



Foundation Fostering



Statement of Purpose

This Statement of Purpose is designed to inform you about the values, structure and provide key information regarding Foundation Fostering and is written in accordance with Regulations, statutory guidance and national minimum standards including:

- Care Standards Act 2000
- The Children and Young Persons Act 2008
- The Children Act 1989 and 2004
- Fostering Services (England) Regulation 2011

The Statement of Purpose is available to all foster carers, prospective foster carers, and children/young people in placement, parents, and colleagues from Local Authorities and other agencies. A copy of the Statement of Purpose is also made available to Ofsted. This Statement of Purpose is updated regularly to reflect the changes and developments within the Agency.

The Statement of Purpose is available on the Foundation Fostering website and is reviewed and updated regularly.

Our Mission Statement



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Our mission is to provide children and young people with a happy and safe home life and positive outcomes through looking after the well-being and development of our foster carers with integrity, respect and understanding.

About Us

Foundation Fostering was founded in 2013 and became a limited company in 2017. Foundation Fostering has become established as a provider who puts the interests of its community at the heart of everything that it does.

This is achieved through the recruitment, support, development and training of our staff and foster carers.

The aims and objectives of Foundation Fostering can be summarised as:

- (a) To uphold the safeguarding and welfare of children and young people as being of prime importance.
- (b) All fostered children to be provided with a well-planned, stable, and high-quality placement that will enhance their life chances.
- (c) To recruit, train and retain foster carers, from a range of backgrounds and experiences with the potential to offer a high standard of foster care to children and young people.
- (d) To provide excellent support and services to foster carers, by suitably experienced, skilled, and qualified social work staff, managers, and administrative support staff.
- (e) To provide holistic services for our children and young people that assist in improving outcomes and demonstrate a real and measurable difference to children and young people's lives.



(f) To achieve and maintain an 'Outstanding' Ofsted rating in all categories through a commitment to learning lessons and thereby ensuring ongoing improvement.

(g) To recruit, develop and support our foster carers and staff, to enable them to provide DDP informed therapeutic parenting approaches.

To achieve these aims the agency is based on the following objectives:

- Provide a responsive, supportive, professional 24-hour service for foster carers, looked after children and purchasers.
- To deliver foster carer placements that provide looked after children with a stable and consistent experience of a safe, warm, and caring family life, to maximise and enhance their potential.
- Promote a child centred approach throughout our practice, having the child's welfare as paramount in all our decisions.
- Ensure careful matching of a child's needs and wishes with the skills and qualities of a foster carer.
- Recruit and retain foster carers from diverse backgrounds ensuring a choice of appropriate placement options for children and young people.
- Ensure the cultural and diversity needs of each child and young person are met.
- Promote the educational achievement of young people enabling them to benefit from a range of educational activities.
- Enable young people to develop social interests, hobbies and take part in a range of activities.
- Promote a healthy lifestyle and ensure that every child's emotional and physical health needs are met.
- Promote contact with the birth family & significant others during a placement.
- To ensure that all foster carers have access to timely support, training, and guidance from suitably qualified social workers.
- A commitment to on-going learning and professional development of



the agency, foster carers, and staff.

- A commitment to developing our practice through user consultation and participation.
- To always deliver best value.
- For our care experienced people to be a member of our community for life.

Management Structure and governance

CEO: Stephanie Clay

Operations Director: Naomi Ebanks-Simpson

Responsible Individual : Sarah Corsi

Registered Manager: Michelle Morris

Agency Decision Maker – Sarah Corsi and Naomi Ebanks-Simpson

Foundation Fostering strategic direction is overseen by the CEO, Operations Director and the Responsible Individual. The Registered Manager is responsible for the day-to-day operations with support of the Team Manager, with practice oversight by the Responsible Individual and Operations Director.

The roles and responsibilities of staff are as follows:

CEO: Stephanie Clay, DipSW

The CEO is responsible for business development and strategic oversight. The CEO works closely with the Operations Director.

