

# SURREY FOSTERING SERVICE STATEMENT OF PURPOSE

## 2013/2014

### INTRODUCTION

This Statement of Purpose has been produced to meet Surrey Fostering Service's obligations under:

- Standard 16 of the National Minimum Standards for Fostering Services 2011
- Regulations 3 and 4 of the Fostering Services Regulations 2011

It provides a clear statement of the aims and objectives of our Fostering Service and sets out our strategy for meeting those aims and objectives.

The Statement also provides details of:

Our principles and standards of care

The services we provide

The support we provide

Complaints against the Fostering Service

The management structure of the Service

The numbers, relevant qualifications and experience of our staff

The numbers and types of foster carers provided by the Service

The number of children using our service

The procedures and processes for recruiting, approving, training, supervising and reviewing foster carers

Links with other policies and procedures

Arrangements for revision and circulation

## **2. AIMS AND OBJECTIVES**

- 2.1 Surrey Children's Service has designated services to children in need with the aim of promoting their health and development and, so far as is consistent with that aim, promote their upbringing by their families.
- 2.2 We recognise that for some children remaining at home is not always possible in the short and sometimes the long term so an alternative placement is required to meet their needs.
- 2.3 We believe that the placement of choice will usually be with substitute family either from the child's extended family or friendship network or with Local Authority foster carers.
- 2.4 The objective of our Fostering Service is to recruit, assess, train and supervise a sufficiently large and diverse pool of foster carers able to provide placements to meet the assessed needs of every child appropriately referred to us.

## **3 PRINCIPLES AND STANDARDS OF CARE**

- 3.1 Fostering is primarily a service for children, and no adult has a right to become a foster carer.
- 3.2 Applicants and approved foster carers do however have the right to respect in all our dealings with them and, providing this does not conflict with safeguarding the welfare of children, our full support at all times.
- 3.3 Children have the right to be protected from harm and abuse.
- 3.4 Local Authority foster carers are key stakeholders in the service. They are volunteers not employees.
- 3.5 When matching children with foster carers we will seek to ensure the following, unless any of these are inconsistent with promoting the welfare of the child:

Siblings are placed together

Contact with birth family and friends is facilitated

Children are placed as close to home as possible

Children are placed with foster carers that meet their racial, cultural, religious and linguistic needs

Wherever possible there will be a period of introduction before the placement commences

The views of the child are sought prior to and, on a regular basis, during the placement

The educational and health care needs, including any needs arising from a child's disability, are met by the foster placement.

#### **4. SERVICES PROVIDED**

4.1 Short-Term Foster Care: placements that assist in the assessment of the child's needs and prepare the child for moving on to permanency or return to home in line with their agreed care plan.

4.2 Permanent Foster Care: placements, which will continue into adulthood.

4.3 Short Breaks (Please refer to Appendix 1)

Short- stay care for disabled children provided by a series of overnight or weekend breaks.

Fee Paid Carers Scheme: short break carers who give a commitment to work full-time providing short breaks for severely disabled children one at a time.

4.4 Family and Friends Care: carers who were known to the child/young person or their family prior to the placement starting. This includes Private Fostering arrangements

4.5 Enhanced Fostering – experienced foster carers who are able to take young people with complex and challenging behaviour

4.6 Supported Lodgings: providing supported accommodation for 16-18 year olds and care leavers

4.7 Parent / Child Scheme: providing placements to enable parenting assessments to be completed in the community

#### **5. SUPPORT PROVIDED TO FOSTER CARERS**

Each foster carer will have access to:

- A supervising social worker
- Regular home visits and telephone support
- Support groups for newly approved and existing foster carers.
- Support group for Family and Friends carers
- Competitive fostering allowances and skills payment in line with Fostering Network's recommended rates.
- A support group and activities for foster carers' own children

- A comprehensive pre and post-approval Learning and Development programme
- Support in meeting the DFES Standards for foster carers including support groups and where needed mentoring
- Out of hours support via EDT.
- Independent support services if an allegation is made against them.
- Activities / Events for foster carers, their birth children and Looked After Children
- A scheme which enables loans to foster carers for adaptations or extensions to their property, to assist in the costs of moving house, or to purchase a vehicle (where criteria are met).
- An insurance scheme that covers damage or loss to the contents of the foster carer's home or car (arising as a result of damage caused by a looked after child)
- Regular updates on developments and useful information through the Fostering OK magazine
- Specialist nurses based in the CCG to assist with health care issues
- A secure web-site providing information and advice for foster carers
- A Resource Library for foster carers offering DVDs and books on loan
- Membership of FosterTalk, an independent organisation offering specialist information, discounts, advice, and help to foster carers, and on-line educational support for children

