



Fostering Dimensions

Statement of Purpose



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1. INTRODUCTION

This statement of purpose has been developed in accordance with Standard 16 of The National Minimum Standards for Fostering Services and Regulations 3[1] of the Fostering Regulations 2011.

The Regulations and NMS require fostering agencies to produce a Statement of Purpose and Children's guide which will be a useful source of information to staff, Foster Carers, prospective Foster Carers, children and young people who are placed with Fostering Dimensions Foster Carers, their parents and colleagues from partner Agencies/Local Authorities. Children and young people are provided with age appropriate welcome guides at the point of placement, which are in varying of formats for them to understand.

Fostering Dimensions is a private limited company that aims to meet and exceed the requirements arising from:

Care Planning and Case Review Regulations

- Care Act 2014
- Children and Families Act 2014
- The Children Act 1989 and the Children and Young Persons Act 2008
- Working Together to Safeguard Children 2015
- The Care Standard Act 2000
- The Children's Home's (England) Regulations 2015, including the Quality Standards (2015)
- Local Safeguarding Procedures
- Local Vulnerable adults Procedures
- Statutory Guidance on Children who Run Away or go Missing from Home or Care 2013
- Safeguarding Children and Young People from Sexual Exploitation 2009
- Department of Health (2000) Framework for the Assessment of Children in Need and their Families
- Equality Act 2010
- Fostering Services (England) Regulations 2011
- Health Care Professionals Council (2012) Social Workers in England, Standard of Proficiency Needs
- Human Rights Act (1998)
- Leaving Care Act 2010The Education (Independent School Standards) (England) Regulations 2003, in relation to schools if part of the Service
- The UN Convention on the Rights of the Child (Article 12)
- The Fostering Networks code of practice



- The National Standards for the Provision of Children’s Advocacy Services 2003
- The National Minimum Standards for Fostering Services 2011
- Care Planning and Fostering (Miscellaneous Amendments) Regulations 2015
- Promoting the education of Looked After Children 2014
- Promoting the health and wellbeing of Looked After Children 2015
- Each Individual Placement Agreement (IPA)
- Each variation/amendment to an IPA
 - Children Act 2004

Fostering Dimensions’ Statement of Purpose is subjected to annual reviews by the Board of Directors and will be regularly updated by the Responsible Individual and Registered Manager.

2. AIMS AND OBJECTIVES.

Fostering Dimensions is an independent fostering provider delivering high quality family placements to children and young people ‘looked after’ by Local Authorities. At Fostering Dimensions, we believe that children have the right to grow up in a family whereby their emotional, developmental, social, cultural, and educational needs can be nurtured into adulthood in order to be stable, young adults able to meet their full potential.

The main aim at Fostering Dimensions is to provide high quality fostering placements that are safe, nurturing, diverse and supportive family environments. We provide placements to children referred to us by placing authorities, and who are not able to live with their birth families. Fostering Dimensions is committed to working in genuine partnership with local authorities, agencies, health and social services trusts, parents and carers in order to achieve positive outcomes for looked after children in accordance with Every Child Matters.

Fostering Dimensions aims to:

- Provide foster care placements and support packages for children and young people ‘looked after’ that offer a stable and consistent experience of family life, to enhance and maximize their life opportunities.
- Offer a range of placements which meet a young person's holistic needs. Meeting their emotional and psychological, educational and development needs



- Respect and promote the racial, cultural, religious, and linguistic backgrounds of children and young people.
- Consider the gender, suitability, disability of fostered children and young people when making placement decisions.
- Provide ongoing therapeutic support from our in-house therapists who are professionally trained and experienced.
- Provide Foster Carers and their families support in the form of supervision, family meetings and individual support from our therapists.
- Promote a child/young person-centred approach.
- Provide a responsive, supportive, and professional service for Foster Carers, children/young people, and local authorities. This will include an out of hours support line.
- Provide a commitment to the ongoing learning and professional development of the agency, Foster Carers and staff.
- Establish, review, and maintain policies and procedures that will comply with legislative and statutory requirements and expectations.

