



Statement of Purpose



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positive partnerships ~ fostering resilience

We would be pleased to provide this document in alternative formats upon request e.g.
electronically, alternative language, or spoken word in an audio file etc.

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1. Introduction

This statement of purpose sets out to provide information to those that need it such as the Children and Young People we care for, staff, carers, parents, social workers and other relevant stakeholders. We pride ourselves on being reflective practitioners and would welcome any feedback on this document.

This document describes:

- our aims as an agency,
- how you can contact us,
- our philosophy and ethos,
- the services that we offer,
- our management structure and staff, and
- how we adhere to standards of care and other legal requirements.

This document is publicly available and provided to members of Ofsted, our Carers and those in our Care, Quality Assurance Committee (QAC), Staff, and stakeholders of our services. Alternative more accessible versions are provided to younger children placed in our care, entitled 'My5' which is aimed to provide for Key Stage 1&2 and Key Stage 3 &4 Children and Young People.

If you would like a version edited by Children and Young People (who have also been fostered) ask any staff member, text or call 07592 202 873 and ask for the 'My.5' booklet.

We review this Statement of Purpose at least every year, so if you have any suggestions how we can improve it please do not hesitate to contact us by phone, text or email.

2. Principles

2.1. Our ethos

We believe that enabling carers to develop resilience in Children and Young People (C&YP) inspired by the Secure Base model is a key aim for our fostering. We do this by supporting carers with tailored training, positive partnerships, rigorous attention to quality and a 24hr helpline staffed by professionals who have fostered.

2.2. Mission statement for 5Fostering

Our mission is for equality of access for the benefit of every Child and Young Person in our care to

provide fun and
develop a highly **efficient and effective** fostering service
for Children and Young People that **they would wish for**,
that builds on carers' **personal experience**,
uses inspiring tailored training and an ethos of **striving for better practice** to
develop a positive, supportive, yet reflective **parenting partnership**
between **Children and Young People** and their **carers**,
between **carers** in support of **each other**,
with agency **staff**, and other **professionals** that will
provide a **secure, stimulating, nurturing** and **engaging** environment for those in our care,
so that we may raise Children and Young People's achievement and **resilience**

to enable them to **excel** now, and later in a life as a positive parent of **their own family**.

