

## *Regional Foster Placements*

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*"Sharing the caring"*

# **Statement of Purpose Wales Region 2018**

**[www.regionalfosterplacements.co.uk](http://www.regionalfosterplacements.co.uk)**

**[enquiries@regionalfosterplacements.co.uk](mailto:enquiries@regionalfosterplacements.co.uk)**



## Statement of Purpose - Contents

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## 1 - Introduction

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This Statement of Purpose sets out the aims, objectives, philosophy of care and services provided by Regional Foster Placements. This document has been produced in accordance with the following regulations:

The Fostering Services (Wales) Regulations 2003  
The National Minimum Standards for Fostering Services (Wales)  
The Care Standards Act 2000

Regional Foster Placements Ltd is an Independent Fostering Agency (IFA) which is also a Private Limited Company registered under the Companies Act 1985.

- Regional Foster Placements Limited: Registered in England and Wales Registration Number 4217642
- Old Auster, The Causeway, Mark Somerset TA9 4QF

The Group has one main Board Director, Jo Catterall, who is also the Responsible Individual for the organisation in England

The Group has six regions with five Regional Managers in England who are also Registered Managers with Ofsted.

Regional Foster Placements Ltd is registered in Wales with CIW. The Regional Manager is Amanda Jayne Davies, who is the Registered Manager. The Responsible Individual is Mrs. Joann Catterall.

The Statement of Purpose will be reviewed at least annually or when there are staffing or organisational changes.

The continued rise in the numbers of children and young people needing substitute care in Wales alongside the continuing shortage of suitable foster placements, has led Regional Foster Placements to establish itself in Wales.



It is Regional Foster Placements' view that communities should be supported and enabled to utilize their own resources to improve the lives of everyone who live and work in the same communities. Within this we believe we all have a social responsibility. The support training and skills of the wider partners in communities is crucial in achieving and making reality the vision of what should come first: **the investment in children and young people who are our future communities.**

Regional Foster Placements work within the most socially disadvantaged areas to provide safe foster homes for children, from those communities. We recruit, train and support local people to do this, our foster carers.

**Our aim will be to ensure the children and the young people we look after achieve stability and security and the opportunity to meet their potential.**

Our placements provide our partners, local authorities, with a cost effective responsive service meeting the bespoke needs of children and young people. We develop opportunities for young people to become involved in befriending and volunteering, so enabling the wider community to develop skills and interests and benefit local economies.

**Our expectation is that Regional Foster Placements provides:**

- excellent services
- value for money
- exceeding national standards
- providing opportunities
- safe foster homes
- happy children
- working with communities



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## 2. Aims and Objectives

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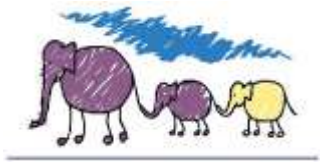
We ensure that for each child or young person within the agency that their assessed individual needs are achieved.

That the assessment, matching and placement process is transparent and based upon partnership and sharing of information so ensuring that it is aimed at meeting the child and young person's specific needs individually.

Our objective is to provide placement stability and continuity. It is in large part this, which leads to best outcomes for children. Regional Foster Placements has established systems to monitor and therefore improve our service based upon these aims and objectives. Outcomes are measured and information collated regarding key areas such as education and health.

### **Our aims are:**

- To provide children and young people with a stable, nurturing and stimulating environment.
- To provide professional foster carers who will respect and value difference and encourage children / young people to be proud of whom they are.
- To provide a bridge between the past and the present, present and future, for all the children / young people referred to the agency.
- To provide opportunities for children and young people to remain with their siblings and to facilitate contact
- To provide a service that works for children and is focused on meeting the needs and fulfilling the potential of children / young people in our care.
- To work with local authorities and other agencies in helping meet the aims of each identified care plan and achieving positive outcomes.



The agency has adopted the UNCRC as the basis of all our work for children and young people, and incorporated those of 'Children First'.

This is expressed in seven core aims:

1. Have a flying start in life
2. Have a comprehensive range of education and learning opportunities
3. Enjoy the best possible health and are free from abuse, victimisation and exploitation
4. Have access to play, leisure, sporting and cultural activities
5. Are listened to, treated with respect, and have their race and cultural identity recognised
6. Wellbeing
7. Are not disadvantaged by poverty.