Fostering Dimensions objectives are to:

- Develop our services in order that children and young people are cared for in foster placements that are safe
- Where children and young people can succeed emotionally, gain the skills essential to achieve in education, be healthy, participate and contribute positively to society.
- Provide foster placements across the East and West Midlands.
- Carefully match the needs of looked after children and young people with the particular skills of carers
- Have systems in place for the purposes of good matching of children, young people and their foster carers. Any gaps in skills or provision will be recorded and a plan agreed to demonstrate how this will be managed, supported or met
- Welcome children into our foster homes in a planned, sensitive and inclusive manner
- Recruit and retain foster carers from diverse backgrounds thus ensuring a choice of appropriate placement options for children and young people



- Meet the needs of children placed with Fostering Dimensions. Foster Carers will be recruited, trained, and supported by a qualified Social Worker
- Ensure the cultural and diversity needs of each child and young person are met.
- Promote the educational achievement of young people enabling them to benefit from a range of educational opportunities.
- Provide therapeutic placements that will be supported by our in-house therapeutic social worker and Mustard Seed Ltd, who are available to carers, families' and children in order to optimise their potential in all areas, including educational, social, psychological, emotional, and physical development.
- Continuously monitor the services provided by the agency to develop a culture of on going evaluation and development.
- Support and facilitate contact with birth family, and significant others during a placement where appropriate.
- Ensure that a care plan for the child's future is acted upon within the timescales and parameters, set at each review.
- Work in close partnership with local authorities and the care plan (incl placement plan, health plan and education plans) to promote and safeguard the best interests and welfare of the child/young person.
- Retain Foster Carers and other staff through a policy that ensures they are properly supervised, supported, rewarded and developed.
- Ensure all Foster Carers have on going training, guidance, and support of a fully qualified Supervising Social Worker and Therapists.
- Ensure 24-hour support is available for children, young people and Foster Carers.

3. PRINCIPLES AND VALUES

Fostering Dimensions:

- Is fully committed to the principles underlying the Children's Act 1989 & 2004.



- Believes that all children and young people are entitled to grow up in a safe, nurturing, caring, family environment from childhood into adulthood, where they can achieve positive outcomes.
- Is committed to excellence in childcare provision and provides a child focused service.
- Believes that training, supporting and developing Foster Carers is an essential part of maintaining best practice.
- Will reflect and focus on methods for the continuous improvement and growth of its services
- Will maintain a professional focus.
- Is committed to listening to its customers and acting on complaints.
- Strives to make a positive difference to young people's lives.

4. STATUS AND CONSTITUTION.

Fostering Dimensions is a private limited company registered under the Companies Act 1985 (company number 07090863) and an independent fostering provider (IFP).

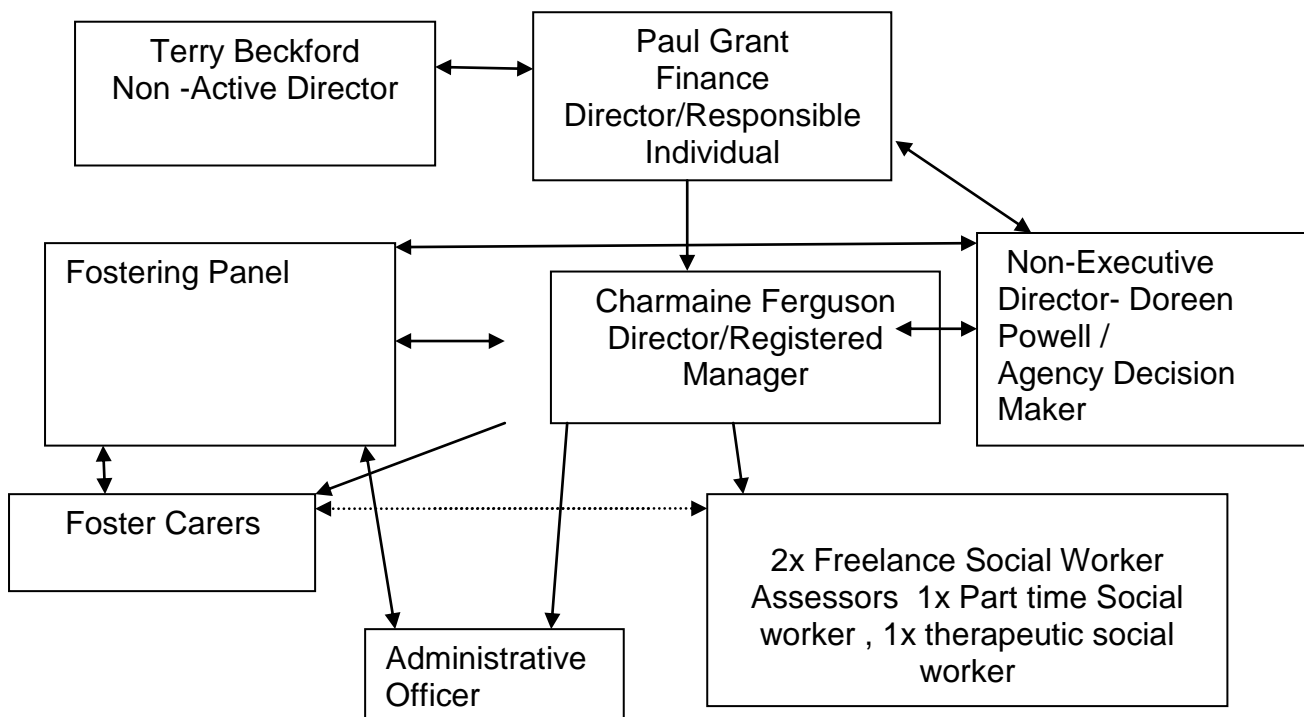
In accordance with the Companies Act 1985 and 1989, Fostering Dimensions has produced a Memorandum of Association and Articles of Association.

