

Fostering People Scotland Limited Fostering Service

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Type of inspection:

Announced (short notice)

Completed on:

19 December 2018

Service provided by:

Fostering People Scotland Limited

Service provider number:

SP2012011912

Service no:

CS2012311047

About the service

The Care Inspectorate regulates care services in Scotland. Information about all care services is available on our website at www.careinspectorate.com.

Fostering People Scotland Limited was registered with the Care Inspectorate on 12 March 2013.

This was the fourth inspection of the service since their registration. The manager of the service reports to the managing director of Fostering People, a branch of Core Assets.

At the time of inspection, the service had 28 fostering families providing a range of fostering placements.

The service vision states:

Young people are at the heart of everything we do. Fostering People Scotland Limited was founded with the aim of providing great quality fostering placements to children locally. We want to have a positive and lasting effect on young lives and we know that by working in partnership, we can change lives together. As an outstanding agency, we have high expectations of ourselves and our carers.

What people told us

We spoke with a focus group of 12 foster carers, visited some foster carers in their homes and spoke to others informally. We spoke with young people using the service and we met with the staff team, the service manager and the managing director. We also spoke with two independent assessors over the phone.

Feedback for the service was overwhelmingly positive. Both carers and young people could not identify areas that Fostering People Scotland Limited could improve on and reported that they felt exceptionally supported and actively empowered by the service. Young people told us about their homes and their families. They told us that they felt loved and happy despite some of the difficult challenges being part of a foster family can bring. Foster carers were fiercely proud their children and spoke about their dreams and aspirations for them which included their birth families.

Self assessment

We did not ask the service to submit a self-assessment this year.

From this inspection we graded this service as:

Quality of care and support	6 - Excellent
Quality of staffing	not assessed
Quality of management and leadership	6 - Excellent

What the service does well

This outstanding service demonstrated excellent outcomes for children and young people. Overwhelmingly, all children and young people and foster carers that we spoke with told us that they were receiving an exceptional service in all aspects of fostering work.

All foster carers and staff were aware of expectations in relation to child protection practices and were confident in undertaking every aspect of this. We found that several sector leading training programmes had been developed and delivered by the managing director. Providing a historical context to aspects of foster care, such as safer care and the emergence of children's rights, further informed foster carers' knowledge base and reinforced the importance of ensuring children's voices are listened to. As a result, foster carers were exceptional advocates for children and young people and one young person told us:

'(My foster carer) speaks up for me, and she's fierce. She always has my back one hundred per cent and I never need to worry. She'll speak to the school as well and get things sorted.'

A rights based group for the children and young people using the service had been set up to support the voice of the young people. We heard from them about some of the work they were being proactively encouraged to do in relation to the Scottish Government's root branch review of the looked after children's system in Scotland. The group members spoke articulately about the issues that were relevant to them and how they were being well supported by the people around them. They all told us that they received an exceptional service from Fostering People Scotland Limited. All of the young people we spoke with told us they felt loved, celebrated and that their foster families were very proud of them. Every foster carer we spoke with spoke passionately and proudly about the achievements and aspirations they held for the young people they looked after. Foster carers reported that they felt highly skilled and confident in their roles and less stressed as a result of knowing the exceptional levels of support they receive when they need it.

A resounding, professional culture of respect and inclusion was inherent in every aspect of Fostering People Scotland Limited. A simplistic rights-based approach to leadership drove all-encompassing participation strands and foster carers and young people who knew that they lead on driving the service improvements in the areas that were important to them.

A flat management structure with a highly skilled, humbly passionate and outcome driven leadership team was evidencing an exceptional and sector leading fostering service.

What the service could do better

All of the areas that the service identified for improvement were areas that will continue to sustain, enhance and develop the quality of the service currently being provided.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

Inspection and grading history

Date	Type	Gradings
1 Dec 2016	Announced (short notice)	Care and support 5 - Very good Environment Not assessed Staffing 5 - Very good Management and leadership 5 - Very good
23 Jan 2015	Announced (short notice)	Care and support 5 - Very good Environment Not assessed Staffing 5 - Very good Management and leadership 5 - Very good
6 Feb 2014	Announced	Care and support 4 - Good Environment Not assessed Staffing 4 - Good Management and leadership 4 - Good

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