### 3. Services Provided

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Our foster carers are our greatest resource and therefore, we ensure our selection processes identify carers who have the skills and knowledge needed to provide appropriate placements in this difficult and demanding profession.

Regional Foster Placements offers a wide range of placements for children and young people of all ages. All placements are 'matched' to ensure that they meet the needs of the child and the skills and experience of the foster carers. All placements are negotiated with the child's or young person's responsible local authority and through individual placement contracts.

All placements of children and young people are made and monitored in accordance with the Fostering Services (Wales) Regulations 2003. All carers are approved, reviewed and have signed a Foster Care Agreement. Wherever possible, pre-placement planning is undertaken, including initial introductions between the child and foster carers.

We provide the following services:

1. Emergency (including out of hours placements).
2. Short Term Placements.
3. Long Term Placements.
4. Respite Placements.
5. Parent and Child Placements including assessments.
6. Kinship Care Assessments/ or other pieces of work

We are committed to promoting contact between children and their family members and significant others in line with the care plan and the wishes and feelings of the child, whilst also acknowledging what is in the best interests of the child or young person.



Where contact is not appropriate, we ensure that the child/young person has updated information and knowledge about those that are important to them.

In support of this commitment, the following pieces of work can be undertaken:

- **Supervision of Contact.**
- **Life Story Work.**
- **Family Assessments.**
- **Parenting Assessments.**
- **Reports in Proceedings / for Case Conferences.**
- **Support of Family Group Meetings.**
- **Individual Counselling.**

The organisation's Equal Opportunity Policy aims to develop and provide services on the basis of equal opportunity and anti-discriminatory practices, without prejudice to race, culture, gender, religion or disability. The policy is available to all staff and carers.

It is recognised that one effect of discrimination is that children and young people can feel disempowered and deprived of opportunities and services. All those involved with the organisation have access to training in anti-discriminatory and anti-racist practice.

The fostering service seeks to encourage, in foster homes, an environment which promotes understanding, trust and cooperation. This requires that all members of the household are treated with dignity and respect. Carers are asked to communicate in ways which are anti-discriminatory and antiracist, and to encourage children and young people to do likewise.

Regional Foster Placements aims to provide placements where there is a respect for and promotion of the racial, cultural, religious and linguistic backgrounds of children and young people.

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## 4. Support and Supervision of Foster Placements

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**Regional Foster Placements** wrap bespoke services around each placement led by, **Social work staff** experienced in fostering services, and professionally qualified.

Social Workers supervise carer teams of carer households looking after a maximum of fifteen children. This is monitored through a well-developed caseload weighting system reviewed through supervision. This is to allow social workers enough time to support children and carers throughout each placement and to keep caseloads manageable.

Supervising Social Worker role:

1. Fortnightly visits including monthly recorded supervision. A minimum of weekly telephone contact. Performance reviews, annual reviews, training plans, and problem solving. Seeing children in placement also on a monthly basis.
2. To support, supervise and manage carers in the fostering task ensuring all minimum standards are surpassed, and legislation, policies and procedures complied with.
3. To facilitate relationships and ensure the running of the placement meets all needs, to work in partnership with the local authority social workers responsible for the child and any other professional including team colleagues.
4. Undertaking unannounced visits a minimum of annually alongside scheduled visits.
5. To participate in an out of hour's service, supporting and advising carers and assisting in placements as necessary.



Regional Foster Placements value the work foster carers undertake and the contribution they make to the lives of children and young people. Appropriate support for the families who foster is vitally important to a successful placement.

The agency provides creative and flexible support arrangements for children and young people and their foster carers. The identification and arrangement of the necessary levels of support occurs when a child or young person is matched to a foster carer at the placement planning stage.

This support is then monitored and adjusted throughout the placement.

Regional Foster Placements offer the following support to all of our foster carers and their family:

- Access to a member of staff - 24 hours a day for 365 days of the year
- A minimum of monthly formal supervision and support from a qualified supervising social worker
- Regular telephone contact from the supervising social worker.
- Foster carer support groups in each area
- A male carers group overseen by either a male social worker or male Placement Support Worker to enable free discussion around specific topics pertaining to the role of the male carer.
- Birth children's group
- Activities that are regularly arranged for carers, their families and young people in placement to meet together throughout the year in informal surroundings.
- A quarterly group newsletter.
- Professional support for foster carers negotiating with schools and in the promotion of children's' and young peoples' educational needs.
- A comprehensive post-approval training programme.
- A level of financial support that values the skills and commitment of foster carers.



