



Fostering Changes Life
Success Together

**Statement
of Purpose**

Contents

About Us

Our Beginning	03
Our Vision/Our Mission	04
Our Values and Principles	05
Our Commitment	06 - 07

Legal Framework

08

Standards and Quality of Care

Charter	09
Data Protection and Retention	09
Monitoring and Quality Assurance	09
Matching Process	10

Recruitment Process

Safe Recruitment	11
Process Flow Chart	11
Initial Enquiry and Training	12
Application	13
Assessment/Panel	14
Assessments to Become a Foster Carer	15

Team

16

Services we provide

17

FAQ's

18

Complaints Procedure

20

Whistleblowing

21

Contact Us

22

About Us

Our Beginning

We are a small independent fostering organisation base in Bury, in Greater Manchester. We pride ourselves on having a child focused approach to fostering.

We have created a family partnership of foster carers and social workers delivering high standards of support and care to everyone involved within our organisation.

About us...

Our **Responsible Individual,**

Raymond Porter, became a foster carer in 2004 and since then has 16 years' experience working within the care sector; both within fostering and leaving care.



Ray has a Level 3 in Children, Young People qualification. Ray has significant experience as a Managing Director of a leaving care organisation supporting young people to independence aged 16 years and above for more than 10 years in addition to be a director of a fostering agency. Prior to this Ray has worked across other fields including transport and the military.

***"If you can help a child
you do not need to spend
years repairing an adult"***

Joyce Meyer

Our **Registered**

Manager, Shirley McGaffin, has over 40 years' experience as a Social Worker and has significant experience within



all fields of Social Work and Management. Shirley gained her Social Work Diploma in 1984 and since then has worked across a range of fields including the permanence team in East Lancashire. Shirley gained a Certificate in Family Placements in 1991. Shirley has considerable managerial experience supporting foster carers and staff alike. Shirley was previously a director in a fostering agency. Shirley gained her Level 5 in Leadership and Management in 2012.

Registered Office:
138 Rochdale Road,
Bury,
BL9 7BD

Companies House Number: 12430762

Our Vision

What we want to achieve

"Fostering Changes Life"

To provide dedicated care to children and families whilst we are on the fostering journey together.

For children and families to accomplish opportunities together and triumph.

- **Positive commitment**
- **Family based**
- **Investing in people**
- **Professional integrity**

Our Mission

How we are going to achieve

We have experience as foster carers and social workers ourselves and will show compassion towards you and your role.

Support all children, young people and carers by sharing knowledge and spreading what we know.

We will do this by investing in people; our children and their future, our carers and our staff team through positive training and support.

We will carry out our duties with professional integrity, dedicated to all of our children and young people and we will safely recruit staff.



Our Values and Principles

Objectives

- Collectively achieve our goals and aspirations as a team working collaboratively
- Promote development, independence and preparation
- Inspire an empowering environment for all who are involved with *Fostering Changes Life*
- Encourage creativity to permeate through the lives of everyone
- Create a fulfilling promise to support everyone to achieve their potential
- Provide a range of opportunities for foster children, birth children, foster carers and staff
- Positively promote achievements
- Harness an inclusive culture for all individuals and diversities
- Practice fairness and equality for all people
- Invest in our children and young people and their carers for their futures
- Maintain a positive commitment to our role and responsibility
- Practice with professional integrity and virtue
- Work to maintain continuity for children and young people and their carers, with a sound and transparent financial basis.

Our Commitment

How we achieve this day to day

For Children

- All children will be given a 'Welcome Guide' which is age appropriate
- We will support you at any meetings
- We will support your wishes
- You will have regular meetings with your social worker
- We aim to provide a clear and transparent space for practicing collaboratively
- The chance to enjoy fun days out and engage in activities as a part of *Fostering Changes Life*
- We will provide children and young people with regular forums
- We will create a savings account for you from the day you start, for you to take with you when you move
- FCL will start savings for you to take with you when you turn 18 or if you move before

For Foster Carer's

- We will provide you with a Foster Carer's Handbook
- You will be given a designated 'Supervising Social Worker' who will provide guidance and support
- We aim to be clear and transparent with all our decisions and processes
- We will host informal Support Groups or coffee mornings regularly
- We will provide you with 24 hours support via our 'Out of Hours'
- The chance to for everyone to enjoy fun days out and engage in activities as a part of *Fostering Changes Life*
- We will pay for your membership with FosterTalk, to provide you with unlimited independent advice, legal expenses insurance, access to their legal advice line and much more
- You are entitled to an annual respite allowance payment

