



*Making Social Care
Better for People*

inspection report

FOSTERING SERVICE

Knowsley Council Fostering Service

**Astley House
Astley Road, Huyton
Liverpool, Merseyside
L36 8HY**

Lead Inspector
Lynn
Paterson

Announced
24th October 2005

The Commission for Social Care Inspection aims to:

- Put the people who use social care first
- Improve services and stamp out bad practice
- Be an expert voice on social care
- Practise what we preach in our own organisation

Reader Information

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This is a report of an inspection to assess whether services are meeting the needs of people who use them. The legal basis for conducting inspections is the Care Standards Act 2000 and the relevant National Minimum Standards for this establishment are those for *Fostering Services*. They can be found at www.dh.gov.uk or obtained from The Stationery Office (TSO) PO Box 29, St Crispins, Duke Street, Norwich, NR3 1GN. Tel: 0870 600 5522. Online ordering: www.tso.co.uk/bookshop

Every Child Matters, outlined the government's vision for children's services and formed the basis of the Children Act 2004. It provides a framework for inspection so that children's services should be judged on their contribution to the outcomes considered essential to wellbeing in childhood and later life. Those outcomes are:

- Being healthy
- Staying safe
- Enjoying and achieving
- Making a contribution; and
- Achieving economic wellbeing.

In response, the Commission for Social Care Inspection has re-ordered the national minimum standards for children's services under the five outcomes, for reporting purposes. A further section has been created under 'Management' to cover those issues that will potentially impact on all the outcomes above.

Copies of *Every Child Matters* and *The Children Act 2004* are available from The Stationery Office as above

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SERVICE INFORMATION

Name of service Knowsley Council Fostering Service

Address Astley House, Astley Road
Huyton
Liverpool
Merseyside
L36 8HY

Telephone number 0151 489 6000

Fax number

Email address

Name of registered provider(s)/company (if applicable) Knowsley Council

Name of registered manager (if applicable) Mrs Terry Douglas

Type of registration Local Authority Fostering Service

No. of places registered (if applicable)

Category(ies) of registration, with number of places

SERVICE INFORMATION

Conditions of registration:

Date of last inspection 30th November 2004

Brief Description of the Service:

Knowsley Social Services Fostering Team are based in Astley House, Huyton, in a ground floor premises which is open and accessible. The accommodation is situated in a residential area which is close to shops and public transport and has good parking facilities to the front and rear of the building. The team comprise of specialist workers who are trained and experienced in the areas of fostering with their main functions being to recruit, assess, train and support foster carers. Professional and experienced administrative staff provide assistance and support to the team.

SUMMARY

This is an overview of what the inspector found during the inspection.

The inspection of Knowsley's Fostering agency took place over a five- day period from 24.10.05 to 29.10.05. The inspector was provided with assistance from the team manager and her deputy.

The inspector read files, policies and procedures and other documentation, interviewed eleven social workers, met with fourteen children and visited eight foster carers in their homes. Interviews and discussions were also carried out with senior officers, observational sessions were undertaken of panel meetings and group-work sessions and thirty- eight questionnaires were looked at. The information gained from this process is recorded below.

What the service does well:

During the inspection it was noted that the fostering service has a clear statement of purpose that provides full details of the staffing and nature and purpose of their role.

Staff, have clear job descriptions, lines of authority are clear and observations and discussions showed that team spirit is excellent.

Staff of the service are very well qualified and experienced and feedback from foster carers revealed that they think that staff, are caring and committed individuals who provide full information and support at all times. Comments included "we would like to thank our key worker for all the help and support given." "the staff always make themselves available to talk and listen to anything we have to say", "staff never miss a visit to our home", "staff of the fostering service have earned our respect and gratitude".

Foster carers said that they had frequent contact with family placement workers, felt they were respected and treated as colleagues, had access for specialist help and advice, were given opportunities to take part in training and were afforded a well managed payment system.

Staff and foster carers training programmes identified that the training provided was most relevant to their role and foster carers spoken with said that the training was useful, interesting and very well delivered.

Young people spoken with and information gained from their returned questionnaires revealed that they felt safe and secure in their foster placements and comments received included, " I feel part of a family here", "we are very well looked after" "my carers are great, my room is fabulous I love it here", "they care about us", "they help me to achieve and do well".