Regional Foster Placements believe that this package provides a positive way of ensuring that foster carers are fully supported and those placements are successful. Children and young people referred to the agency may have experienced many rejections and the aim of Regional Foster Placements is to minimise this happening again.

All children or young people placed with Regional Foster Placements are registered with a General Practitioner, Dentist and Optician. A Medical Passport is completed and held by the foster carer and an individual Health Plan completed by the Supervising Social Worker. Carers undertake first aid training and are obliged to attend health related training courses each year.

**Regional Foster Placements** ensures that, where needed, each young person has the necessary equipment or facilities that they may require because of ill health or disability. All workers involved ensure that their relationships with young people promote accessibility to further advice and support.

The aim is to provide quality care that promotes children and young people's health by:

- Keeping children physically healthy by monitoring their health and keeping all regular and routine health appointments.
- Promoting children and young peoples' mental and emotional health by ensuring they feel valued and promoting contact with their families if safe to do so.
- Helping children and young people to make healthy choices by encouraging them to keep physically fit and eat a healthy and balanced diet.
- Helping children and young people not to take illegal drugs and discouraging them from smoking by informing them of the dangers and by not role modelling smoking to them.



**Regional Foster Placements** believes that promoting and providing education on health and related issues will not only improve the health of the young person but also their self-esteem. This includes providing literature on smoking, drug and alcohol abuse etc. Regional Foster Placements will also access specialist services such as the Child and Adolescent Mental Health Team Service (CAMHS). When this service is not available, for whatever reason Regional Foster Placements in agreement with the Local Authority social worker, and the placement planning process, access private and approved Mental Health services.

All children and young people are expected and encouraged to attend school or, depending on their age, some form of educational provision. Where possible children and young people will be maintained in their existing schools. Should this not be possible then Regional Foster Placements will liaise with Local Authorities over the provision of education. Foster carers may be reimbursed a proportion of their expenses should they be required to transport children and young people to school out of their catchment area.

Each child or young person has a Personal Education Plan and Regional Foster Placements commits to supporting and contributing to, where appropriate, these documents. Foster carers are expected to provide a suitable environment in which the child or young person can study when at home and attend education reviews, parents' evenings and other educational events as appropriate. They are also aware that it is not accepted practice to take children and young people out of school for family holidays.

Foster carers further assist children and young people by:

- Having them ready for school and ensuring they have all the materials and appropriate clothing.
- Attend school regularly and helping them to regard school as a positive experience.
- Helping them to prepare for any examination or test that they have to face as part of their education.



- Helping them to take part in recreational activity within the community and encouraging them to look for education opportunities outside of school.

The opportunity for children and young people to succeed is considered an essential aspect of the fostering task. Financial support is provided to foster carers to enable the child or young person to actively join clubs, take up hobbies and activities.

They are also encouraged and supported in:

- Engaging in decision making within the placement and helping them to participate in decision making outside of the placement.
- engaging in positive behaviour, which is law abiding and assists the community
- Active involvement in the communities in which they live and giving opportunities to engage in community activities safely.
- Developing their self-confidence by positive contacts with the community.
- Promoting different cultural, religious and linguistic backgrounds.

At **Regional Foster Placements** all our children and young people are encouraged to plan for the future, especially those who are due to leave care. We work alongside external agencies such as Connexions in supporting the child or young person and our foster carers are expected to contribute to the preparation of Pathway Plans. Regional Foster Placements also encourages and supports those who are able to provide for their foster children beyond the age of 18 years to do so.

In general Regional Foster Placements and our foster carers provide an environment where:

- the foster child can access further education and training
- Employment opportunities are supported and every support is given to the foster child making the transition from Education.



- Support, advice and guidance is given in finding suitable and appropriate accommodation when they leave the placement.
- age appropriate self-care skills are developed
- the foster child is competent and confident at using appropriate transport and having access to suitable amenities  
They are given advice and practical support in respect of financial planning for their future in order that they can live in households which are financially secure and appropriately furnished.