Our Commitment (cont)

How we achieve this day to day

Learning and Development

- We will provide developmental training in a variety of different forms including mandatory, development, face to face, seminars and online training
- Our initial training will include Safeguarding, Safer Caring, Behaviour Management, Paediatric First Aid, Attachment and Equality and Diversity.
- Our online training will include, Food Safety and Handling, Medication, Health and Safety, Prevent, Radicalisation, Child Sexual Exploitation, Knife Crime, County lines, GDPR, Social Media, Young People and other relevant courses.
- Our seminars will include; Being a professional foster carer, Managing allegations, Drug misuse and Recording and reporting.





Legal Framework

Fostering Changes Life work within the legal framework and requirements following guidance and legislation:

- The Children Act 1989
- The Children Act 1989 Guidance & Regulations Volume 4: Fostering Services (2011)
- Care Standards Act 2000
- Fostering Services: National Minimum Standards 2011
- The Fostering Services (England) Regulations 2011
- The Care Planning, Placement & Case Review (England) Regulations 2010
- The Care Planning, Placement & Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013
- Assessment & Approval of Foster Carers: Amendments to the Children Act 1989 Guidance & Regulations, Volume 4 Fostering Services (July 2013)
- Children and Families Act 2014
- All our policies are in line with the National Minimum Standards

Standards and Quality of Care

Foster Carer Charter

In principle we aim to provide the following:

Carers can expect

- Child focused practice
- Working in partnership
- Transparency and clear decision making
- Equal, fair and respectful treatment
- Consultation to reflect and improve upon the service
- Experienced support, training and advice
- Treated like a professional with the relevant development

Fostering Changes Life can expect

- Training, support and advice
- Working in partnership
- Sharing information and communication
- Being treated with respect
- Child centred practice
- Once established within 12 months we will hold a steering group to consult our carers to develop a charter which is in line with the carer's ideas and values.

Data Protection and Retention

Data is incredibly important to us; we will always keep your information safely and securely.

Monitoring and Quality Assurance

The Registered Manager oversees a comprehensive realm of information ensuring that standards are met and quality assured.

The team will have access to audits which will be actioned to ensure that compliance is paramount.

Standards and Quality of Care (cont)

Foster Carer Charter

Matching Process

From experience we realise how important it is to ensure that all children and young people are carefully matched to the right approved fostering household. We want to ensure that the best progress can be made.

During the matching process for the child, we consider many aspects including;

- Safeguarding
- Personal history
- Health, wellbeing and disability
- Education
- Contact
- Identity, ethnicity, culture and/or religion
- Behaviours and risk management
- Interests and aspirations
- Overall objectives/outcomes for the placement

The matching process will also consider the foster carers including;

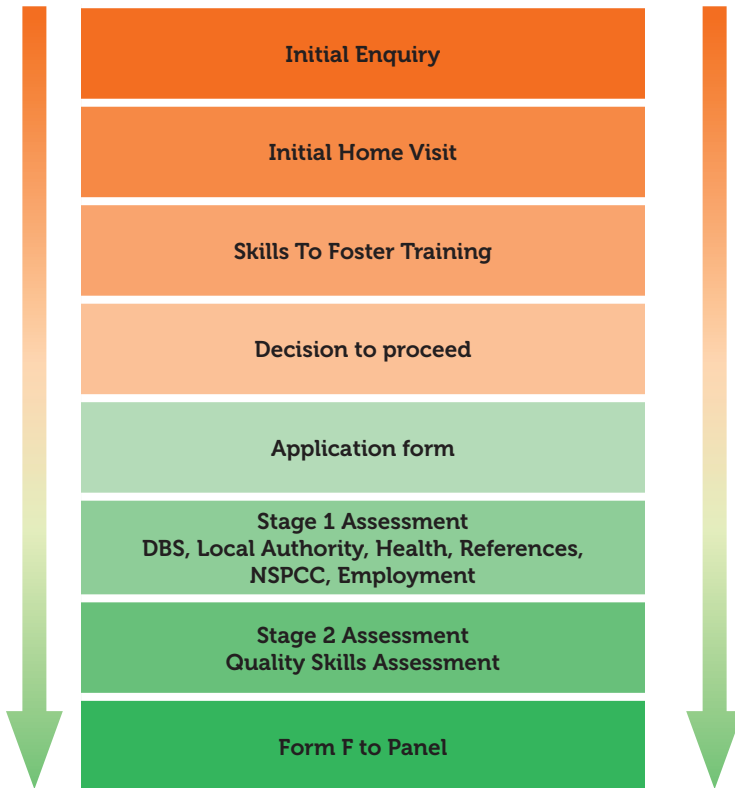
- Availability
- Terms of approval
- The carers location and distance to school, friends, contact and local authority
- The experience of facilitating and/or supervising contact
- Any other looked after children in placement
- Their ability to transport children
- Own children and other household members