The Board of Directors will meet twice a year and as required and are responsible for the strategic direction and corporate and financial management of the company. The Directors of Fostering Dimensions are: Charmaine Ferguson, Director/Registered Manager; Paul Grant, Responsible individual; Terry Beckford- Non Active Director. Non-Executive Director- Doreen Powell /Agency Decision Maker

Fostering Dimensions has organisational membership with Foster Talk.



5. MANAGEMENT STRUCTURE



6. FOSTER CARERS /CHILDREN AND YOUNG PEOPLE (Available on request)

7. Recruitment and Approval Process for Foster Carers

Fostering Dimensions is committed to the recruitment of Foster Carers who can meet the needs of children and young people, through the provision of high quality care. All prospective Foster Carers who make an enquiry are subject to the following process:

8. The Assessment and Application Process

When a person first contacts Fostering Dimensions and expresses an interest in Fostering, they will be put through to a Supervising Social Worker / Manager to enable both parties to share information. An Information Pack will then be sent to the interested person.

The Fostering Manager or Supervising Social worker will ring the enquirer back within seven days. Equally once in receipt of the brochure enquirers can complete an enquiry form attached to the brochure to request a home visit.



A Social Worker will arrange an initial visit at the home address. This will enable important information regarding the fostering process to be shared with the family and to ensure the home meets health and safety requirements. In addition, the home visit will ascertain that there is space for a foster child.

If this proves to be successful we will proceed to stage 1 of the fostering process and will be invited to undertake the Skills to Foster pre- approval training.

On successful completion of stage one checks the next stage will be to proceed to stage 2-The application and assessment. Applicants will be sent a letter of notification. An assessment using The British Association for Adoption and Fostering (BAAF) Form F will be undertaken by a qualified Social Worker who will undertake a competency based assessment.

The assessment will cover the topics laid down in the Children Act 1989 and the National Standards in Foster Care, all assessments are completed in a timely manner, within a 4 month period

Approval Status

All completed BAAF Form F Assessments are presented to Fostering Dimensions Independent Fostering Panel for consideration and its recommendations to the Agency as to whether the applicant(s) are considered to have the ability to carry out the tasks of a foster carer. The panel is made up of a Central List consisting of a variety of professionals and independent members including Foster Carers, people with experience of the looked after children system, education , youth and health backgrounds.

Prospective Foster Carers will attend the Panel to allow panel members to ask questions.

Recommendations are then sent to the Agency Decision Maker, for the final confirmation of approval status as foster carers for Fostering Dimensions. The foster carer/s or prospective foster carer/s is/are informed orally of the decision maker's decision within two working days and written confirmation is sent to them within five working days.

The applicants will receive written confirmation of their approval status , a foster carer agreement and foster carers handbook. Where panel have asked for further work or clarification, the assessor will agree a timescale for this work to be undertaken.