Records, observation and discussions revealed that new carers are approved through pre approval training, statutory checks and a competency based assessment and Form F's seen were completed to a very high standard.

Observations of the fostering panel evidenced that it was well managed and attended and all panel members were most clear in their remit.

What has improved since the last inspection?

The statement of purpose had been revised since the previous inspection and provided clear and accurate information about the service.

It was noted that the premises had been updated and refurbished and more office and desk space had been provided for the staff. However meeting rooms and access to the building need to be addressed to ensure full compliance with standard 26.

Staff advised that formal changes had been made to the foster carers reviewing documentation to improve how information is obtained in respect of contributions of both the foster carer and young person in placement.

Examination of the foster carers register revealed that this had been amended to include more information and now detailed dates of birth and other necessary information.

Staff advised that they had devised an out of hour's support system to assist foster carers with any issues that may arise during the evening or weekend and had improved consultations with carers in general.

Recruitment and retention strategies for foster carers have been improved with the introduction of skill based payments.

What they could do better:

Whilst the service have informal systems in respect of consultations with children and young people this could be seen as an area for further development. Staff stated that a looked after children's forum is being developed but it has not yet been used to influence the fostering service. It would be recommended therefore that the fostering service develop systems to ensure that consultations are arranged for all children and young people involved with the fostering service.

It was noted that the premises had much improved since the last inspection however it is recommended that the accommodation is further refurbished to include ease of access and more appropriate meeting rooms.

The recording of information by family placement workers on foster carers files appeared inconsistent with some recordings being of a high standard and others merely adequate. It is recommended therefore that the team implement a standardised recording system to ensure that all relevant information is held on file.

Although most family placement workers and young people social workers usually enjoy a clear process of information sharing, it was noted that on occasions this system can break down and need to know information about the child or the placement is not effectively communicated. It is recommended therefore that the children and young persons social workers develop systems via the electronic communication system already in use in the borough to ensure that all need to know information is shared with family placement workers and recorded as appropriate.

Please contact the provider for advice of actions taken in response to this inspection.

The report of this inspection is available from enquiries@csci.gsi.gov.uk or by contacting your local CSCI office.

DETAILS OF INSPECTOR FINDINGS

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Being Healthy

The intended outcomes these Standards are:

- The fostering service promotes the health and development of children.(NMS 12)

The Commission considers Standard 12 the key standard to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for standard(s) 12

The fostering service trains and supports foster carers to promote the health and development of children

EVIDENCE:

Foster carers spoken with revealed that they had received pre and post approval training to enable them to promote the health development of children and young people. Foster carers advised that they were provided with full details of the health needs of the child, generally prior to placement, and were required to ensure that the child was registered with a general practitioner and dentist and any other health related service according to need.

Records and other documentation viewed evidenced that Knowlsey has dedicated health care professionals for Looked After Children and has a public service agreement around the health of Looked after Children. Records indicate that 95% have completed health assessments, immunisations and attended up to date dental appointments.

Unfortunately it was not possible to meet with the health advisor on this occasion however documentation viewed and feedback received revealed that she visited all foster carers, schools and other health professionals and ensured that each child obtained health care appropriate to their needs. Foster carers spoken with said that the health advisor was helpful and most supportive. Carers advised that a health professional is also available to undertake an emotional health assessment for all newly looked after children.

All files examined held full health assessments and foster carers visited in their homes were able to show that they held and maintained health records for the young people in placement.

Staying Safe

The intended outcomes these Standards are:

- Any persons carrying on or managing the service are suitable. (NMS 3)
- The fostering service provides suitable foster carers.(NMS 6)
- The service matches children to carers appropriately.(NMS 8)
- The fostering service protects each child or young person from abuse and neglect.(NMS 9)
- The people who work in or for the fostering service are suitable to work with children and young people.(NMS 15)
- Fostering panels are organised efficiently and effectively.(NMS 30)

The Commission considers Standards 3, 6, 8, 9, and 15 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for standard(s) 3.6.8.9.15.30.

Staff are trained and supported by an effective manager to provide suitable safe placements for children and young people and to ensure wherever possible they are protected from abuse and neglect.