Operations Director: Naomi Ebanks-Simpson, DipSW. Social Work England Registered.

The Operations Director provides practice oversight and support and line management of the Responsible Individual.

Responsible Individual: Sarah Corsi. Diploma in Social Work. Social Work England Registered

The Responsible Individual ensures that the quality assurance standards within the agency are maintained. The Responsible Individual provides support and line management of the Registered Manager.

Registered Manager: Michelle Morris. Diploma in Social Work. Social Work England Registered.

The Registered Manager's role is the day-to-day management of the agency ensuring that the Safeguarding and Welfare of the children placed in the agency is promoted. Responsibilities include managing and supervising staff including recruitment, selection, induction, training, staff development and staff appraisal processes. The Registered



Manager manages the allocation of work and monitors the 'Experience and progress' of each individual child/young person.

Team Manager: Alicia Savage. Diploma in Social Work. Social Work Registered.

The Team Manager's role is to support the Registered Manager in the day to day management of the agency. Responsibilities include managing and supervising the Supervising Social Workers and Support Workers, involvement in the recruitment and training of foster carers and staff.

Therapeutic Lead. Ian Taylor. DipSW

The Therapeutic Lead in consultation and partnership with the team, our fostering families, children and young people and stakeholders, is responsible for realising our collective therapeutic ambitions for our service. Taking a lead on the development, planning and implementation of a Trauma informed, and attachment based therapeutic framework within the agency in addition to shaping and delivering the training and development. He has over thirty years' experience in social work, Therapeutic communities, and Adolescent forensic services. The Therapeutic Lead is a trauma -informed and therapeutic practitioner with extensive direct practice experience and training and grounding in Dyadic Developmental Psychotherapy (DDP) and Internal Family Systems Therapy (IFS).

The Agency Decision Maker - Sarah Corsi DipSW and Naomi Ebanks-Simpson DipSW.

The Agency Decision Maker makes timely, quality, and appropriate decisions in relation to the panel's recommendations in line with the overriding objective to promote the welfare of children in foster care. The Agency Decision Maker is professionally qualified and is a highly experienced manager within the fostering sector.

Finance Manager. Jessica Barnett

The Finance Manager works closely with the CEO, Operations Director and Registered Manager in relation to the financial performance of the agency whilst also having responsibility for the financial reporting requirements.

Education support practitioner. Helen Eadon

The Education & Wellbeing Officer ensures Regulation 16(1) and NMS 8 are adhered to and there is effective liaison with schools/colleges and virtual heads. She attends all PEPs and promotes the wellbeing and education of children in placement.

The Team Administrators. Heather May and Jake Klair

The Team Administrators provide vital administration support to the team. The Team Administrators are responsible for all areas of administration whilst also offering additional support responsibilities such as Panel Administrator, training administration and marketing.

Supervising Social Workers. Simone O'Keeffe. Saran John. Grace Lander. Jodie Bedenham. Julian Salmon. Ian Loffman.

Foundation Fostering recruits suitably qualified, registered and experienced Social Workers. Supervising Social Workers undertake the recruitment, approval, training, monitoring, and support functions related to foster carers. Alongside this the Supervising Social Workers

may have areas of specialism such as DDP practitioner and Learning and Development support.

Some of the Supervising Social Workers have also undertaken additional specialist training such as DDP and Therapeutic Life Story, supporting their areas of specialism.

Family Support Worker. Elinor Smith and Hannah Stokes.

The Family Support Workers provide additional support to carers and children where required, covering tasks such as transport to appointments, 1:1 pieces of work alongside organising children's and family events. Hannah is a trained DDP practitioner (level 1) and uses the principles of DDP practice throughout her work.

Referrals Officer. Katie Doherty

Foundation Fostering employs a full time dedicated Referrals Officer. The Referrals Officer has a vast amount of experience within fostering. The Referrals Officer builds and maintains relationships with Local Authority placements teams. The Referrals Officer works closely with foster carers and the social work team in identifying appropriately matched placements.