**The following additional support services will be available as appropriate:**

- Support from a fostering support worker to work with the foster carers and/or foster child
- Access to a CAMHS Children in Care service
- The DfE Standard's mentoring Scheme –assisting in completion of standards
- The Buddy Scheme for new foster carers

- The Head Teacher of the Virtual School for Children in Care advocates for children to ensure that they have sufficient educational support
- Assessment, Treatment and Consultation (ACT): a team which offers specialist consultation regarding children who sexually harm
- Computers and laptops for Looked After Children in their foster homes via the Home Access project
- Consultation with the Ethnic, Language Minority Achievement Team (ELMA) on educational attainment for children from an ethnic minority.
- A Leaving Care Service supporting care leavers with issues around their independence.

## **6. COMPLAINTS AGAINST THE FOSTERING SERVICE**

Complaints are dealt with in line with Surrey County Council policy. All foster carers have access to information on how to make a complaint

## **7. STAFFING OF THE FOSTERING SERVICE**

7.1 Please refer to the end of the Statement for the management structure

7.2 These fall into the following categories:

- 1 Care Service Manager
- 2 FTE Care Services Team Managers
- 5.89 FTE (6 staff) Assistant Team Managers
- 0.89 (1 staff) foster carer Recruitment Officer
- 0.65 (1 staff) family finding Social Worker
- 43.00 FTE qualified Social Workers in the fostering teams.
- 2.0 FTE social pedagogues
- 12.0 FTE unqualified social work staff

In addition the Fostering Service commissions the following resources on a part-time basis:

- Independent Chair of the Fostering Panel.

7.3 All social work staff hold a professional social work qualification (DipSW, CQSW or equivalent).

7.4 The experience of our social work staff includes:

- Child-care social work in a range of different settings
- Fostering and Adoption Work.
- Child and Adult Mental Health
- Specialist Attachment Work
- MIM and Theraplay
- Working with disabled children
- Counselling
- Social Pedagogy

## **8. FOSTER CARERS**

In April 2012 the Fostering Service had 372 approved foster carers (excluding short break carers) caring for a total of 449 children. There were also 40 young people over the age of 18 years, continuing to live with their foster carers. In March 2013 the Fostering Service had 395 approved foster carers (excluding short break carers) caring for a total of 475 children. There were also 40 young people over the age of 18 years, continuing to live with their foster carers

### **MATCHING**

- 8.1 The fostering service matches the needs of children with the competencies of foster carers when making decisions about the best placement for each child.
- 8.2 The fostering service has a dedicated family finding function for children, which identifies permanent placements.

## **9. RECRUITMENT, APPROVAL, TRAINING AND REVIEW OF FOSTER CARES.**

### **RECRUITMENT**

- 9.1.1 The service aims to recruit a flexible and diverse pool of foster carers who are able to meet the needs of all children appropriately referred for a foster placement.
- 9.1.2 To help achieve this aim, a recruitment and marketing function has been established within the fostering service. The Recruitment Officer works closely with the county Communications Team and is responsible for all fostering recruitment activity across the county.

- 9.1.3 Applicants are assessed and a report using the BAAF Form F is written. The BAAF Form C, a form designed for prospective carers of specific children, is used following an assessment of Family and Friends foster carers
- 9.1.4 The objective of the assessment process is to ensure that we recruit a competent, committed and safe pool of foster carers who are able to respond to the complex needs of children referred to the Service.

## **APPROVAL**

- 9.2.1 Completed assessments are presented to one of Surrey's Foster Panels. The panel will consider the application and then refer the applicants' assessment, with their recommendation to the Agency Decision-Maker.
- 9.2.2 The Agency Decision Maker makes the final decision on approval. The decision is confirmed to the foster carer in a letter. Any conditions attached to the decision will be given in writing.
- 9.2.3 Should the Agency Decision Maker be mindful not to approve, the applicant will have twenty-eight days in which to make further representations or to apply to the Independent Review Mechanism (IRM) for review of this decision which is known as a qualifying determination.
- 9.2.4 Following the IRM the Agency Decision Maker takes into account the review panel's recommendation as well as that of the foster panel when making decisions on a foster carer's suitability to foster a child. There is no appeal against the decision of the Agency Decision Maker, although applicants may use the complaints procedure if they feel they have been treated unfairly during the process of decision-making.