EVIDENCE:

Records viewed and discussions held identified that the manager of the fostering service has extensive experience of working with children and families and is a well qualified and experienced professional. In all discussions the manager demonstrated her knowledge and understanding of protection issues, including safeguarding and promoting the welfare of children. Files examined revealed that police checks are carried out on all staff as required and references are obtained both in writing and backed by a telephone call with the information being recorded on file. Comments from foster carers and family placement staff included "the manager is excellent, very approachable and knowledgeable". "The team are well managed by a person who leads by example".

Records show that new carers are approved through pre approval training, statutory checks and a competency- based assessment. All foster carers are visited by an independent manager of the division, to ensure that the assessment process has addressed all the requirements of form F documentation, and a report is then provided for the fostering panel.

Prior to approval foster carers homes are subject to a health and safety assessment to ensure that the premises provides a safe nurturing and healthy environment for the young people to live.

Discussions with foster carers revealed that they receive announced and unannounced visits from their family placement workers and foster carers files viewed held records of these visits and details about individual safe care policies and procedures. Comments from foster carers included "the family placement workers are very supportive and most reliable and work with us for the good of the child". However the recording of information about these visits was inconsistent and it was agreed that training would be provided to family placement social workers to enable more consistent information to be held on foster carers files.

All homes visited as a requirement of the inspection process presented as warm, well furnished and were clean hygienic and homely at the time of the visit.

The statement of purpose outlined the aims of the service, one of which was to "match children's needs to carers abilities". The document states that, "wherever possible a child will be placed with a carer who can meet their needs. If this is not possible, foster carers will be assisted and supported by other staff of the department to meet those needs in the short term". The document also includes information to show that the service fully values diversity. Family placement workers spoken with advised that in making a decision about matching they obtained as much information as they could about a child, considered any existing children/young people in residence and considered carers skills, competence and experience.

Foster carers spoken with demonstrated clear understanding about the matching process and the issues that impacted upon the placement to include the children and young people maintaining regular contact with birth family. Foster carers advised that pre approval and ongoing training enabled them to fully understand the promotion of diversity and anti-discriminatory practice and enabled them to recognise the need to promote diversity to meet the needs of the children who require foster care.

Agency staff advise that the matching of children and young people is given high priority at the Accommodation Panel and in the case of permanent foster care through the permanence panel.

The service has a child protection policy and procedures in place plus allegations against foster carers, bullying and whistle blowing policies, all of which were provided in the foster carers handbook.

Training programmes showed that child protection training was ongoing for foster carers and agency staff and documentation viewed revealed that safe care policies were in place with respect to each foster carers household.

Staff records were clear, written recruitment and selection processes were in place which followed good practice guidelines in safeguarding children and young people and staff who held responsibility for the recruitment and selection of staff were trained and knowledgeable in this area.

Documentation showed that all staff had provided the relevant police checks and references and were suitably qualified and experienced to undertake their role.

Observations of the fostering panel revealed that it operates by way of clear policies and procedures and that panel members are experienced and committed and the membership reflects diverse values and opinions. The panel is chaired by a senior manager and meets monthly, holding emergency panels when required. Panel training is arranged annually. Observations of the October panel evidenced that the panel is well managed and provided a robust quality assurance function in relation to a mid assessment process which was presented during the meeting.

Comments received from young people either verbally or on returned questionnaires included "my foster placement makes me a better person and gives me confidence", "I love being cared for a treated well", "I feel safe and cared for here" "I like my foster carers and my foster home and am happy with the people who live with me", "I feel loved and cared for", "I get well looked after and feel safe".

Comments from placing social workers include "Knowsley fostering service is supportive and courteous to the foster carers and placing social workers. The foster home meets all of the child's need and the foster care is of the highest standard". "the young person feels safe and secure and is given stability and emotional warmth provided by well trained foster carers".

Enjoying and Achieving

The intended outcomes these Standards are:

- The fostering service values diversity.(NMS 7)
- The fostering service promotes educational achievement.(NMS 13)
- When foster care is provided as a short-term break for a child, the arrangements recognise that the parents remain the main carers for the child.(NMS 31)

The Commission considers Standards 7, 13, and 31 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for standard(s) 7.13.31.

The fostering service values diversity, promotes educational achievement and where appropriate recognises that the birth parents remain the main carers for the child.