In addition to permanent staff, Foundation Fostering has a pool of independent workers that they commission on a self-employed basis for such tasks as Form F assessments and Carer Reviews.



Services Provided

Foundation Fostering offers family placements to all looked after children and young people aged up to 18 years of age. The careful matching of children's placements with our foster carers is key.

Emergency and Unplanned Placements

Wherever possible placements are planned, but there are circumstances where a child may need to be placed in an emergency.

Short term Placements

Foundation Fostering offers short term foster placements. Children and Young People are provided with a safe place to live whilst longer term options are considered by the local authority.

Long-Term Placements



Foundation Fostering offers permanent placements for children and young people, where either adoption or rehabilitation to family is not an option. Long term placements will provide support for a young person up to gaining independence and beyond.

Solo Placements

Foundation Fostering offers solo placements where a child or young person has additional complex needs resulting in the foster carer having to offer constant supervision and support which precludes the placement of another child or young person in the same household.

Child and Parent

Foundation Fostering can provide specialist placements for parents (under and over 18 years old) so that they can receive support in developing parenting skills. Foster carers can assist local authorities with their assessments by providing information relating to parenting capacity/ability. Foster carers that are able to offer such placements complete a comprehensive training programme prior to such placements being made.

Sibling Placements

Many of our foster carers are able to offer placements to siblings, enabling them to continue to live together.

Respite Placements

Respite placements offer families, children and young people respite or a break from complex family dynamics. Well planned breaks may prevent disruptions to a placement or problems becoming too difficult to manage in the future.

Education Support

Foundation Fostering offers a unique education support for our foster carers. Our Education Support Practitioner advocates for children and young people ensuring that young people are able to access their educational entitlement of a full time and appropriate education based on their age, ability and needs. The Education Support Practitioner supports carers and advocates for young people, attends educational meetings such as PEPs and ensures that alongside the required education is provided, that children and young people also have the appropriate equipment to support their education needs.

Therapeutic Service

Our trauma informed service is led by an experienced DDP practitioner, supported by DDP trained support staff.

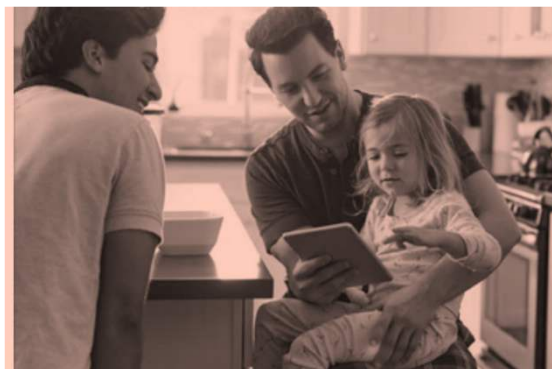
As a community, we are striving together to use an understanding of trauma to nurture hope, security, safety, and to support recovery from distress for children and young people alongside trusted adults committed to guiding their potential.

Our journey towards becoming a trauma-informed fostering community has been to use a trauma-focused lens in everything we do.

We work together alongside our fostering families to create an experience of family in which children and young people feel validated, accepted, recognised, heard, and understood rather than carrying blame for their experiences.

We are invested and committed to developing, sustaining, and evolving the approach within the agency to therapeutic parenting, practice, and support. Practical ideas and approaches to understanding, building relationships, and offering support to parenting children in a way that offers a healing environment alongside the trusted adults all children need.

Our unified goal and hope for the children who live within our fostering community is that they are helped to feel safe, so that they can begin to recover from past trauma or distress alongside supporting them to fulfil their potential. Noticing the small things that make a real difference and help us to learn all that is unique about the children sharing our lives, whilst caring and responding to their needs in various ways, guided by our sense as to what is best for them.



We have invested in a Therapeutic Lead to work alongside our fostering community to advance, plan, develop and implement a Trauma Informed and attachment based therapeutic framework that facilitates our carers to becoming therapeutic in their parenting, our leadership, management, and team therapeutic in their work, supervision, and support and as a trauma informed agency.

