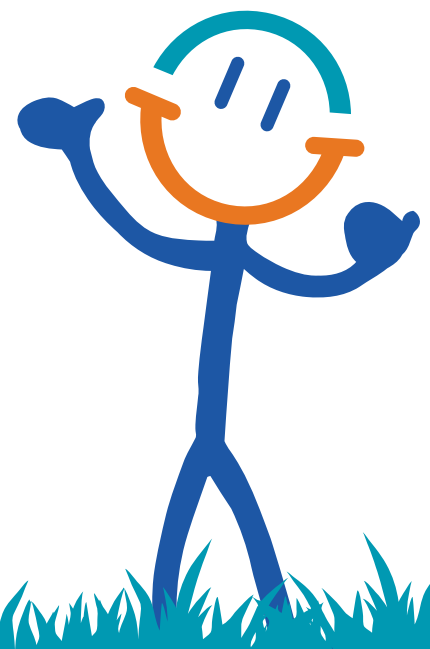
## 5.2 Social work service

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 straight away through the Children's Guide to Fostering People, which is explained to them by their foster carers. Leaflets and posters 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 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 Operational 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 Scotland is subject to regular external inspection by the Care Inspectorate. Fostering People welcomes such inspection and is proud of the outcomes. The reports of these inspections are publically available via the Care Inspectorate website:

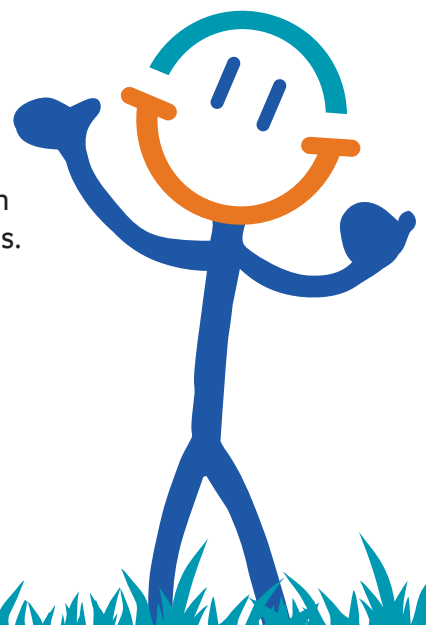
<http://www.careinspectorate.com>

## Care Inspectorate may be contacted at:

Compass House  
11 Riverside Drive  
Dundee  
DD1 4NY  
Tel: 0345 600 9527

## Service improvement

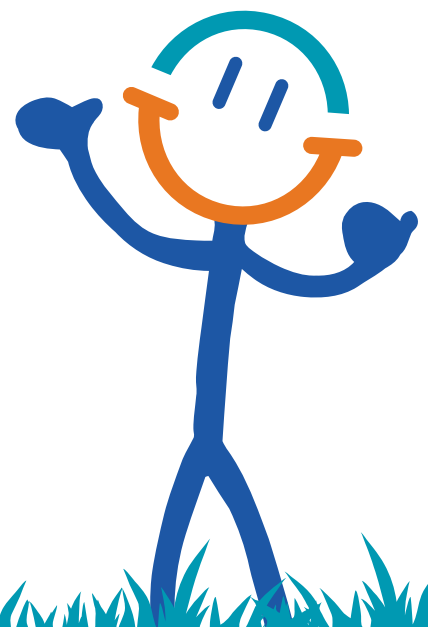
We promote a culture of continuous improvement, giving careful attention to feedback about our services provided by any individuals or organisations. Operational staff are supported by Quality Assurance a Team (and other specialists) who focus on assuring quality in every aspect of our service.



## 7 Covid-19 Coronavirus pandemic

Fostering People has continued to review its practice in line with evolving government guidance throughout the Covid 19-Coronavirus pandemic. At all times, the agency has endeavoured to prioritise the safety and wellbeing of children living with its foster families through the best possible support to foster parents.

Equally, Fostering People has endeavoured to protect children families and staff from the pandemic as far as possible and this has required flexible working practices when necessary. This flexible approach will continue for as long as necessary throughout 2022 and 2023.



For further information about Fostering People, please contact our Scotland office:

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