Foster Care Agreements

Foster Care Agreements are completed and signed following approval and are in compliance with regulation 27(5) (b). All carers are issued with a Foster Carer Handbook containing details and guidance on key areas of fostering

Post Approval Training

Fostering Dimensions is committed to foster carer development and foster carer training. Training is recognised as crucial to ensuring the safe and appropriate care of looked after children and young people. It helps foster carers become better at understanding the fostering task, improves knowledge and skills and underpins the development of a competent and confident service. Carers are required to attend the induction sessions and core training courses.

TSD induction training

It is expected that all carers will complete the TSD training handbook with the help of their Supervising social worker

Payment information

Fostering Dimensions foster carers receive a generous weekly fostering allowance, paid directly into the Foster Carers bank account weekly:

As well as the allowance paid to Foster Carers they will also receive additional payments for clothing, birthdays and Seasonal Allowances.

Detailed information and guidance on rates and allowances is provided to Foster Carers in the Foster Carers Handbook and a detailed annual statement is provided to each Foster Carer.

Foster Carers are self employed and must seek their own advice on liability for Income Tax and National Insurance. This is further explained in the support information provided by Foster Talk

Detailed financial information and guidance is supplied to all Foster Carers within the Foster Carer Handbook.

Management and Emergency Support:

Management:

All Foster Carers will have a named, fully qualified Supervising Social Worker allocated. It is this Social Worker's responsibility to manage and support the carer in the fostering task. Fostering Dimensions Supervising Social Workers understand that they have a responsibility for ensuring that the child in placement needs are



paramount, even though they do not have case management responsibility for the child. Safeguarding issues are of paramount importance to Fostering Dimensions and providing placements in line with these principles.

Support Groups

At Fostering Dimensions a support scheme is in operation carers are encouraged to attend the foster carer support group where they can discuss issues, seek support the foster carers also have bi-early events for both foster carers children and young people. These are also attended by the agency staff.

Emergency Support

Fostering Dimensions operates an out of hour's service available between 5pm and 9am 365 days a year. The service will be staffed by a qualified Social Worker or senior Manager

In emergency situations and when a serious emergency arises, and a home visit is required, carers may contact the 'Out of Hours' duty worker. All foster carers are given the details of the on-call worker and this can be found in the foster carer handbook

Other Support

Fostering Dimensions enrolls all Foster Carers as members of the Foster Talk (financed by Fostering Dimensions) this provides excellent up-to-date information, training and legal insurance (should carers be the subject of a false allegation) and access to mediation and advice service

All foster carers are registered by the agency upon approval

Fostering Dimensions Foster carers hold regular support group, meeting in the East and West Midlands and have social events for the children and young people.

Supervisory Visits & Unannounced Visits

Supervisory Visits:

Supervision and Support meetings will take place at least once a month for foster carers. The Supervising Social Worker will visit the carer regularly while a child is in placement and maintain both home visits and telephone contact when there is no child in placement. There should be telephone contact at least once a week.

Supervising Social Workers are responsible for ensuring that all Foster Carers provide safe and appropriate standards of care to children in their care. Ensuring



that Foster Carers maintain high standards of care and safe caring practices are achieved. Supervision meetings should be an opportunity for all parties to raise issues of concern.

The Supervising Social Workers also have a primary responsibility for assisting in the career development of carers, establishing training needs with them and making plans to meet these.

The report of each supervision meeting should record any concerns expressed, any support needs expressed by the carer and how these will be met. A pro-forma will be used and all parties will sign the report at the end of the supervision meeting. The foster carer will be given a copy of the report.

The original supervision record will be kept on the carers' file. The Supervising Social Worker should endeavour to see all children in placement regularly and a minimum of every six weeks.

Unannounced Visits:

Part of the monitoring of the work of the foster carer is occasional unannounced visits by the Supervising Social Worker. There should not be a regular programme of unannounced visits unless there is a particular reason for this. There will be at least one unannounced visit each year.

Foster Carer Reviews

a. Post approval Review

This is undertaken at 3-4 months post approval. Newly approved foster carers are returned to panel to review their progress post approval. It is an opportunity to focus on progress, needs and whether there are any identified issues that need addressing

b. Annual Reviews

Each Fostering Household will have a review annually set out in the Children Act 1989 and the Fostering Service Regulations 2011 (Reg. 28), all Foster Carers must undergo an Annual Review.

The main aim of the Annual Review is to determine whether approval should be renewed, and whether there should be any change in the terms of approval.