Recruitment Process

Safe Recruitment

Fostering Changes Life are dedicated to recruiting in a way which promotes safeguarding and equality. *Fostering Changes Life* ensure that anyone within the agency who has access to any confidential or sensitive information is appropriately checked and is expected to be committed to maintaining confidentiality with their conduct and practice.

Process Flow Chart



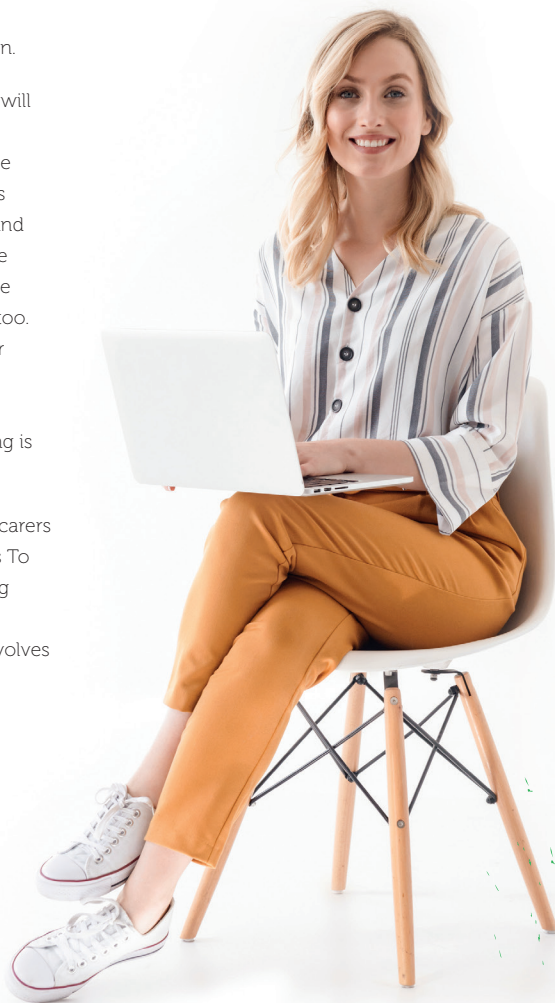
Initial Enquiry and Training

Initial Enquiry: We aim to be transparent from the moment we advertise, outlining clearly what criteria we are looking for and how to enquire with us. We will gather information from the applicants relating to their experience and family and why they are interested in fostering. We will share information with the applicants regarding our organisation.

Initial Home Visit: A social worker will arrange a time and date convenient for the applicant/s at their home. The purpose of this meeting is to discuss an exploration of skills, knowledge and your motivation to foster. If there are any practical requirements which are highlighted these will be discussed too. The visit aims to determine whether the applicant/s can meet our basic expectations encouraging them to contemplate and consider if fostering is right for them.

Skills To Foster: Prospective foster carers will be invited to complete the 'Skills To Foster' training course. The Fostering Network have compiled a detailed thought provoking course which involves both assessment and reflection.

Decision to Proceed: We will carefully consider the aspects of the process so far and the decision will be made whether you will proceed to the application stage.



Application

Application Form: You will receive your application form and will be asked to provide us with a wealth of information relating to your address history, employment history, three references who we can contact etc...

Stage 1 Checks: From your application form we will undertake several 'Stage 1 Checks';

- Enhanced DBS check
- Local Authority checks
- Ex-partners (except in exceptional circumstances)
- Children from previous relationships
- Reference from current employer/ fostering organisation/voluntary work
- School/health visitor reports for your own children
- Medical reports
- Personal References
- Home risk assessments
- NSPCC
- Employment references, if there has been any involvement with children and/or vulnerable people then we must obtain a reference

Assessment/Panel

Assessment: The Form F assessment process is completed in conjunction with the guidance and advice from the National Minimum Standards. You will be asked qualitative questions and be expected to answer;

- Information about your background
- Current and previous relationships
- Children in the household
- Other adult members in your household
- Describe family life
- Support network; family, friends, hobbies, employment

- Parenting Capacity
- Financial stability

Panel: Our panel will make a recommendation with regards to new applicants, annual reviews, post allegation/complaint reviews, terminations of approvals.