EVIDENCE:

The statement of purpose states that one of the agency aims is to provide a variety of foster placement types to meet the needs of children who need to be looked after and to offer training and support to carers to enable them to have the necessary skills to look after the children. Records show that Knowsley fostering service endeavours to provide a service that reflects the area it serves and takes the issue of diversity seriously. Discussions with the manager and staff indicated that systems were in place to screen the suitability of potential carers, for example an assessment which was mid way through was brought to panel for discussion as to the suitability to continue with the application. The manager also said that the assessment process may raise issues that may be problematic and therefore potential carers would be advised of the panel process and of the possibility that applications may not be approved.

The children's guide to fostering states that "the service supports young people to do well in their education" and foster carers advised that they were trained to support children and young people to achieve their maximum potential. Computers are supplied to all looked after children and all of the young people spoken with said this assisted them with their educational attainment.

One foster carer visited as part of the inspection said that she had supported the three young people in placement and they had achieved high standards in their education, which had given them great pleasure and had increased their feeling of self worth.

Records show that the agency has a limited number of carers with specific approval to provide short-term breaks to meet the assessed needs of families as a support to parents who retain parental responsibility and all of its central functions. The placements are reviewed six monthly and foster carers receive training and support.

Making a Positive Contribution

The intended outcomes these Standards are:

- The fostering service promotes contact arrangements for the child or young person. (NMS 10)
- The fostering service promotes consultation.(NMS 11)

The Commission considers Standards 10 and 11 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for standard(s) 10.11

The fostering service trains and supports foster carers to promote and facilitate contact and endeavours to promote consultation wherever possible.

EVIDENCE:

Documentation viewed, to include the Knowsley Fostering Policy revealed that the service supports contact between children and their parents. Records show that in most situations, arrangements concerning contact will be written into the care plan and agreed at statutory review'

Foster carers training records show that all issues relating to contact are covered in training.

Family placements workers advised that they discussed the importance of contact with all prospective foster carers prior to approval and explained the reasons why children and young people should attend contact.

Foster carers and young people spoken with said that contact occurred on a regular basis with a suitable venue being identified. It was stated that either foster carers, support workers or social workers were responsible for facilitating contact.

The children's guide had been updated since the last inspection and held details of who the young people could consult with. Completed questionnaires received from young people held information, which indicated that they were fully consulted with by their foster carers about all aspects of daily living.

The questionnaires also identified that young people are regularly consulted with by the fostering team however they indicate that the young peoples social workers only very occasionally see the young people on their own to ask their opinions. Young people spoken with said they knew how to complain and had been given a children's guide to the fostering service. All young people said that they were given the opportunity to contribute to reviews if they wished. The team manager advised that the service had many informal systems in place in respect of consultations with children and she felt that these systems could be developed further to link in with the looked after children's forum. Whilst this is not seen as a shortfall in standard 11 it is recommended that the fostering service develop systems to make sure that consultations are arranged for all young people involved with the service.

Achieving Economic Wellbeing

The intended outcomes these Standards are:

- The fostering service prepares young people for adulthood.(NMS 14)
- The fostering service pays carers an allowance and agreed expenses as specified.(NMS 29)

The Commission considers Standards 29 the key standard to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for standard(s) 29

The system for providing foster carers allowances and expenses is well managed.

EVIDENCE:

The manager advised that the financial viability of the service is assured because of the Local Authority status and as such operate within the financial regulations of the Borough.

Clear guidelines regarding payments exist that are updated annually and internally audited.

Carers receive information annually regarding payment. Skill based payment are now used and provide increased payments for carers who have attended training to enhance their knowledge and skill base.

Carers advised that they are provided with clear details of their allowances.