Our six-week Trauma Informed approach to parenting and nurturing attachments is the foundation of our therapeutic work and supported through a further pathway of therapeutic training and workshops. We are offering therapeutic assessment and individual and group based therapeutic work within a framework of therapeutic plans for children within our agency. In addition to supporting external therapeutic plans. We are invested in the development, training, and certification of two Dyadic Developmental Psychotherapists (DDP).

Reflective supervision, reflective practice groups (monthly) and a reflective monthly consultation drop in are part of our pathway to embedding and sustaining our trauma informed therapeutic ethos and approach across our fostering community.

Recruitment and Assessment of Foster Carers

Foundation Fostering's approach to the assessment of foster carers is guided by its overall objective of achieving successful placements and the ultimate safety, security, and long-term happiness of children and young people. We aim, therefore, to recruit foster carers with the appropriate skills, experience, family circumstance and inner resources to be able to meet the needs of children and young people with complex emotional difficulties and attachment disorders. We look for an ability to see beyond children's behaviour, and to link it to past trauma.

We welcome applications for assessment to become a foster carer from people regardless of gender, marital status, sexuality, race, disability, religion, and culture or employment status. We aim that the timescale between the initial visit and approval will be within six months and no longer than eight months unless there are exceptional circumstances.

There is immediate exclusion of any applicant who has been convicted of an offence against a child, or any serious offences against an adult.



All foster carers who have offences against their name will have a conviction risk assessment in place.

It is a minimum requirement that all prospective foster carers must have at least one spare bedroom.

During the assessment, we will undertake a variety of statutory checks, which include.

- Enhanced Disclosure & Barring Service (DBS) check
- Local authority checks
- Employer and/or current fostering organisation references
- School/health visitor reports
- Medical Reports
- At least two personal references plus one life-time referee where possible

A Home Safety check will also be carried out.

During the assessment the applicants will be required to attend a three-day training course called “Skills to Foster”. They are also required to complete five online training courses and an appropriate First Aid course within six weeks of approval before any child/young person is placed.

Panel

In accordance with the Fostering Services (England) Regulations 2011, Foundation Fostering has established a fostering panel whose overriding objective is to promote and safeguard the welfare of children in foster care. Our Fostering Panel meets in Worcestershire on a regular basis. The Panel has a balance of gender, ethnicity and qualifications and reflects our commitment to bring together individuals from different backgrounds. The panel has access to specialist legal and medical advice as required.

The Independent Chair has extensive experience within the field of fostering and is also a chair on the IRM. She has a good understanding of Fostering Regulations and Standards. The Vice Chair is a qualified Social Worker who has worked within a variety of roles within the independent sector and is also a member of the IRM. Our central list of suitable and diverse panel members includes a teacher, a foster carer, a psychotherapist, a qualified nurse, a care experienced adult and qualified social workers.

Support, training and review of foster carers

Support

At Foundation Fostering we believe “a looked after carer, means a looked after child”, therefore it is important for us that all our fostering families are well supported. Our supervising social workers take on a case load that is manageable and not just based upon numbers of carers but based on the number of children looked after and needs of the children to ensure a high level of support and supervision is afforded to each family.

Supervision of foster carers takes place once a month, however support goes beyond this, supervising social workers may undertake in addition to supervision visits, support visits, joint therapy sessions alongside our therapeutic lead or DDP qualified Family support worker, regular phone calls and out of hour calls to ensure that good support goes beyond the 9-5 of office hours. Foster carers are able to contact a qualified and experienced social worker 24 hours a day 7 days a week if needed. We have two fostering support workers, one of which is DDP qualified. Our fostering support workers support the foster carers alongside the supervising social workers. The support plans in place are individualised to meet the needs of children but again very much support the family as a whole ensuring foster carers and children are heard and needs are met.

Our support to the foster carers starts at the very beginning and therefore we feel it is very important to engage families from the very start of their fostering journey, as such we deliver the preparation to fostering training ourselves.