## 5. Placement Range

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Regional Foster Placements provide:

- Unplanned/emergency placements (same day) during office hours and via the emergency out of hours service. We also place unaccompanied asylum seeking children and young people.
- Planned or unplanned short term task centred placements working toward specific goals such as assessment, bridging, preparation for adoption/permanence. We also provide other placements where there are care plan objectives such as return home, or to family or friends.
- Planned longer term placements for sole children and sibling groups.
- Placements for children with disabilities on a respite or full time basis.
- Placements that provide short break or respite, to enable substantive placements to be maintained including a home base for those attending residential schools.
- Placements that aim to support children back from residential schools, to living in families
- Remand placements
- Parent and child placements



**Regional Foster Placements** will tailor placement types to the specific needs of the children and young people referred and the expectations and requirements of the local authorities with whom we contract.

## 6. Recruitment, Assessment and Approval

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Regional Foster Placements has established a process for recruiting and approving foster carers in line with best practice, Fostering Regulations and National Minimum Standards.

All prospective carers are seen in their homes and initially screened. Throughout the initial enquiry stage all prospective carers will be provided with information about the agency, the task of fostering, the assessment process including the checks to be sought and the support they will be provided with including financial support.

Regional Foster Placements make this process robust and timely, each assessment being completed within the six month standard, most are completed earlier. Regional Foster Placements uses the British Association for Adoption and Fostering (BAAF) Form F assessment process. This form is based on clear competencies which are essential to the fostering task and also meets the requirements of regulations. This enables a very detailed and thorough evidence based assessment to be undertaken.

- Verification of identity is also checked as well as personal history, references are obtained from the:
- Disclosure and Barring (enhanced check)
- Department of Health
- Social Services or local Children and Young Persons Department
- Other agencies e.g. NSPCC, CIW



Furthermore, Disclosure and Barring checks are completed on all adult members of the household as well as other significant regular adult visitors to the family if the assessing social workers consider circumstances require these checks.

The applicant(s) is/are required to have a medical examination completed by their GP and this report is made available to the agency. The applicant(s) are asked to identify at least three personal references and at least two will be interviewed as part of the assessment process.

All carers will be attend skills to foster training, and have undergone a comprehensive assessment prior to coming to panel within the six month time frame.

Preparation training takes place at an appropriate point of the assessment. This training includes safe care, working together, safe guarding, and recording and is a broad introduction to the fostering task.

Applicants contribute to their assessment reports being helped to compile a portfolio of written material giving examples of relevant experience and skills and attend the fostering panel in person to ensure the process is engaging, inclusive, and as representative as possible.

Regional Foster Placements foster panels meet the requirements of the fostering regulations and standards. The panel consists of professional and independent members with knowledge and expertise in fostering including social work, child care, education, health experience and direct experience of being in the looked after children system. The detailed composition of the panel and its members is included in a booklet that can be obtained from the Registered Manager or via the contact details in this document, and is available to all panel attendees.

All information obtained about prospective foster carers is held on file and like all other information, kept in accordance with the Data Protection Act 1998.





## 7. Training, Supervision and Review of Carers

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All approved Regional Foster Placement foster carers are provided with a comprehensive programme of training, including workshops and support groups. The allocated supervising social worker addresses constantly during supervision visits the carers learning needs.

At Regional Foster Placements we provide continuing training programs for our carers including a number of mandatory courses.

All foster carers (and their spouse or partners) are required to attend a minimum of 3 training courses per annum in order to maintain their approval as carers on behalf of Regional Foster Placements

The following courses are incorporated in the organisation's training programs:

- **Skills to Foster**
- **Child Care Legislation**
- **Working with children who have been abused or neglected**
- **Safer Caring**
- **Managing conflict**
- **Contact and Contact Issues**
- **Recording Skills**
- **First Aid**
- **Young People and Sexual Health**
- **Attachment and Loss**
- **Safeguarding**
- **Digital Media awareness**
- **Working with and undertaking Parent and Baby Assessments**



Regional Foster Placements also arranges conferences, these being open to staff, foster carers and representatives from external agencies, including other agencies and local authorities. All foster carers are provided with a training portfolio.

Foster carers and professional staff access a comprehensive training programme provided by Regional Fostering Placements. They are also supported to use external relevant training including online resources.

Regional Fostering Placements ensure that all carers achieve their core training in their first year of approval. That their training is reviewed. Our foster carers are supported to achieve **'Fulfilled Lives and Supportive Communities'**, through nationally recognised awards, via the recommendations of the Care Council for Wales.