Management

The intended outcomes these Standards are:

- There is a clear statement of the aims and objectives of the fostering service and the fostering service ensures that they meet those aims and objectives.(NMS 1)
- The fostering service is managed by those with the appropriate skills and experience. (NMS 2)
- The fostering service is monitored and controlled as specified. (NMS 4)
- The fostering service is managed effectively and efficiently.(NMS 5)
- Staff are organised and managed effectively.(NMS 16)
- The fostering service has an adequate number of sufficiently experienced and qualified staff.(NMS 17)
- The fostering service is a fair and competent employer.(NMS 18)
- There is a good quality training programme. (NMS 19)
- All staff are properly accountable and supported.(NMS 20)
- The fostering service has a clear strategy for working with and supporting carers.(NMS 21)
- Foster cares are provided with supervision and support.(NMS 22)
- Foster carers are appropriately trained.(NMS 23)
- Case records for children are comprehensive.(NMS 24)
- The administrative records are maintained as required.(NMS 25)
- The premises used as offices by the fostering service are suitable for the purpose.(NMS 26)
- The fostering service is financially viable. (NMS 27)
- The fostering service has robust financial processes. (NMS 28)
- Local Authority fostering services recognise the contribution made by family and friends as carers.(NMS 32)

The Commission considers Standards 17, 21, and 24 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for standard(s) .1.2.5.17.21.24.26

The fostering service is well managed and employs a sufficient number of qualified and experienced staff, who have a clear strategy to work with and support carers, as detailed in the statement of purpose. Children's case records are well maintained.

EVIDENCE:

The statement of purpose has been amended since the last inspection and holds clear relevant information about the aims and objectives of the service. The manager confirmed that the statement of purpose accurately reflected the services offered and the family placement team exhibited full awareness of the statement content.

The children's guide to the fostering service had also been updated and was concise, clearly written and developed to help inform children and young people about what to expect in foster care.

The statement of purpose also contains information about the staff of the agency and gives details of their professional qualifications. The team currently consists of a manager, senior practitioner, 5 full time and 3 part time family placement social workers, 1 full time and 2 part time administrative officers and a finance officer. Records show that all staff are suitably qualified and experienced to carry out their role.

Observations of the manager carrying out her remit and comments received from family placement staff, foster carers and other professions involved with the service identified that the manager is respected and admired for her knowledge, professionalism and people skills. Comments included "she is always available and knows her stuff", "she is so approachable and we all respect and trust her", "she is so valuable to us all, she is great", "an excellent manager and a very nice lady". All relevant documentation viewed during the inspection showed that the service is managed effectively and efficiently.

Staff spoken with said they were provided with relevant training, study leave, clear workloads and received on going supervision and support. Records show that staff turnover is low and staff identified that they worked well together as a team and had contingency plans in place in the event of any staff shortage.

Discussions with foster carers and information gained from the questionnaires identified that the general opinion about the service was very positive with comments "they provide a very good service", "I don't know what I would have done without my social worker", "they are excellent, reliable, knowledgeable and most supportive". However it was noted that there was some inconsistency in the home visiting with some carers reporting that they did not always get the statutory amount of home visits especially if their family placement worker was employed on a part time basis, although all foster carers spoken with said that if they did not receive a visit they were contacted by telephone. All foster carers spoken with and all questionnaires completed confirmed that foster carers felt supported and valued by their family placement worker. It was noted that family placement workers recording of visit information was inconsistent with some recording being very detailed and of a high standard and other recordings giving basic information.

Whilst this was not seen as a shortfall to standard 21 it was agreed during the inspection that refresher training would be provided to all family placement social workers to make sure that the information on file was a clear and consistent account of the home visit.

Foster carers advised that they received relevant interesting training both pre and post approval and documentation viewed in respect of the carers assessment process revealed that the recruitment, assessment and vetting systems used by the service were of a good quality.

It was noted that the service utilises a competency based payment scheme which the foster carers state encourages them to enhance their knowledge and skills.

Discussions with family placement staff and foster carers and examination of files and other documentation revealed that the foster carers have a foster care agreement that identified that level of support that the carers could expect from the service. Staff said that all foster carers have an allocated social worker from the family placement team and are visited in their own homes on a regular basis, health and safety checks are carried out and their practice and training needs are discussed.

Foster carers said that they were encouraged to attend support groups, were offered mentors as appropriate and were provided with assistance and advice from other professional agencies for example health and education workers.

Children looked after completed questionnaires held comments to include that their own social workers were inconsistent in their contact and they felt more supported by the family placement workers. Other written comments revealed that young people were made to feel embarrassed when signatures were requested by school staff to enable them to go on school trips and outings. It was stated that the young people have to wait for the social worker to attend the school and provide signatures, sometimes arriving too late for them to attend the event. Young people perceived this to impact most unfavourably upon them and "make them feel different".