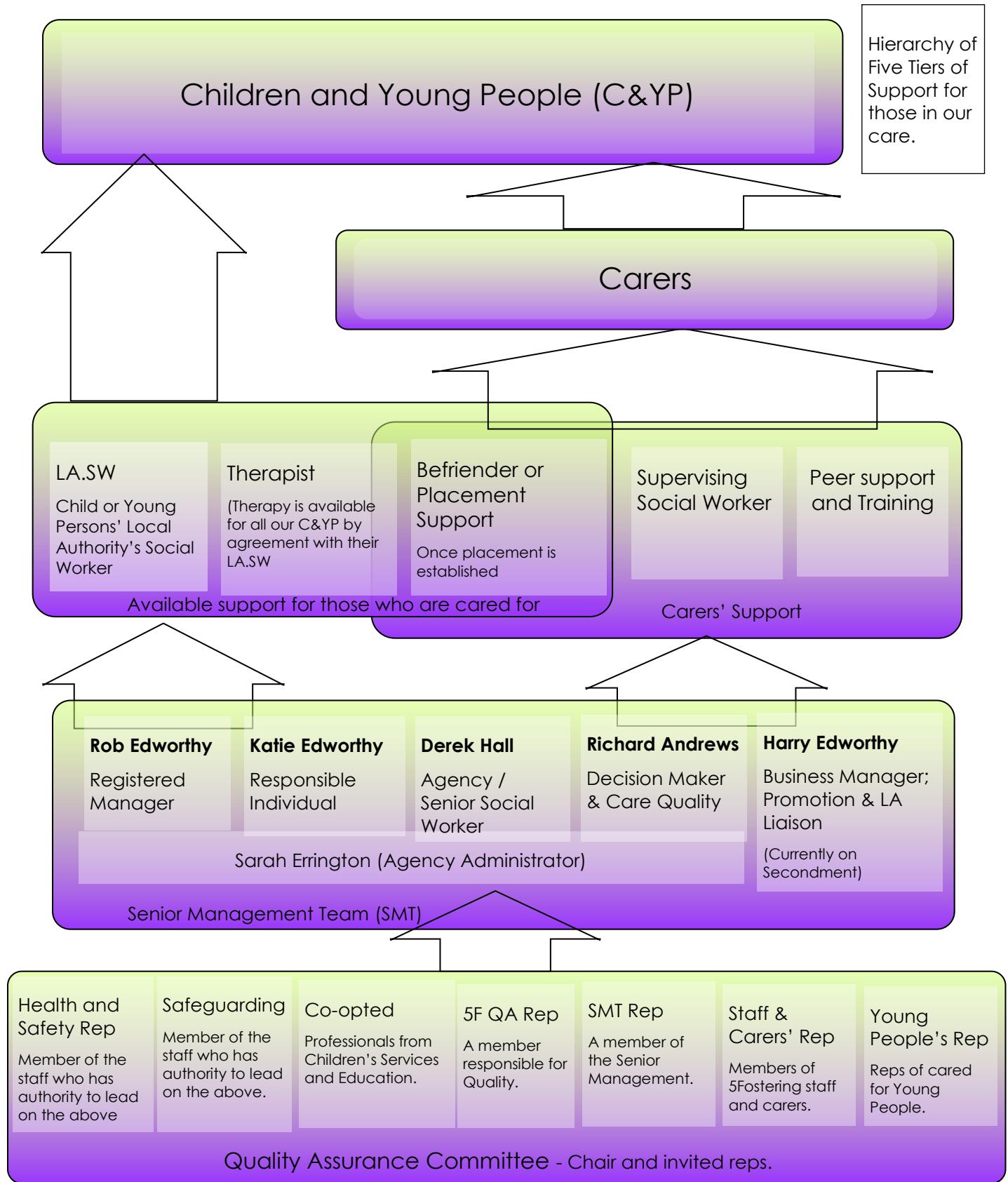
2.3. Our Values in Fostering

Within our overall aims for the agency we describe above we have more specific aims relating to the provision for Children and Young People in our care. These are as follows.

1. To demonstrate that the Child or Young Person in our care is the paramount focus in everything we do.
2. To develop an enduring, supportive, positive and reflective partnership that complements and enhances our personal skills and those of the team around the child or young person.
3. To use education and training combined with experience and reflection to enable us to provide increasingly attuned, emotionally skilful and erudite, positive parenting that develops and strengthens resilience in those in our care.
4. We will do this by giving C&YP opportunities to enjoy a supportive context that they have helped to compose, respect, and are willing to use to:
 - a. keep safe and exhibit protective behaviours, but have the confidence to relish managed risk;
 - b. stay physically and mentally healthy, but enjoy challenging personal achievements and emotional security;
 - c. to stay sexually healthy, respect themselves, others and the relationships between them;
 - d. enjoy a thirst for knowledge, skills and understanding, and be able to reflect and learn from a wide variety of experiences;
 - e. have interests, dreams and aspirations, and endure, persevere, and be versatile and enterprising enough to strive for them;
 - f. be a valued member of the team, make a positive contribution to society and be of benefit to the global community.

3. Our Agency

3.1. Organisational Management Structure



3.2. Key People –

Our team have a combined background in teaching, education, social work, business, management and fostering allowing us to understand all aspects of the agency and contribute effectively to it.

Rob Edworthy – Registered Manager / Director

Experience as a Head teacher, Further Education College Director, leading staff teams from 10 to 600 staff on organisational improvement, Ofsted teaching quality, operational development, 'Every Child Matters' agenda, Child Protection, Nursery & Crèche, and programmes for Key and Functional Skills, Learning Difficulties and Disabilities.

Foster carer from 1998 to 2016.

Relevant Qualifications; First Aid, CWDC Foster Care, B.Ed(hons), and MA.SW, Level 5 Leadership in Social Care.

Job Roles:

- Registered Manager – Liaising with the rest of the team, carers, local authorities and social workers. Overall responsibility for the running of the agency
- Designated Safeguarding Officer – Responsible for Safeguarding and Child Protection.
- Information guardian - responsible for the collection, retention, disclosure, and destruction of information
- Bookkeeping – Keeping track of day-to-day expenditure

Katie Edworthy – Responsible Individual / Director

Teacher, lead foster carer since 1998 to 2016, numerous training courses in issues relating to fostering including Attachment Theory, Child Protection, Safer Caring, Resilience, Physical Intervention and she was one of the first carers to achieve CWDC (Children's Workforce Development Council) Fostering Qualification.

Relevant Qualifications; CWDC Foster Carer, Level 2 Counselling, B.Ed (2:1),

Job Roles:

- Training Lead – responsible for training, foster care support and general consultancy.
- Mentor for new foster carers- Support and tutoring for new foster carers.
- Finances – Financial strategy.

Richard Andrews – Agency Decision Maker

With an MA in Social Work Studies, Richard has a vast experience working within Duty and Assessment settings as a Senior Practitioner and the same role within youth support team and across children's services.

Qualifications: MA, DipSW, HDip, Practice Teacher's Award

Job Roles:

- Decision Maker – He makes the final decision in the light of the fostering panel's recommendation.
- Assessment and Approval Quality – Working with the independent panel chairs his role is to oversee the Assessing Social Workers and their Supervisors' quality of assessments that are presented to the panel, and the quality of the panel and their skills of scrutiny.