Our panels are held regularly in Lancashire. The diversity of our panel is something we pride. We have a core base of care-experience individuals, educational specialists, health professionals, social workers, therapists, foster carers,



Assessments to Become a Foster Carer

Certain requirements will be requested during the application process including permission for statutory checks and references and attendance at a preparation group.

This assessment has two stages and specified statutory and safeguarding checks are undertaken under Stage 1. These include the DBS, local authority, medical, references (interview of two referees and a fostering reference if applicants have previously fostered) If it is decided not to continue with an assessment because of information collected as part of stage 1, this will be communicated formally in writing.

Under stage 2 of the assessment a home study will be undertaken to prepare a brief report or final report and record any disagreement with it before this is considered by a fostering panel. The assessor's report will make a recommendation to the fostering panel about their suitability to foster, including the children whom they might best be matched with, as well as their training

and development needs for the future. Applicants will be encouraged to give honest responses and reflect their current experiences. The assessor will explain the competencies required for fostering and give initial help and advice in enabling applicants to link evidence with the skills required for fostering.

If, at Stage Two of the assessment process, the Agency Decision Maker gives a Qualifying Determination that Fostering Changes life proposes not to approve the applicants as foster carers, the applicants will be advised that if they wish to challenge the decision, they have a right to submit representations within 28 days of the date of the written notice of the decision to the Agency Decision Maker. Alternatively, they may exercise the right to apply to the Secretary of State to request a review of the decisions by an Independent Review Panel under the Independent Review Mechanism. Any such application must be made in writing within 28 days of the decision.

Team

All staff who work for *Fostering Changes Life* hold a range of appropriately recognised qualifications dependent on their specific role or field of expertise such as DiPsw, Diploma/Certificate in Management, NVQ Level 3 CCYP and that all social worker staff are registered with Social Work England.

Fostering Changes Life employs a variety of individuals who have a wealth of social work, management, teaching, administration, ex fostering and technical experience. All staff receive regular support, supervision and training including DBS checks.

Team Members



Registered Manager
Shirley McGaffin



Administrator
Suzanne Porter



Supervising Social Worker
Conor Porter



Responsible Individual
Raymond Porter



Administrator
Chantelle Haworth



Supervising Social Worker
Michelle Partington



Administrator
Austin Haworth

Services we provide

By working in partnership with local authorities the agency can be responsive to the needs of the local community. We endeavour to provide a varied range of placement types that meet the needs of children and young people inclusive of the following:

Emergency Fostering Placements

Specific carers are able to offer a foster home at short notice and varying amounts of time. This service provision is available 24 hours a day.

Short Term Fostering Placements

Children and young people are matched with a foster carer who looks after them for a short period of time lasting up to two years whilst decisions are made in respect of the child or young person's longer term future.

Long Term/Permanent Placements

Permanent foster placements can offer security and stability for those children who are not able to return home, but for whom other options such as adoption are not available. Foster carers make a long term commitment to a child, and the care plan is for them to stay for the rest of their childhood and into adulthood.

Bridging Placements

Children and young people live short term with foster carers with experience of supporting them to move to their permanent placements: foster care, adoption or to independence.

Parent and Child Placements

Foster carers with specific training to offer placements for a parent or parents with child/ren. Parents, who may be under or over 18 years old, receive support and guidance to develop parenting skills within a family setting. The foster carers can provide information for local authority parenting assessments.

Placements for Unaccompanied Asylum Seekers

Foster carers with skills and experience to look after and support unaccompanied children and young people to settle and participate in family life and education in a new country.

Sibling placements

Foster carers who have the skills, the physical accommodation and support within the home to offer placements for sibling groups of two or more

FAQ's

I have recently retired and want to foster, is this a problem?

Your age is not a barrier to become a foster carer. All we ask is that you are fit and healthy and able to look after the children who are in your care.

Does it matter if I identify with a certain gender or sex?

Diversity is key to meeting the needs of our children and young people.