### **Review of Foster Carers**

**Regional Foster Placements** Annual reviews are completed as required by fostering services (Wales) regulations 2003. They are timely and chaired. They include feedback from children placed and carer's own children. The carers themselves, the supervising social worker, others involved in the care of the child and any placing partner. The review analyses the previous year, progress from original approval and looks at the carer competencies, appropriateness to foster, and sets targets for the forthcoming year.

The review considers the training undertaken and explores future training needs. Carer's annual reviews are brought forward where necessary.

The first annual review is presented to the agency's fostering Panel; thereafter every third annual review will be presented to the Panel unless specific circumstances require a Panel review at an earlier stage for example, following a Child Protection Investigation.



## **Policies & Procedures and other documentation**

All foster carers receive a Carer Handbook (including the organisation's Care Policies and Procedures, the Statement of Purpose and agency paperwork. All carers sign a Foster Care Agreement.

Children and young people are continually individually consulted through the review system and are encouraged and supported in attending meetings to discuss their care and plans for the future.

Should the child or young person not wish to attend or not be old enough to contribute, then Regional Foster Placements will act on their behalf or will access an independent person or advocate to carry out this role.

Children and young people are also fully involved in the foster carer review process by providing feedback. They are also encouraged to have contact with their social worker and foster carers are advised of the statutory responsibility for the social worker to visit and that social workers should be able to see children and young people alone.

All children and young people are provided with information regarding their rights and advised of the Complaints and Comments procedures. These are also available in the Welsh language.



## 8. Children's and young people's guide

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Guides for children and young people are provided by Regional Foster Placements for all children in our fostering placements.

These guides are given to them at the point of being placed in the care of a Regional Foster Placement carer. The guide includes information about the services they can expect.

They include contact numbers of those responsible for their care within the agency.

The guides will also be made available in the Welsh language. They will also be translated into other languages as required.

These guides are in two formats, one for children, and one for young people

Details of the complaints or suggestions procedure and contact details of the Children's commissioner and the Welsh Inspectorate (CIW) are also included in the children's guides.

## 9. Management Structure and Staffing

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All staff are suitably professionally qualified to work for the fostering agency and are registered with the Care Council for Wales.

**The Regional Manager for Wales** is a qualified social worker with 18 years experience in social work within two local authorities. She has had Supervising Social worker experience in a charitable fostering agency and managerial experience in a large child care charity and was the registered



manager in a previous independent fostering agency. She has also attained NVQ Level 5 in Management.

There are currently 5 members of staff in the Region. The team comprises of an experienced administrator based at the registered office, three Supervising social workers, all with Local Authority childcare experience prior to working for various Fostering agencies. They offer a wealth of professional experience in working with children and foster carers, and offer the highest support.

Current staff details are:

Amanda Davies – Regional and Registered manager

Jeannette Drever – Supervising social worker

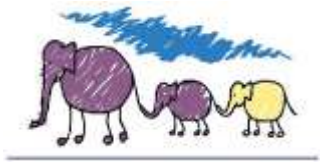
Rosemary Phillips – Supervising social worker

Tracey Perry - Administrator

In addition to company organisational meetings occurring on a quarterly basis, the Registered Manager meets with the Responsible Individual on a frequent basis to monitor service performance and to discuss and implement strategic plans for development. Operational team meetings and social work meetings take place on a monthly basis.

Mrs. J Catterall is the Responsible Individual for Regional Foster Placements Wales. [jo.catterall@regionalfosterplacements.co.uk](mailto:jo.catterall@regionalfosterplacements.co.uk)  
Tel: 07780992081

Mrs A J Davies is the registered manager Wales:  
[amanda@regionalfosterplacements.co.uk](mailto:amanda@regionalfosterplacements.co.uk)  
Tel: 07413717826