Harry Edworthy – Business Manager (Promotion and Local Authority Liaison)

Having been a key part in a fostering family for 16 years and worked in an independent fostering agency as an office assistant, researching into developing new IFA's, Harry understands how the

service works and the importance of the fostering agency in creating stable, long-term placements that ensure the Child or Young Person can maximise their opportunities in the future.

Harry is currently on secondment to Canada

Qualifications; BA(hons) Business Management.

Job Roles:

- Liaising with Local Authorities with regards to child placements.
- Advertising and Marketing leading agency advertising and raising awareness of fostering and 5Fostering in particular
- Recruitment – supporting home visits to discuss fostering with carers prior to applications to 5Fostering.

Sarah Errington – Administrator

Sarah has been a trustee of a playgroup and a community centre as well as being treasurer and undertaking administrative work.

Qualifications include;

2 x 'A' Levels in modern languages
10 x '0' Levels and a GCSE

Job Roles:

- Placement Support: including gathering feedback from C&YP and arranging Buddies.
- Office Admin: minute taking, filing, auditing and data control.

Derek Hall (B.A., DipSW) –is our Agency and Senior Social Worker. He is also a highly qualified and widely experienced Social Worker in independent Fostering. Derek is particularly known as a highly successful and supportive Supervising Social Worker who has a passion for supporting carers and those they care for.

Other independent persons engaged to help our agency are:

Fran Johnson is our independent Panel Chair who represents Children's Social Services and Children Looked After. She has spent many years in the sector, particular as a Social Worker in an independent fostering service.

Fran also assists our SMT as a consultant.

John Reid is our independent Chair of our Quality Assurance Committee. This body comprises of representatives of education, children social services, children looked after, current carers and staff. They are the final appeal body, and scrutineers of our quarterly reports.

John is also our independent Data Protection Officer supporting the GDPR.

3.3. Services we provide

5Fostering will recruit, assess, approve and support foster families to provide high quality care for looked after C&YP.

5Fostering provide and support a variety of placements:

- Assessment and Recruitment of foster carers
- Long term placements
 - Individual
 - Sibling groups
 - From birth to 'staying put' / 'staying close' plan
- Short & Medium term (planned)
 - Respite
 - 'Short Breaks' for children outside the agency
- Short-term (unplanned)
 - Emergency placements
 - 24/72hr placements
- Training for Foster Carers
 - Training Services cover a wide variety of foster care issues including:
 - Skills to Foster
 - Behaviour management
 - Autism / Asperger's Syndrome/Condition
 - Supporting Education
 - CSE
 - Radicalisation
 - Missing from care
 - County Lines
 - The role of Men Who Foster
 - Attachment

Children and Young People with disabilities are very welcome. Although carers have considerable experience in working with Children and Young People who have a disability, we do not have carers with qualifications in supporting disability other than Makaton.

We also do not currently have any wheel-chair accessible homes.

Services we provide or arrange for Children and Young People

- **Educational support** – We have a background in education and we understand how vital this is to young people's life chances. We can arrange support for children in mainstream provision, advise teaching staff and assist carers to find the best education available for the child in their care.
- **Therapy** – We provide therapy for children and young people in our care through third parties. We fund six months' therapy for children and young people once it has been agreed by their local authority. This can be extended by the placing Authority if they wish to provide it.
- **Organise contact with the birth family and significant people** – we facilitate and can help arrange contact for foster children with relevant people when necessary from 'letter box' to supervised arrangements. Although supervising contact is not part of the carer's

agreement, arrangements can be made for the venue, transport and accompanying suitably trained sessional workers.

- **A secure and safe environment** – All foster carers and their homes are checked for electrical safety, fire safety and good practice. C&YP are encouraged to develop protective behaviours but to enjoy challenge and managed risk. We have a comprehensive information handling policy available on request and follow Caldecott and 'Golden Rule' principles.
Please note that, in addition to gas and chimney safety checks, all our homes are assessed by qualified electrician for electrical safety when carers are approved.
- **We encourage 'can do' and 'have a go'** – When possible, we encourage and enable C&YP to enjoy social events, pursue hobbies and develop leisure and sporting interests.
- **Placement decided through a careful matching process** – We carefully match our placements aiming for the best outcome through the most effective and compatible relationship between carer and foster Child or Young Person.
- **Promote healthy living** – We require our carers to promote a healthy diet and lifestyle for all the C&YP we look after.
- **Life story work** – We encourage our carers to work with C&YP to create a document to keep track of their life: to give back some of their past, celebrate their present and give identity for their future. 5Fostering will facilitate this process with specialist support if needed. We also have access to support by specialists in Play Therapy and Children's Counselling.
- **'My5', 5Fostering is our agency too** – 5Fostering is committed to including C&YP in our care in the management, development and governance of our agency. In addition to canvassing their opinion and seeking feedback, Children and Young People are represented on our QAC and the Fostering Panel that recommends carers.
- **Newsletter** – at the end of each term (half term in 'old money') we publish our internal newsletter to recognise and celebrate success in our carers and cared for.
- **Fun** – last but by no means least we are about having fun – fun because we have achieved, fun because we're well supported, and fun just because we can! This includes activities during school holidays.