I don't have any children, is this an issue?

It doesn't matter if you don't have children of your own, we will need you to demonstrate that you are able to provide a caring home and to be able to care for children to our expected standards. You can demonstrate your relevant childcare experience through looking after family members, working with children and young people or volunteering. We can consider many options of caring for children and young people, what is important is that you can show us your potential to be a foster carer.

What if I don't have my own home?

If you rent then this is not a problem, we just ask that you have got permission from your landlord for the purposes of fostering. Sometimes this can affect insurances and so it is important that they are aware of your new role.

How long does it take to become a foster carer?

From the point of your initial enquiry we aim for you to be a foster carer within 6-8 months. This allows plenty of time for reflection and for you to carefully consider the decision to become a carer.

Can I be a foster carer even though I have a previous conviction?

Depending on the kind of previous conviction that you may have, this is not a barrier to becoming a foster carer. All foster carers must undertake an Enhanced DBS check, we ask you to be honest about whether there is anything which is on your record. Should there be anything on your record then a risk assessment will be undertaken.

FAQ's (cont)

Will you provide any training?

Absolutely! After your initial Skills To Foster, we have a range of courses which will ultimately help you on your professional journey as a foster carer. The courses will develop your awareness and understanding of fostering covering topics such as; safeguarding, safer caring, first aid, de-escalation, behaviour management etc. You must also complete the TSDs which is a national standard for foster carers.

We have a spare bedroom, is this enough?

Every child and young person must be provided with their own bedroom which is their own space. The bedroom must be able to fit in a bed, set of drawers and a wardrobe. If you do not already have this then this is something which you must work towards having before a child may come to live with you.

I have another job which I would like to continue with at the weekends, can I still foster?

You can still keep your other job so long as you can meet the needs of the child you are caring for. This will be discussed with you further I.e.. your partner works during the week so is able to care for your child at the weekend.

Complaints Procedure

Fostering Changes Life are committed to providing the highest level of care to children and young people, to foster carers and local authorities. We have established procedures that are followed by all members of our staff. If you feel for any reason that we have not met the expected standards, then you have the right to complain and be listened to.

Stage 1 – Informal Resolution

We aim to resolve all complaints informally; we encouraged an open and honest environment to explore and resolve most issues. If this is not possible then a meeting will be arranged between the complainant and the line manager about who the complaint is about.

Stage 2 – Formal Consideration

A formal investigation will be undertaken, and a written response will be provided within 21 days outlining the outcome of the investigation provided by the Registered Manager.

Stage 3 – Independent Review

If the complaint has not been resolved in the first or second stage, and the reasons for this are made clear in writing; the complaint will proceed to stage 3.

If you have a complaint to make, then please feel free to contact us or write to us at the following address;

Address of *Fostering Changes Life*

138 Rochdale Road,
Bury,
BL9 7BD

Email: Info@fcl.care

Name and Address of Inspection Body

Ofsted, Picadilly Gate, Store Street,
Manchester, M1 2WD

Email: enquiries@ofsted.gov.uk

Your complaint will be dealt with fairly and transparently.

Whistleblowing

There may be an occasion when Applicants, Foster Carers, Panel Members, Independent Social Workers or others working on behalf of the Agency have a serious concern that falls outside the scope of the Complaints Procedure or any other procedures, or where there is a concern about the implications of making a complaint. This might include, for example, complaints that are made about a senior manager, director or anyone else within the company, in relation to whom an individual may feel compromised about making a complaint. Concerns can be raised verbally or in writing, including by email.

OFSTED Whistleblowing Hotline

Telephone: 0300 123 3155

(Mon to Fri; 8am – 6pm)

Email: whistleblowing@ofsted.gov.uk

Write to WBHL:

OFSTED
Piccadilly Gate
Store Street
Manchester
M1 2WD



Contact Us

Fostering Changes Life

138 Rochdale Road,
Bury,
BL9 7BD

Email: Info@fcl.care

Website: www.fosteringchangeslife.co.uk

Telephone: 0330 133 0706

Ofsted

Piccadilly Gate
Store Street
Manchester
M1 2WD

Email: enquiries@ofsted.gov.uk

Telephone: 0300 123 1231

Children's Commissioner – Rachel de Souza

Children's Commissioner for England,
Sanctuary Building,
Great Smith Street,
London, SW1P 3BT