Developing relationships from the very beginning. Good support needs a good foundation, and this includes a relationship that is based on trust between foster carer and supervising social worker. In addition to this, we believe that this very much goes beyond that relationship, which is why we are not a faceless agency. Our office in Worcester is easily accessible to all foster carers, and children. We encourage our office to be a familiar hub where

foster carers and children can “drop in”. Our managers know each family and each child, our families know each member of the foundation fostering staff team. This is important to us and part of our ethos in creating a fostering family where support is never conditional and always available.

Training

Here at Foundation Fostering we value the significant contribution our foster carers and fostering families alongside those who support their work, make in the lives of children and young people. We are passionate about learning and development, as we believe it builds on and develops the unique abilities, strengths and qualities our foster carers bring and share in the care of children and their effectiveness as a foster carer.

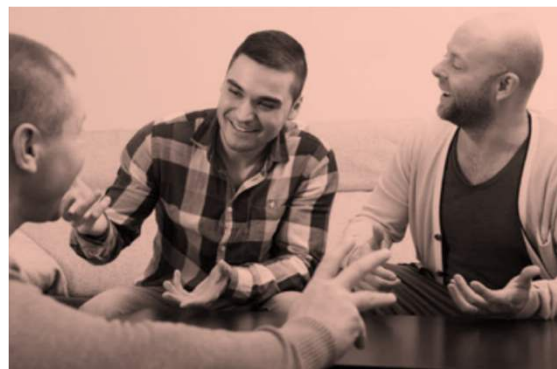
Our commitment is to provide the training and support in partnership together in delivering a high-quality service. Training is also a key to safeguarding children, foster carers, and their families, by informing carers of how to care for children in warm, secure, stable, and nurturing family environments.

In recognition of this, our foster care training programme offers opportunities to increase professional development, meet with other foster carers and share lived experiences.

Foundation Fostering complies with the Fostering Service Regulations and the Department of Education for Foster Care Training and Development Standards and as such we have developed a clear training pathway that enables and requires our valued foster carers and supporting staff to participate in the Core, Mandatory and Developmental learning, and training courses.

We provide our fostering families and supporting staff team with a learning and development guide that includes our training programme of events for the coming year. We take great pride in our commitment, duty, and legal obligation to ensure that our foster carers and staff team receive the training and development to support, enhance and enable their continuous professional learning and development and growth in their roles caring for, guiding, and supporting children.

All foster carers, their birth children aged 16+ and members of the support network are welcome to attend our training courses. In addition, we have developed workshops, participation, and reflective spaces for birth children in which they can share and explore their experiences of sharing family. We take a blended approach to training including online learning, face to face events, webinars, and workshops. To facilitate participation, access, and engagement we offer training events in the daytime, evenings and at weekends.



Teaching methods are varied, interactive and mix theory, research with evidence based practice and take account of the diversity of learning styles amongst our community. Our training programme for our Foster Carers and Staff team reflects legal, regulatory and guidance requirements, Fostering Services National Minimum Standards, best practice, and the individual and collective learning needs of the agency. In developing core competencies, skills, underpinning knowledge, and practice wisdom it is important to remain responsive to an evolving and changing childcare landscape, and use external, global expertise and developments in shared good practice.

Our learning and development guides lay out the continuous professional development pathways for both foster carers and staff including mandatory, core and developmental training requirements including the first 12 months of approval and thereafter alongside refresher requirements. An annual training needs analysis across our fostering community supports and evidences review of the effectiveness of our training in meeting learning needs and outcomes, underpinning all aspects of our service delivery and to inform and shape future training.