Services we provide for Carers.

- **24 hour on-call service** – Qualified and experienced advice on call 24/7 supporting carers.
- **Up-to-date, relevant training** – We provide frequent relevant training tailored to carers' needs supporting carers to provide the best outcomes for the C&YP. 5Fostering provides training which addresses emerging national and local agendas and all statutory requirements.
- **Prompt payment** – we provide prompt fortnightly payment direct to carer's bank accounts.
- **Support groups** – we facilitate mutually supportive groups for carers to resolve concerns and share their expertise and good parenting practice. Our carers often give each other mutual support and will meet outside the official support groups.
- **Mentoring for new carers** – We have experienced carers who we encourage to offer support and advice to new carers. New carers are usually 'buddied up' with a more experienced carer.
- **Placement through careful matching** – we carefully match our placements to create the greatest opportunity for the placement to be compatible and successful for the carer

and the Child or Young Person. Where possible and appropriate, history, interests, ethnicity, religion and character are all considered when placing children.

- **Recruitment and support through the process** – we are always here to help and give advice for potential carers in the recruitment process. Our carers recognised the experience we have as carers ourselves and value the ‘hands on’ advice that we can give.
- **Respite breaks** – respite is important for the benefit of those we care for, to enhance the care we provide and to reflect common family life. 5Fostering carers are offered seven nights’ respite for each four-month of continuous care to refresh their relationships, resilience and rigor for the benefit of the Children and Young People we foster.
- **A Professional Framework** – We have a framework of roles with relevant training and remuneration that develops from a volunteer befriender, through to a highly experienced and effective carer.
- **Fun** – we will have frequent opportunities during training, community building and celebration events to relax and not take ourselves too seriously - to relieve some of the inevitable stress of our privileged roles.

Training and Outreach Services

We provide high quality and relevant training tailored to the needs of carers. We are able to draw upon a broad knowledge of fostering and educational provision, having been foster carers, social workers and teachers ourselves. We understand the need for relevant, up to date training that motivates and inspired carers and equips them for the wide variety of placements and challenges we offer.

We deliver the ‘Skills to Foster’ programme as a starting point for our carers but are able to use everyday examples to put this into context. We also feel it is essential for carers to be trained on attachment theory, secure base, the promoting resilience, safeguarding, physical intervention, first aid, the principles, policies and procedures of 5Fostering and many more. Carer training is ongoing throughout carers’ careers and we encourage staff and carers to undertake non-accredited and accredited courses such as the Early Years and Positive Parenting, Diplomas in Social Care through to post graduate support.

We also offer outreach training services which include:

Independent Social Work

Training for carers and parents; such as ‘Skills to Foster’, Positive Parenting, Self Esteem, Resilience & Attachment, Behaviour Management etc

3.4. Approval process to become a 5Fostering carer

Becoming a foster carer can be a long and stressful process but the benefit of having the opportunity to make a difference in many people’s lives is well worth it. We are on call to help at any stage of the process and give advice, support and guidance whenever needed.

Step 1: Enquiry

There are five ways that members of the public can express an interest and request an application form:

- Phone 01424 211 122,

- email office@5fostering.co.uk, or
- text 07592 202 873
- post a letter to 'Miramar', De La Warr Parade, Bexhill-on-Sea, East Sussex. TN40 1NR
- or in person – at an approach during one of our public events.

Further details are available via our website at www.5fostering.co.uk. We are often talking to people about 5Fostering in the Bexhill, Hastings, Eastbourne and across the 1066 areas so members of the public are very welcome to discuss fostering or our specialist training programmes with our team there.

If the enquirer wishes we will arrange a home visit then or by phone when it is more convenient.

Step 2: Home visit & Application form

A 5Fostering member will visit the enquirer at home and discuss their queries, concerns, possibilities, the fun of fostering and a 'warts and all' realistic view. They will make some simple observations and give advice on the property and potentials such as possible types of fostering and introduce the agency. They will not 'sell' the agency as we believe this important life change of the family must be led by the applicant. If the 5Fostering member thinks it appropriate, enquirers may be left with an application form and the application will not progress further until this is received.

Step 3: (Form F Part 1) Records and Identity checks.