Email: info.request@childrenscommissioner.gov.uk

Telephone: 020 7783 8330

Free and confidential contact lines for children and young people

Email: Help.team@childrenscommissioner.gov.uk

Telephone: 0800 528 0731

Coram VOICE

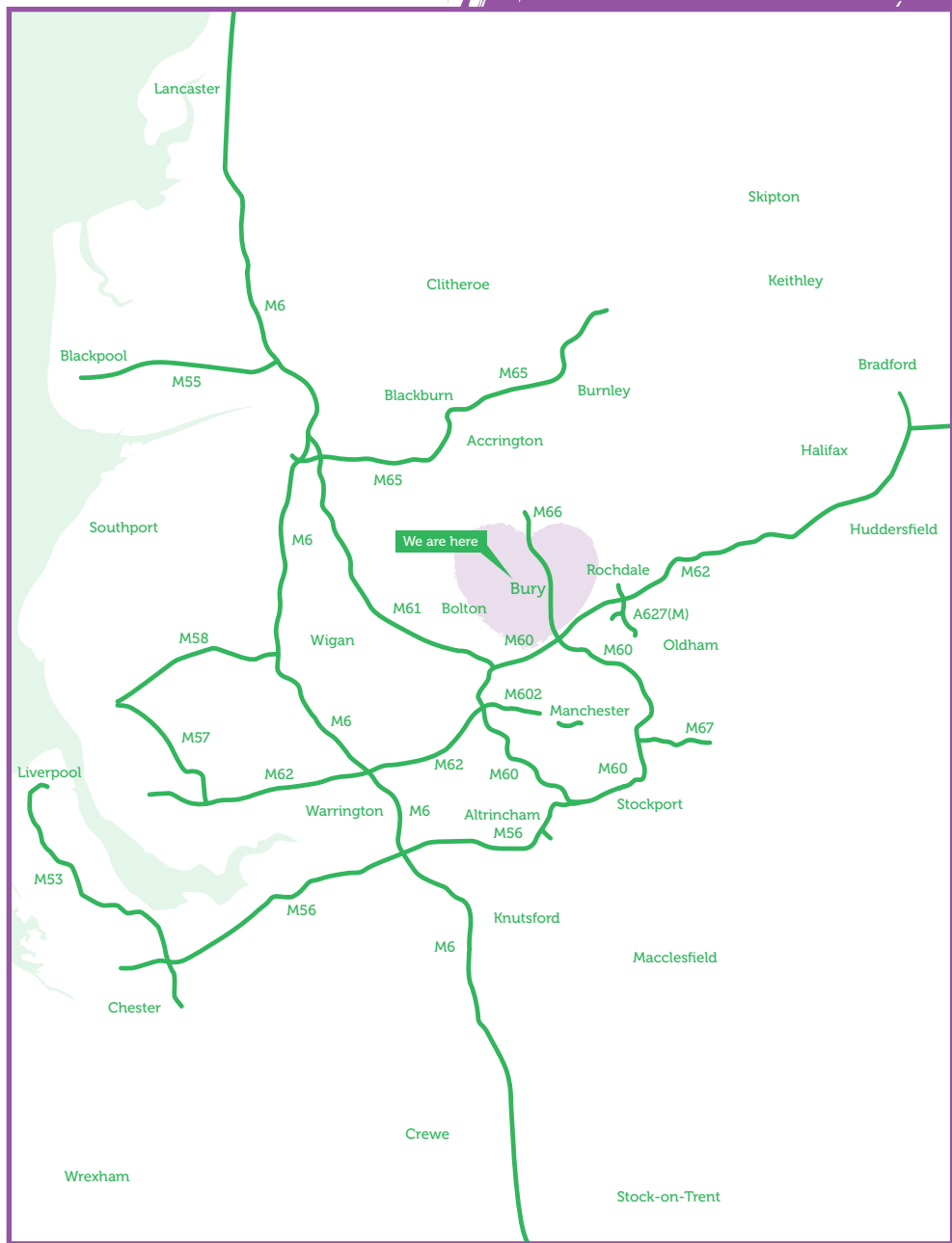
A National Charity enabling and equipping children and young people to hold to account the services that are responsible for their care. They uphold the rights of children and young people to actively participate in shaping their own lives.

Helpline: 0808 800 5792

Email: Info@coramvoice.org.uk

Website: www.coramvoice.org.uk

[illegible]



Fostering Changes Life