## **LEARNING & DEVELOPMENT**

- 9.3.1 The fostering service places a high value on the training of foster carers and we believe that training and skills development are an integral part of the fostering task from the point of application to 'retirement'. The emphasis therefore is on continuous learning and development.
- 9.3.2 A comprehensive Learning and Development programme exists to build the core competencies, knowledge and skills of all foster carers.
- 9.3.3 All applicants are required to attend a series of preparation groups through the Skills to Foster training course, before they are approved as foster carers. A session is also available for prospective carers' own children
- 9.3.4 Following ratification of their approval by the Agency Decision Maker, foster carers are given access to the foster carers' secure website, access to of the Fostering Handbook (on the website) and briefed on the Learning and Development Programme and Support Groups, which they will be expected to attend.

- 9.3.5 For new foster carers there is an expectation they will complete core topics within the Learning and Development Programme, relevant to their role, within a specified timescale and in line with the National Minimum Standards
- 9.3.6 New general foster carers have a year in which to complete the DfE Standards. Family and Friends carers have 18 months to complete the Standards
- 9.3.7 Each foster carer has a Personal Development Plan, which is regularly reviewed; outlining their specific learning and development needs, and will be encouraged to build up a training portfolio. This will be linked to the Level they are on for the 'skills element' of the foster carer allowance
- 9.3.8 All new foster carers will be offered a group or mentor to support them in completing the DfE Standards. Existing foster carers may also receive support from a mentor as identified by the supervising social worker.
- 9.3.9 Each foster carer will have a workbook to enable them to evidence their progress in meeting the Standards
- 9.3.10 The Personal Development Plan and progress regarding the Standards will be monitored and signed off by the supervising social worker during supervision visits
- 9.3.11 All training and development is linked to the Standards and is reviewed prior to and within the foster carers' first Annual Review, and annually thereafter.
- 9.3.12 The fostering service ensures that the required learning and development opportunities are accessible to all foster carers. This will be achieved through learning and development being delivered in a variety of formats at different venues and at different times of the days.
- 9.3.13 Regular meetings between the Learning and Development team, the fostering service and representatives of foster carers take place in order to ensure that the Learning and Development programme is tailored to the needs of foster carers.
- 9.3.14 Access to a Diploma qualification is available for all experienced foster carers
- 9.3.15 Practical support will be made available to facilitate learning and development.

## REVIEWS

- 9.4.1 The Fostering Service will review the approval of all foster carers not more than a year after approval and thereafter whenever the service considers necessary, but at intervals of no more than a year.
- 9.4.2 The Foster Panel considers the first Annual Review makes a recommendation to the Agency Decision Maker.



9.4.3 Supervising social workers will complete subsequent household Reviews and a care services team manager will sign them off.

Foster panel will also consider reviews in the following circumstances:

- 9.4.4 Where there is a proposed change of the terms of a foster carer's approval, which increases the age range or number of children they wish to be approved for
- 9.4.5 When a foster carer resigns
- 9.4.6 Where there is a proposal to terminate a foster carer's approval
- 9.4.7 Where there has been a safeguarding investigation involving the foster carer or a member of their household, or where there are significant concerns about the foster carers' standards of care
- 9.4.8 Any changes to the approval of the foster carer on the suitability to care for a child or changes in the terms of approval are considered a 'qualifying determination'. A foster carer may, if they disagree, make representation to the Foster Panel or apply to the IRM for a review of the decision within 28 days. The Agency Decision Maker will take into account the views of the Foster Panel and/or the IRM when making a final decision. There is no right of appeal but foster carers may access the complaint's procedure if they feel unfairly treated
- 9.4.9.1 In carrying out household Reviews, the service will always seek to obtain the views of the following:
- The foster carers and members of their household, including their own children
  - Children who have been placed with the foster carer during the preceding twelve months
  - Social workers who have had children in placement during the preceding twelve months
- 9.4.10 All household Reviews will consider the training and development needs of the foster carers. The foster carers' progress in meeting targets outlined within their Personal Development Plan, linked to the DFES Standards, will also be reviewed at Reviews.
- 9.4.14 The support needs of the foster carers' own children will also be considered at Reviews.
- 9.4.15 All checks are updated in line with statutory guidance and the fostering service policy.

## 10. LINKS WITH OTHER POLICIES AND PROCEDURES

- 10.1 At all times, the fostering service in Surrey will operate in a manner that is consistent with the aims and objectives of this Statement.
- 10.2 All policies, procedures and guidance provided to staff and foster carers will accurately reflect this Statement.
- 10.3 The fostering service will work with other parts of the Council and external agencies, including other fostering service providers to ensure that as far as practicable, the services are consistent with this Statement.
- 10.4 This Statement links with the Looked After Children Public Value Review and its recommendations.