Approximate Week 1 to 12 (please note Step **three**, **four** and **six** may be at the same time)

Once the application form is received, an Assessing Social Worker (ASW) and their supervisor (SSW) will be appointed and the application will progress with deadlines set.

Data checks are made, and reports are requested from the Disclosure Barring Service (DBS), Local Authority, credit checks, Social Media checks, employer, birth children's school, and the applicants' GP. All disclosures are requested with the applicants' informed authority and they should note that they are not automatically excluded if there are criminal incidents or ailments recorded.

We will also be contacting the six referees supplied by applicant families. These will cover an historical perspective of the applicants, their interaction with children and/or young people, their work ethic, social interaction and at least one will be of a professional occupation (e.g. teacher, solicitor, nurse, social worker, architect etc).

Applicant's referees will be contacted for their contribution and the Assessing Social Worker will follow this up with an interview.

Step 4: Induction Training (including 'Skills to Foster')

This will be held over a number of sessions and one 'catch up', during the period of assessment and includes 'My Family Fosters' which is delivered for the children of the applicants.

We are very keen on reflective practice and tailored training for all carers and staff. New carers will complete basic training such as the TSDS that must be completed in the first year, and safeguarding, health and safety, Paediatric First Aid, equality and diversity and any specialist foster training and accredited programmes.

Step 5: Midway review Stage 1 Review

Approximate Week 8 to 12

The ASW and their Supervising Social Worker (SSW) will meet to formally review the assessment so far and consider if it is appropriate for the assessment to continue. The outcome of this meeting will be discussed with the applicant and the recommendation will be given to the Agency Registered Manager (ARM). This is not to decide if Stage 1 is completed but rather to view progress and the emerging evidence of appropriateness to foster as the collation of Stage 1 evidences may not be completed until the point of presentation to the Panel.

If Stage 1 is completed before Stage 2, a review of the assessment stage takes place and recommendation made to the ADM. Following a decision, the Applicants will be formally informed and the change in their rights are explained.

Step 6: (Form F part 2) Assessment and interviews/references

Approximate Week 4 to 24

At this stage references will be followed up and referees interviewed by our specialist ASWs (Assessing Social Workers). Applicants and members of their household will also have in-depth 1:1 interviews that explore relationships and parenting skills. But, again, applicants should rest assured that this is a pragmatic exploration of their parenting, and how ready the applicants' house and household are for fostering.

Stage 7: Decision of the Panel

Approximate Week 16 to 24 – Presentation of Application to Panel

Once the ASW has collected all information and made their assessment with the support of their SSW, a recommendation will be made to the 5Fostering Panel. This panel is made up of members who may have the following expertise;

- a highly qualified and independent chair of panel
- professionals who have extensive experience in children's services,
- education specialists,
- other specialists and experts in fields relating to children's care,
- C&YP representatives,
- colleague carer representatives
- 5Fostering staff members who have not been involved in the assessment

They will then consider the submitted evidences, and then meet with the applicant and their supporter if they would like one. They will then consider the recommendation and either agree with the recommendation or indicate where this is not yet achieved.

Their recommendation is then recorded as minutes of the Panel Session' deliberations and decision which, when completed, is presented to the 5Fostering 'Agency Decision Maker' (ADM). The ADM makes the final determination and will inform the applicants / foster carers verbally within two working days, and in writing within five working days.

Stage 8: Approval

Weeks approximate 17 to 25 - Approval

Once the decision is made, the applicant is informed verbally within two working days and then in writing by the fifth day. If successful, the candidate carer will be formally welcomed into our agency and will be an approved registered 5Fostering Carer.

The carers' Assessing Social Worker will introduce them to their new Supervising Social Worker. At this meeting they may be presented with the following, but this will be dependent upon pragmatism:

- Foster Carers' Certificate of Approbation,

- Foster Care and GDPR Agreement,
- 'Standpoints' our Foster Care Handbook,
- CHARMS Log-in arrangements.

If the decision maker decides not to approve the application, they will inform the candidate of their reason for this 'qualifying determination' in writing and the candidate will have the right to appeal to the Government's Independent Review Mechanism (IRM) within 28 days.
(<http://www.independentreviewmechanism.org.uk/fostering#top>).

