



# Vision

(What we aim to achieve)

**Our vision is to work collaboratively to create a brighter future for the children in our care, transforming their lives for the better.**

# Mission

(Purpose and what we do to achieve it)

**Our mission is to empower and support our foster carers, in a culture of professional curiosity, enabling them to inspire the children in their care to recognise their value and grow into their authentic selves. Our leadership team is dedicated to upholding and championing these values and standards throughout the organisation.**

## For Children

We pledge to Keep The Promise so that children can grow up loved, safe and respected so that they realise their full potential.

- We strive to create a safe, nurturing, and supportive environment where children can build self-worth, confidence and identify.
- We understand the importance for children of consistency, stability, and emotional availability.
- We encourage aspirations, celebrate achievements, and support growth.
- We offer opportunities for learning, fun, and new experiences.
- We prepare young people for adulthood with key life skills.

## For Foster Carers

- We recognise that fostering is a professional role, we provide ongoing support, training, and guidance to equip foster carers for the responsibilities this brings.
- We equip foster carers to handle challenges with compassion and resilience.
- We encourage collaboration and shared learning and provide space and opportunities for this to be encouraged.

## For All

- We uphold professionalism, honesty, and accountability and treat each other with respect, fairness and kindness at all times.
- We recognise when things could have been done differently, support each other, and ensure we learn from every experience.
- We work together to follow care plans and meet children's needs.
- We understand and relate to the impact of trauma and adversity on the lives of children, foster carers and staff.
- We understand the role we play in modelling positive behaviours and create a culture of respect and kindness.

# Values

(Core Principles and Ethics)

**“Empowering Change is at the heart of Everything we do”**

### Professionalism and Accountability

- We uphold integrity by meeting our commitments, maintaining accurate records, and respecting all professionals involved in the care process.

### Resilience and Determination

- We remain committed in the face of challenges, take responsibility for our well-being and actions, and always seek solutions with perseverance.

### Empathy and Compassion

- We understand and support children through trauma, foster a sense of belonging, and prioritise their emotional and developmental needs.

### Collaboration and Growth

- We work together to support foster carers, encourage mutual learning, and advocate children's needs to help them reach their full potential.