The Review will be attended by the foster carer/s, fostering team manager and Supervising Social Worker. However, if it is the carer/s first review after approval



panel will undertake the foster carer's initial review. All subsequent reviews will be held at the carer's home, and chaired by a fostering Manager

The annual household review will address the carer's training and development needs for the next year and suggest, if required, alterations to their approval status. The ECM (Every Child Matters) outcomes are covered to provide a picture of how the carer works with the children and young people in their care. Reports will be requested from the responsible social worker, school, SSW, carer, the child/young person in placement, the birth family (if appropriate) and any other interested party. A Team Manager will chair the review either in the respective office or within the carer's home

The review will include written reports from placing Social Workers, Supervising Social Worker, children and young people in placement, children of the household/carers and the Foster Carers themselves. In addition, annual statutory checks will be completed where appropriate and declarations of health, declarations of suitability, and foster carer agreements completed and signed by the foster carer and Social Worker/ team manager where appropriate.

The Annual Review is an opportunity to look at progress in meeting targets set for the improvement of skills to highlight good practice and areas needing improvement, to set new goals and action plan for the next year. Training needs are assessed and commitment to further training agreed.

Most carers enjoy training and attend courses that are offered. If, however, a carer refuses to attend ongoing training, then approval as a foster carer will eventually be withdrawn, as the skills of the carer will not be able to reflect current practice.

The Review Report should be referred for a recommendation to the Fostering Panel and then a final decision made by Fostering Dimensions.

Following approval, the carer's first review report and every third year the annual review will be presented to the Fostering Panel for their recommendation and comments and subsequently the Fostering Dimensions decision maker for approval. Carer's will be invited to attend all panel reviews.

Reviews where there are significant changes in circumstances

In such cases we will conduct a review at that time. These circumstances include –

- After the final strategy meeting of a s.47 investigation involving a carer(s)
- Where allegations have been made regarding a carer(s) child care practice and no s.47 investigation is pursued



- Where there has been a breakdown in the approved carer's relationship resulting in one carer moving out of the household. In this instance both carer's will be subject to review except where one/or both carer's has given notice of an intention to resign
- Where there have been significant changes to the carer's lifestyle
- Where there has been the death of a carer
- Where a carer has been diagnosed with a serious illness
- When a carer has stopped or started living with a partner
- Where a carer is not working in partnership with the agency including a lack of willingness to attend training

Investigations into allegations

Fostering Dimensions' safeguarding procedures highlight a clear and responsive strategy for the reporting of any child protection matter to the Registered Manager. The principal aim of the policy, procedures and guidelines is to ensure the protection of children. When receiving an allegation, Fostering Dimensions will work in partnership with the placing authority to ensure the allegation is dealt with appropriately. Fostering Dimensions also liaises and consults with the area authority in which the Foster Carers reside. Throughout this process Foster Carers will receive support from their Supervising Social Worker where appropriate and will be given the option of seeking independent support.

Foster Carer Handbook

Fostering Dimensions issue a Foster Care Handbook to each approved foster carer.

This contains all relevant policies and procedures to aid them in the fostering task. It is a document that is easy to understand, comprehensive and kept under review and updated, as and when, policies, legislation and any other changes take place that are relevant to the fostering task.

Record Keeping

Foster Carers are expected to keep a record of significant events regarding all children in placement. Maintaining diaries is an important part of the Foster Carers role, and accurate, factual and unbiased recording is therefore paramount. It should also be noted that these diary recordings could, should the need arise, be used as evidence in the Court system.



This record will be kept in a daily diary, one for each child in placement. Diaries are supplied by Fostering Dimensions Ltd, and remain the property of Fostering Dimensions Ltd, so at placement end, the diaries should be returned to the Agency, who will ensure safe keeping and availability for a child to view in the future, should they wish. These confidential diaries MUST be kept locked away. Confidentiality and discretion must always be maintained.

8. SERVICES & FACILITIES

Fostering Placements

Fostering Dimensions has a named individual who is the initial contact for local authorities making referrals or enquiries on placement choice and availability. All placements are suitably and professionally 'matched' ensuring a detailed process between the needs of children and young people and the competence and experience of Foster Carers to meet those needs.