Independent Review Mechanism (IRM),
Unit 4, Pavilion Business Park,
Royds Hall Road,
Wortley,
LEEDS.
LS12 6AJ

Telephone: 0845 450 3956 Fax: 0845 450 3957
Email: irm@baaf.org.uk

Diagram of 5Fostering approval pathway

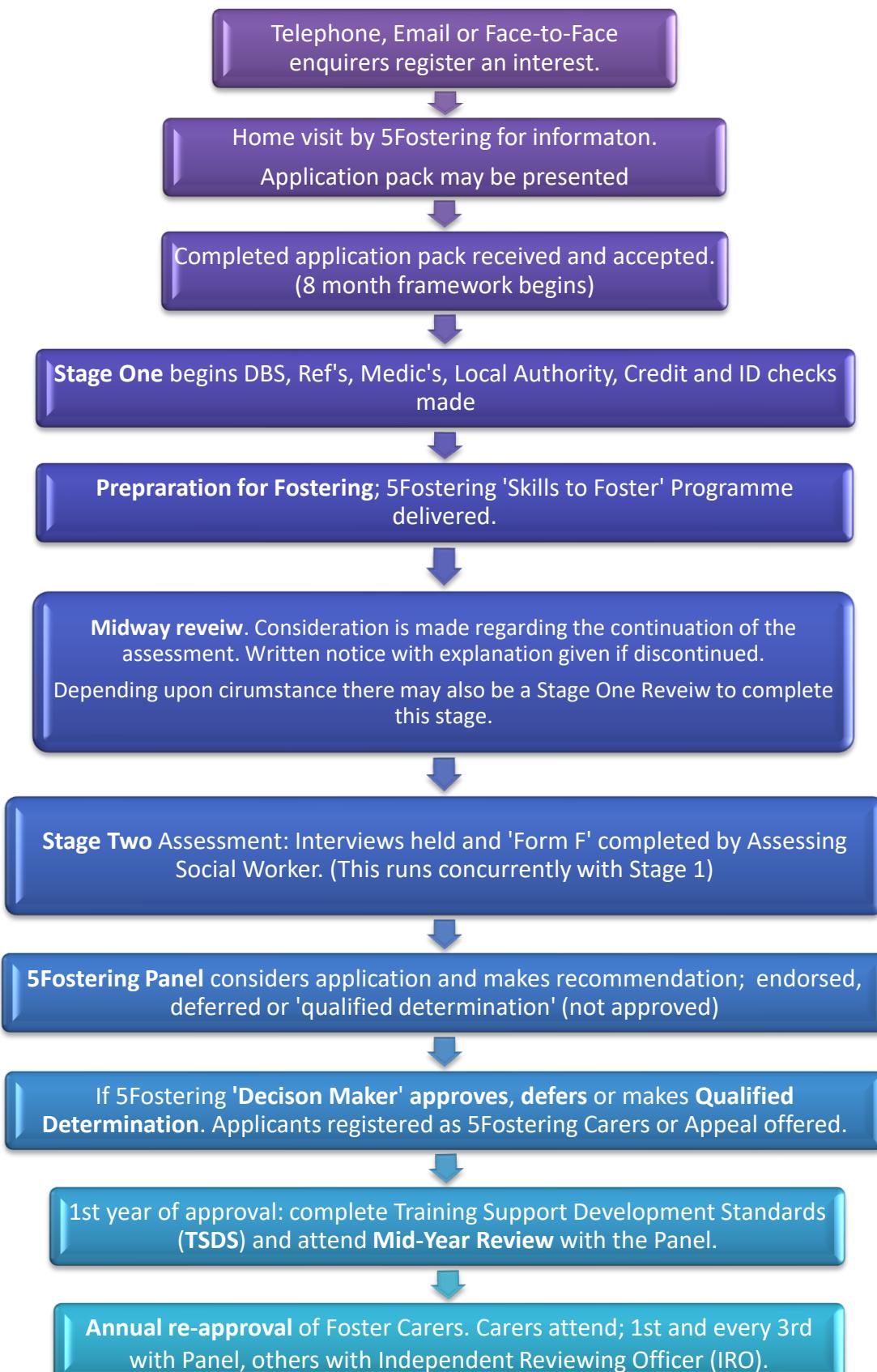


Figure 1- Flow diagram of Carer Approval

3.5. Referral process

The referrals are a key part of the fostering process. It is essential that we match the C&YP to suitable homes in order to utilise the carer skills with the child's needs.

Unplanned Placements

Carers will be prepared for emergency placements and will be put forward where appropriate once a decision based on the in-depth local knowledge of the family and their availability, having discussed briefly the child's needs with the officer placing. The arrival of the child may be managed sensitively as the first sight the child has of the carers may be at their front door.

Planned Placements

Initial enquiry

A placement is requested by a local authority's social services (a 'referral') via a telephone, fax or email. This is recorded on our system along with minimum key information regarding the request (e.g. initials, DoB, location, type of placement, special needs and any other specific requirements that may be included in their risk assessment).

Matching

We consider our carers' availability and their suitability for a match with the child or young adults' needs. We will not suggest a placement that we consider having any likelihood to be unsuccessful or to be beyond the expertise and experience of the carers. We may offer the placing authority an anonymised Foster Carer Profile of the prospective carers at this point.