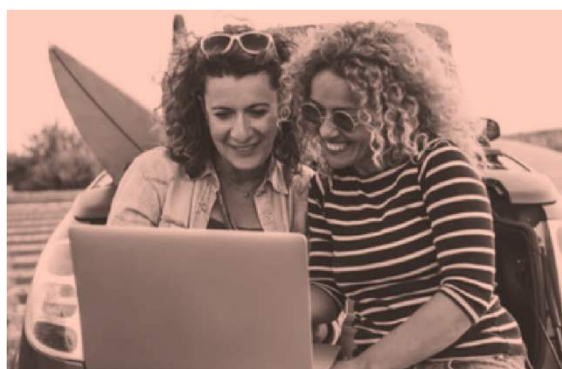
In recognising and responding to the needs, challenges and recovery of children who are or have experienced adverse childhood experiences and events and their need to find relational safety, nurture, compassion and understanding within substitute families, we are striving to be a trauma informed fostering community.

In supporting children to cope and recover from complex trauma (relational & developmental) we are keen to understand and connect to the potential paths for healing. Our aim is to help children and young people to feel safe enough to trust in healthy relationships. To use relational connection as the source of relational repair. All our Foster carers and supporting staff undertake our six session Trauma Informed Approach to Parenting and Nurturing Attachments programme of training.

This programme of training is designed for those parenting children who have relationship difficulties, especially children who have experienced attachment problems, trauma, loss and/or separation early in their life. A trauma informed approach provides us with a positive integrated framework that underpins our agency practice, service delivery and learning. Trauma informed principles are found within all aspects of our training and courses offered and this is about creating and embedding a culture that carries our ethos, values, vision, hopes and approach to supporting children for who we care.

Review

There is a robust Quality Assurance system in place to monitor and review the performance of the foster carers in addition to the Fostering Panel. There are clear feedback mechanisms in place to provide a 360 overview of foster carer performance. Foster carers reviews include a variety of feedback; we aim to seek and receive feedback from all professionals who have been a part of the children's lives throughout the review period including professionals for children who may have left during this period. We believe that all feedback is valuable for both foster carers and the agency and learning is taken from this feedback and implemented into the development of the agency and practice of foster carers.



We have a robust schedule of foster carer reviews. We believe and follow guidance that means that we will review foster carers when needed and necessary but within a year as minimum, per fostering regulations. This could be following a significant change, a worry or a concern or to ensure particular actions and decisions are reviewed within appropriate timescales.

Alongside our review schedule, we welcome the Quality Assurance of our independent Panel in reviewing foster carers as a minimum every 5 years or sooner if required. This ensures an independent overview of actions and recommendations that further adds to the monitoring and management of foster carers.

Where recommendations are made within a foster carers review, the outcomes of these are tracked to ensure completion and compliance.

Quality Assurance

Foundation Fostering has clear governance and a robust Quality Assurance programme in place which includes a variety of systems to ensure that each placement is managed in the best interests of the children and young people placed.

These systems include the following:

Weekly schedule 6 monitoring by the Registered Manager.

Operational Management meetings

Practice development meetings



Monthly audits

Annual service reviews

Team meetings

Case reviews

Unannounced visits

All approved foster carers have a Foster Care Agreement stating the Foster Carers roles and responsibilities and stating the responsibilities of Foundation Fostering to them.

Improving and reviewing our service is a continual ongoing process.

We also seek the views of:

Staff

Children and young people with them also being seen on a 1:1 at least every 12 weeks

Reviewing Officers

Foster carers

Local Authorities

Compliments and Complaints

All children and young people placed with Foundation Fostering are advised on the Comments and Complaints procedure. The Children's Guide provides a list of numbers which includes Ofsted and the Children's Right Director and appropriate helplines, including details of the child or young person's social worker and Independent Reviewing Officer (IRO).

Foster Carers have access to the Agency's Complaints Policy and Procedure and the contact number of Ofsted is made available to them. Foundation Fostering records oral and written complaints received on the performance of its service, and the action taken in respect of each such complaint. Foundation Fostering deals with all complaints in a prompt, courteous and efficient manner.

The complaints policy is made available to all staff of the agency and upon request to others wishing to make a comment or complaint.

Premises

The agency is based No 37 Foregate Street, Worcester, WR1 EE. The premises is secure working offices providing appropriate support team resources and a training/meeting rooms. There is ample car parking space.

Ofsted registration number: - 1264335. Company House No: - 10056786