Foster carers spoken with and information gained from questionnaires revealed that the placing social workers do not always share full information about the child prior to placement and do not provide consistent contact with the child during the placement. This was discussed with the placing social workers social workers during the inspection and it was agreed that this would be addressed and more use would be made of electronic information sharing as a good practice issue.

However foster carers spoken with in general said they were aware of the reasons why children and young people were placed with them and they were given background information most of the time. As previous stated all foster carers were high in their praise of the service and of the support they received. Discussions and observations indicated that all foster carers had been provided with a secure storage system for children's records and appropriate documents and diaries and life boxes had been provided to enable the recording of significant events.

5 children's files were examined in detail and all contained full information holding appropriate details and signatures.

Questionnaires returned from children and young people held information to indicate that the service was providing placements in which the foster carers encouraged the child/young person to reflect on and understand their history and to keep appropriate memorabilia.

Comments received from foster carers included "we feel the support is always there for the foster carers" "if I have a problem I can always ring the fostering service and they will listen" "Knowsley Fostering gives me and my family all the support we need to promote a caring and safe environment for the foster children who come into our care", "all the team are friendly and willing to assist in all manner of things. Nothing is too much trouble for them". All feedback pertaining to standards 17.21, 24, was most positive and the inspector views this as most commendable.

The inspector noted that the premises had much improved since the previous inspection, however it is recommended that the building access and meeting rooms facility is reviewed to ensure the premises are fully fit for purpose.

SCORING OF OUTCOMES

This page summarises the assessment of the extent to which the National Minimum Standards for Fostering Services have been met and uses the following scale.

4 Standard Exceeded (Commendable) **3** Standard Met (No Shortfalls)
2 Standard Almost Met (Minor Shortfalls) **1** Standard Not Met (Major Shortfalls)

"X" in the standard met box denotes standard not assessed on this occasion
 "N/A" in the standard met box denotes standard not applicable

| BEING HEALTHY | |
|----------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 12 | 4 |

| STAYING SAFE | |
|---------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 3 | 4 |
| 6 | 3 |
| 8 | 4 |
| 9 | 4 |
| 15 | 4 |
| 30 | 4 |

| ENJOYING AND ACHIEVING | |
|-------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 7 | 3 |
| 13 | 3 |
| 31 | 3 |

| MAKING A POSITIVE CONTRIBUTION | |
|---------------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 10 | 3 |
| 11 | 3 |

| ACHIEVING ECONOMIC WELLBEING | |
|-------------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 14 | X |
| 29 | 3 |

| MANAGEMENT | |
|--------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 1 | 3 |
| 2 | 4 |
| 4 | X |
| 5 | 4 |
| 16 | X |
| 17 | 4 |
| 18 | X |
| 19 | X |
| 20 | X |
| 21 | 3 |
| 22 | X |
| 23 | X |
| 24 | 4 |
| 25 | X |
| 26 | 3 |
| 27 | X |
| 28 | X |

No

Are there any outstanding requirements from the last inspection?

STATUTORY REQUIREMENTS

This section sets out the actions which must be taken so that the registered person/s meets the Care Standards Act 2000, Fostering Services Regulations 2002 and the National Minimum Standards. The Registered Provider(s) must comply with the given timescales.

| No. | Standard | Regulation | Requirement | Timescale for action |
|-----|----------|------------|-------------------------------|----------------------|
| 1. | | | None noted at this inspection | |

RECOMMENDATIONS

These recommendations relate to National Minimum Standards and are seen as good practice for the Registered Provider/s to consider carrying out.

| No. | Refer to Standard | Good Practice Recommendations |
|-----|-------------------|---|
| 1. | 11 | It is recommended that the fostering service develop systems to ensure that consultations are arranged for all the children and young people involved with the fostering service. |
| 2. | 21 | It is recommended that family placement social workers attend refresher training in file recording to ensure consistency of practice. |
| 3. | 21 | It is recommended that the fostering service liaison with placing social workers to devise an effective system of information sharing to make sure that need to know information is available to foster carers either prior to or at the commencement of the placement. |
| 4. | 26 | It is recommended that the ongoing refurbishment of the premises continues and that work is carried out to make sure that the entrance to the accommodation does not affect the meeting room area |

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