## **Wales Regional Office Details:**

### Regional Foster Placements

Suite 5, 2<sup>nd</sup> Floor

Ty Kier Hardie

Riverside Court

Avenue De Clichy

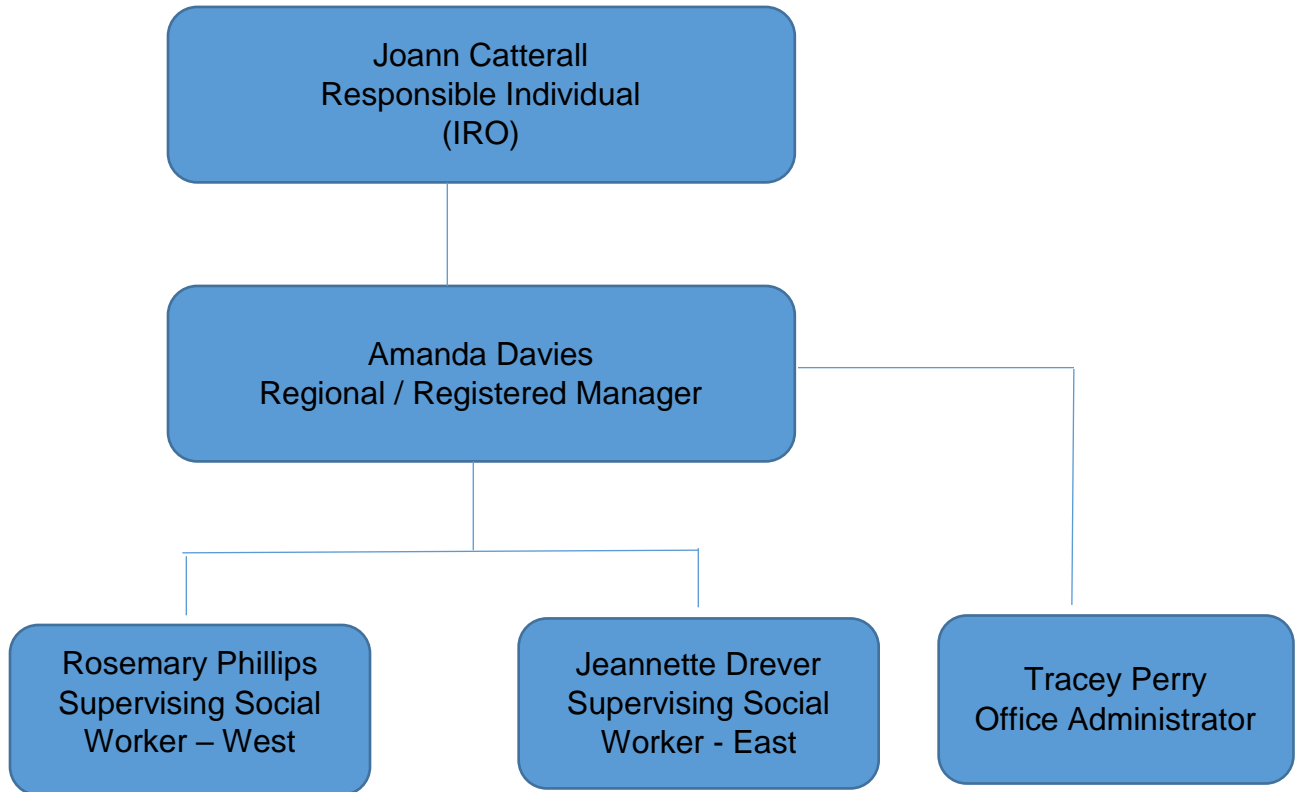
Merthyr Tydfil

CF47 8LD

Tel: 01685 700818

### **Regional Foster Placements**

Regional Foster Placements regularly monitor and review its complaints and representations policy to ensure compliance with regulation and, to assess its quality and effectiveness. All policies are reviewed annually and amended in line with feedback and good practice





## Contact Details:

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CIW is responsible for inspecting Regional Fostering Placements in Wales. We are regulated and inspected under the fostering service (Wales) regulations 2003 and National Minimum Standards. Copies of inspection reports are available on the CIW website which is: [www.ciw.org.uk](http://www.ciw.org.uk)

You can contact our Inspectors at:

CIW,  
Rhydycar Business Park.  
Merthyr Tydfil.  
CF48 1UZ.

Tel, 03000628888.  
Fax, 03000628548.  
Email, [ciw.southeast@wales.gsi.gov.uk](mailto:ciw.southeast@wales.gsi.gov.uk)

## Regional Foster Placements Head Office:

Unit 3 Moorside Court  
Yeolverton Business Park  
Yeolverton  
PL20 7PE

01752 220109

[www.regionalfosterplacements.co.uk](http://www.regionalfosterplacements.co.uk)

E-mail: [enquiries@regionalfosterplacements.co.uk](mailto:enquiries@regionalfosterplacements.co.uk)

Interested in Fostering: [0800 019 11665](tel:080001911665)