## 11. REVISION AND CIRCULATION

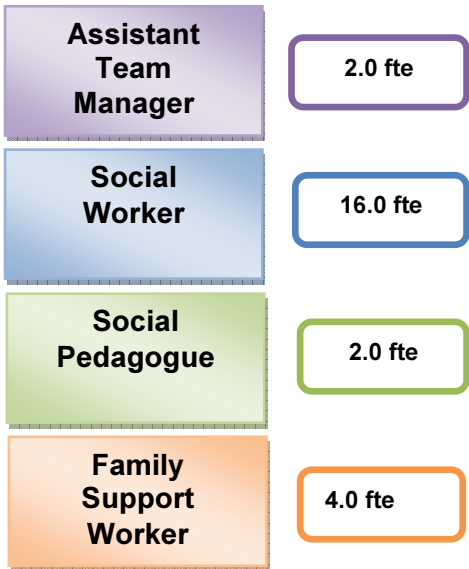
- 11.1.1 This Statement has been produced by managers of the fostering service in consultation with staff and foster carers.
- 11.1.2 The Care Services Manager is responsible for ensuring that the Statement is updated or modified when necessary, but at least annually.
- 11.1.3 The revised Statement will be presented to Members annually for their approval.
- 11.1.4 The Statement will be provided to:
- Ofsted
  - All staff
  - All relevant and prospective foster carers
  - All stakeholders to the Fostering Agency's business
- 11.2.1 A full copy will be provided on request to children or parents using the Service.

# ORGANISATION CHART (Fostering)

**James Beardall**  
CARE SERVICES MANAGER

**ALISON BENJAMIN**

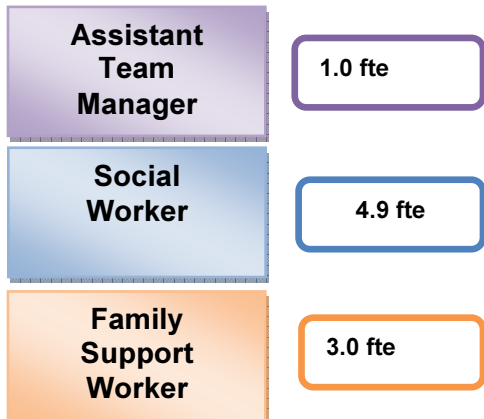
West Fostering Team



Marketing & Recruitment

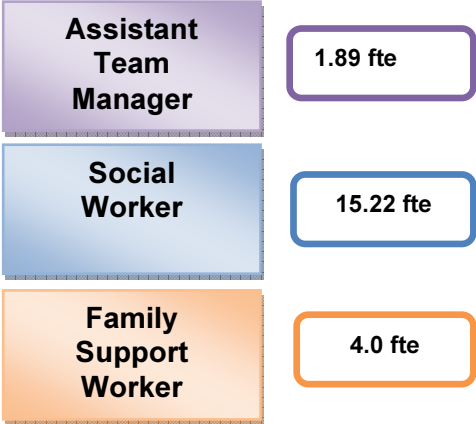


Family & Friends Team

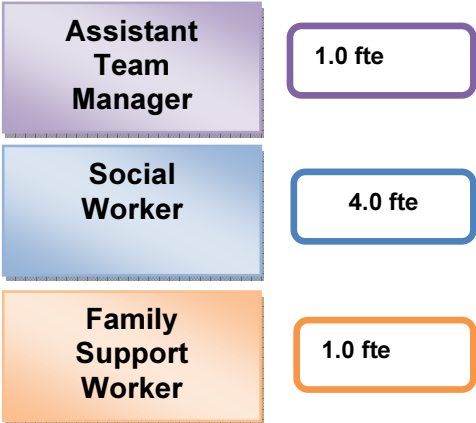


**CEA FRANCIS**

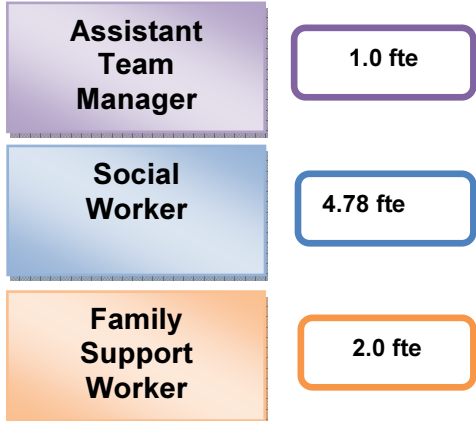
East Fostering Team



Enhanced Fostering Scheme/Parent & Child



Supported Lodgings/CWD Fostering & Short Breaks



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