Contacting carers

Having established a potential match, we will contact the carer to inform them of the request and the needs of the Child or Young Person. When the carer feels competent and confident to address the needs of the Child or Young Person then, and only then, will the placement be offered to the placing agency. Local authorities will request carer's 'Form F' if they believe a Child or Young Person could be placed with them.

Initial introductions

The placing authority will be sent a picturesque Welcome Book which in a friendly and homely way presents the family and supporting information with many recent photographs of the home and family members (including pets).

Ideally, carers will go to meet the child prior to placement and introductions will be managed and at an appropriate pace for the Child or Young Person. Once both parties feel comfortable, the placement will begin, and remuneration will follow on a Wednesday fortnight cycle after the first night's stay.

3.6. Compliments and Complaints

We welcome compliments and take concerns and complaints very seriously.

We are keen to receive any feedback about how you think we are doing, whether it is positive or negative.

There are many ways you can file a complaint or feedback to us, such as

by **telephone** on – 01424 211 122,

by **email** to feedback@5fostering.co.uk

by speaking to any member of staff **in person**.

You will not get a negative reaction.

Once we initially receive a complaint, we will react accordingly depending on the seriousness of the complaint and then the person or persons involved will be informed of the matter and the situation or occurrence will be investigated. If the complaint is upheld changes will be made so the issue does not occur again, and this will be fed back to the complainant. If it is not found to be as presented, this will also be fed back to the complainant with any actions that were taken.

If the problem persists then a formal enquiry into the incident will take place which will involve a subcommittee of at least two members of the Quality Assurance Committee (QAC).

If the complainant is not satisfied with the result of their complaint, they should contact our QAC in confidence by written letter and the complaint will be handled by the chairman of the QAC.

If the complaint is not satisfied with the response, they can contact

their **own Social Worker**,

their Child or Young Persons' **Social Worker**, or

or the **Childrens Commissioner for England** 0800 528 0731

on the net at www.childrenscommissioner.gov.uk/help-at-hand/

or by post at:

Sanctuary Buildings,
20 Great South Street,
London,
SW1P 3BP

As a final resort in the complaints procedure, the complainant could contact **Ofsted** directly on 0300 123 1231 or enquiries@ofsted.gov.uk.

Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

However, we would have hoped to have sorted the complaint out long before then.

3.7. Standards of care and National Minimum Standards

We will at least meet and endeavour to exceed the National Minimum Standards set out by the fostering services.

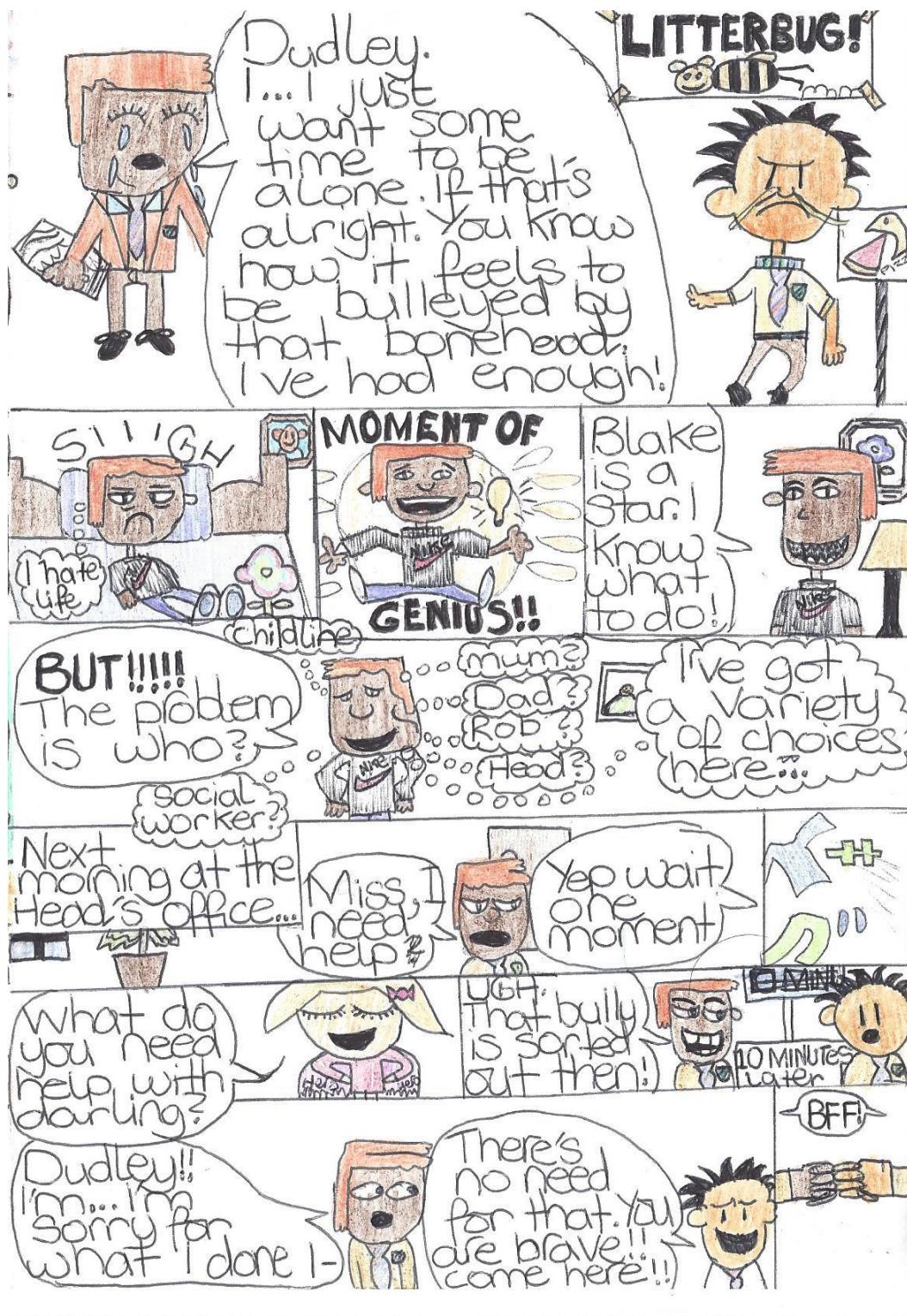
5Fostering will:

- Be guided and scrutinised by the QAC, an overseeing representative body This committee Conform and respond to all statutory and regulatory frameworks pertinent to Looked After Children and Fostering including all Regulations and Requirements.
- Meet and strive to exceed all the requirements as directed by Ofsted.
- Endeavour to demonstrate and be recognised for a quality of fostering that is exemplary in practice and to be a sector lead.

3.8. Safeguarding

Safeguarding is the essential focus of everything we do and the subject of a substantial document entitled 'Safeguarding: Principles, Policy and Procedures'. This and all other Principles Policies and Procedures (PPP's) are available from the 5Fostering Office.





Drawn by SAS, (12yrs)

3.9. Fire safety

Fire safety is included in our Health and Safety Principles, Policy and Procedures. Having personal experience of domestic house fires, we aim to exceed all fire regulations.

During the home verification stage of the application process 5Fostering will check the fire safety of each property by ensuring that smoke and/or heat detectors and fire blankets are installed on each floor of the property particularly in the kitchen areas. We will also make sure that our carers develop an evacuation strategy with the children or young people of how to react in a fire situation and the most appropriate route. Fire prevention officers will be encouraged to attend properties.

3.10. Consultation with people using the agency

Those who use our services vary from large institutions to children in care. We need all of their voices to be heard. Our policy for children is included in the 'My5' document available on request, and they are invited to attend the QAC and interviewing bodies.

We do this formally through such systems as our QAC who have the authority to request the chair of SMT resign, and mentors eliciting opinions of C&YP through the proposed befriending system. C&YP have representation through their representative on the QAC.

We also aim to have representatives of the local authority health, education and social services who could present a view from their service and provide a current perspective on issues and concerns.

3.11. Care and Placement plans, and Outcomes Tracking

Care and Placement plans are an essential and legally required tool to help children and carers plan support and aim for outcomes. Social services will have composed the Care Plan which will have been decided in court regarding each Child and Young Person.

When children are placed with a family, their Placement Plan will apply the Care Plan to the provision that the carers are expected to offer. This will be devised by the Local Authority and be agreed with 5Fostering – usually at a Placement Agreement Meeting held within a few days of the Child or Young Person first arriving.

In addition, 5Fostering sets and monitors outcomes through our on-line administration system. This notes progress towards a number of elements relating to the five outcomes of the 'Every Child Matters' agenda. This reviews the need for a Risk Assessment and Signs of Safety Management plan.

3.12. Inclusion

5Fostering is proud to embrace all aspects of equality and diversity throughout our company regarding recruitment and general ethos.

We believe in providing equality of access, celebrating diversity and feel this is essential for the best outcomes for the children. We do not discriminate on any grounds of age, disability, gender, gender reassignment, race and ethnicity, sexual orientation, religion or belief or marital/civil partnership status and would welcome any observations of our practice whether they are positive or highlight challenges for us.

4. Closing comments

5Fostering is a small family-run independent fostering agency unique in the level of experience and expertise in the senior management team and ethos of reflective learning. The team is passionate in providing the most effective support and encouragement so that young people and children may develop the attachment, experience and resilience as with the Secure Base Model and the positive relationships needed to be successful and fulfilled adults;

positive partnerships ~ fostering resilience
through inspirational tailored training