Fostering Dimensions provides a wide range of placements for children and young people of all ages with Foster Carers, these include:

- Long term placements
- Short term placements
- Sibling groups
- Respite placements
- Assessment placements
- Bridging placements
- Emergency placements
- Solo placements Short/medium term placements
- Specialist/ therapeutic placements
- Parent and baby placements

Parent and Child Placements

We offer parent and child foster care placements providing a home to a baby or young child together with its mother (we will consider the father as the parent.) The purpose of the placement may be in order for a parenting assessment to take place. The aim of any placement is to provide a safe, family-based placement for parent and baby. Fostering Dimensions will provide placements that:

- Are focused on promoting the long-term welfare and best interests of children.
- Adhere to safe plans for children, parents and professionals.
- Deliver a transparent and recorded decision-making process.



- Balance the rights for family life with the welfare of children (Children Act Section 1.1 1989).

At the point of referral, we will require a comprehensive account of the nature of the arrangement to include legal status, risk assessment, plan etc. It is vital the details are ascertained before agreeing to parent and child placements.

All placements made with Foster Carers are undertaken and monitored in accordance with the Fostering Regulations (2011). Therefore:

- Individual Foster Placement Agreements are prepared and signed either before or at the point of placement, which include essential information sharing and the placement plan to include the Personal Education Plan and Health Plan and a Pathway Plan if appropriate.
- Wherever possible, pre-placement planning is undertaken, including introductions between Foster Carers and children. In the case of emergency placements, immediate care planning is given timely attention.

Matching Process

All Children and Young People are closely matched to ensure that their needs are met by our skilled and experienced Foster Carers. At Fostering Dimensions, we recognise that all children and young people are different and thus all placements are unique.

The matching process will consider the child's needs especially regarding the following key areas:

- Schooling/Education
- Distance/ location
- Expectations around contact, particularly in relation to the foster carers' part in facilitating and/or supervising such contact
- The child's identity/race/culture/religion
- The child's history
- The child's behaviour
- The child's health
- The focus of the placement

The matching process will also consider the carer's availability and:

- Their experience/knowledge/skills
- Their address and the distance from the foster home to the child's school
- Any other children in the placement
- The foster carers' own children and other family members



Fostering Dimensions will not propose a placement if the assessed needs of the child cannot reasonably be provided by the proposed foster carers. Where there are gaps in the matching process that can be met, Fostering Dimensions will look at ways of meeting these such as providing therapeutic support, support to facilitate contact, independence preparation support.

Support for Children and Young People

Fostering Dimensions has a dedicated multi professional Children's Care Team whose sole purpose is to provide support to the children and young people placed with us. Throughout their lifetime the needs of children and young people change therefore Fostering Dimensions offer a diverse range of support packages tailor made to meet each individual need. The full range of services we offer include:

- Therapeutic Services
- Preparation for independent living
- Individual Support
- Support Groups
- Resources for Children and Young People
- Activities

All children and young people in placement with Fostering Dimensions are visited regularly as part of the role of the Supervising Social Worker. In undertaking this, due consideration is given to the role and involvement of the local authority Social Worker, so that there is clarity between the roles and responsibilities of each agency and Social Worker.

The Supervising Social Worker will ensure that the best interests of the child and/or young person is being safeguarded and promoted, and identify further services that are appropriate to promote their physical, mental and emotional welfare

Fostering Dimensions commissions qualified, accredited and experienced educational and therapeutic professionals from a local organisation on a sessional basis to provide psychological support, assistance and information to children and young people in placement. This support also extends to Foster Carers and supervising Social Workers.

9. COMPLAINT & OUTCOMES

The Fostering Dimensions Complaints Procedure places an emphasis on resolving complaints at the earliest possibility



All children/young people placed with Fostering Dimensions' Foster Carers are informed of the organisation's complaints procedure via a Children's Guide/handbook and an individual complaints leaflet, which sets out a clear diagram of how to complain.

All Foster Carers, staff and children's/young person's Social Workers are also provided with information about Fostering Dimensions complaints procedures.

Fostering Dimensions aim is to strive for excellence and in doing so will regularly review policies, practices and procedures to offer a supportive and competitive package of support to Foster Carers so that they remain happy and know they play an integral part of Fostering Dimensions' overall aim of achieving positive outcomes for children and young people.

Contact Fostering Dimensions:

Email: info@fosteringdimensions.co.uk

Website: www.fosteringdimensions.co.uk

Office : 0115 9792515

Out of hours: 0749671888

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