

# inspection report

## FOSTERING SERVICE

### **Borough of Telford & Wrekin Fostering Service**

**The Mount  
1 Haygate Road  
Wellington, Telford  
TF1 1QX**

*Lead Inspector*  
**Janet  
Manders**

*Announced*  
**6 June 2005 10.00**

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

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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](http://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](http://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** Borough of Telford & Wrekin Fostering Service

**Address** The Mount, 1 Haygate Road  
Wellington, Telford  
Shrops TF1 1QX

**Telephone number** 01952 641641

**Fax number** 01952 643400

**Email address**

**Name of registered provider(s)/company (if applicable)** Telford & Wrekin Council

**Name of registered manager (if applicable)**

**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:**

This Service is not required to be registered with the Commission for Social Care Inspection and therefore there are no conditions of registration in place.

**Date of last inspection**          21 June 2004

## **Brief Description of the Service:**

The Borough of Telford and Wrekin provide a fostering service as part of the range of family based care for children and young people who need to spend some time away from their family of birth. The Family Placement Team is based in Wellington and undertakes the recruitment, assessment, support and training of foster carers and aim to make appropriate matches between the assessed needs of children and the skills of the foster carers. The Statement of Purpose indicates that the Borough of Telford and Wrekin fostering service offers a range of different types of fostering. A Part-time Fostering Scheme offer short breaks for children at times of family crisis and a Shared Care Scheme allows short breaks for children with disabilities. Short Term Foster Care is provided where children are unable to live with their family at the time they are placed but where the plan is to rehabilitate the children, theService also provides permanent substitute families for children unable to return to their families. They also provide day care support with a foster carer where this will support the child's parent and prevent reception into care or where such support would assist the child's full time foster carer in the fostering task.

# **SUMMARY**

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

This inspection was undertaken over a period of 8 days by 2 inspectors. 6 foster carers were visited in their homes by inspectors, when the inspectors also had the opportunity to meet with the young people in placement. In addition to these visits, carer's files were viewed as were those of the 11 young people placed with the foster carers and interviews with the supervising social workers. Birth parents were contacted and spoken to where appropriate. In addition inspectors met with a group of foster carers, a group meetings with placing social workers and other relevant staff and managers within the Fostering Service. Questionnaires were also sent to all foster carers, young people, aged 8+, placed with foster carers by the Authority and their placing social workers. Inspectors also observed the Fostering Panel.

## **What the service does well:**

Foster carers provide a good quality of care to the young people placed with them, often undertaking task without a great deal of support. Supervising social workers undertake foster care supervision on a regular and frequent basis. All foster care annual reviews have been completed and include feedback from the carers, fostering social workers and placing social workers. Young people are also invited to give their views if they wish. Each review is presented to the Fostering Panel or a sub-panel.

The Fostering Service provides a good level of support to young people placed within the shared care scheme and to kinship foster carers.

## **What has improved since the last inspection?**

Considerable effort has been made to recruit more foster carers and to ensure that the team is fully staffed to enable them to effectively recruit and support foster carers. The appointment of a part time training office is particularly welcomed.

There has been an improvement in the Service's attempts to match young people with appropriately skilled and experienced foster carers, however, the lack of critical information from placing social workers and insufficient foster carers continue to mean that appropriate matches are not being consistently made.

There has been some improvement in providing required policies and procedures to foster carers.

### **What they could do better:**

There are a considerable number of requirements still outstanding from the past two inspections and the Fostering Service must work consistently at meeting these minimum standards. In particular attention must be paid to ensuring that all information is effectively shared between the case manager, fostering service and foster carer, with written assessment and plans to enable effective matching so that all parties can meet young people's needs. Effective support must be given to those young people who are moving into semi-independent and independent accommodation.

Further attention must be paid to ensuring that all checks are undertaken in the recruitment of staff, foster carers, support carers and Panel members.

Now that the training officer is in post a comprehensive programme of post approval training must be arranged and ensure that all are supported by appropriate policies so that foster carers are clear as to the Fostering Service's expectations of them.

Future recruitment campaigns need to target foster carers who can meet the needs of young people from different ethnic groups and those young people with disabilities. Foster Carer Agreements and Foster Placement Agreement must be completed for all foster carers and all young people placed and comply with the Fostering Services Regulations 2002.

Vacancies on the Fostering Panel must be filled to ensure that the Panel is properly constituted.

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](mailto:enquiries@csci.gsi.gov.uk) or by contacting your local CSCI office.

# **DETAILS OF INSPECTOR FINDINGS**

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Enjoying and Achieving

Making a Positive Contribution

Achieving Economic Wellbeing

Management

Scoring of Standards

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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**

Young people's health needs are well met by foster carers, however, the Fostering Service must ensure that foster carers are appropriately trained and receive all information to enable them to fully meet the health needs of the young people.

## **EVIDENCE:**

In discussion with foster carers and from examination of files it is apparent that foster carers ensure that young people receive all appropriate medical treatment to ensure that their health needs are met. Records indicated that all young people had received regular health assessments and that these were reviewed at the young person's statutory review. Foster carers and staff reported considerable difficulty in accessing psychological support for young people.

Consent for medical treatment was not found on all files and some foster carers informed inspectors that consequently, they had experienced difficulties when seeking urgent medical treatment. Very few carers had delegated permission to give consent for any treatment for the young people placed with them. There is no policy regarding the delegation of medical consents and it would be good practise for the Fostering Service to develop a policy on this matter. The Business Manager informed inspectors that work was being undertaken by Dr. Vaid to address these issues as part of the Healthy Care Standards but as yet the work had not been completed.

Foster carers spoken to by inspectors stated that they did not always receive all appropriate information when a young person is placed with them to enable them to fully understand a young person's health needs. This situation was confirmed by the examination of files, which showed that LAC Placement Plans were not fully completed and where they had been completed information was

often of a very basic nature. This issue has been raised at a previous inspection of the service.

Some foster carers have been able to find independent training courses to ensure that they have the appropriate skills to administer first aid, however, foster carers informed inspectors that they have not all received this training. Training records confirmed this and in discussion with the Training Officer, she agreed that this training had still to be arranged.

# 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 and 30**

The Fostering Service has policies and procedures in place to ensure that young people are kept safe, however these are not consistently being followed. Failure in respect of appropriate checks for staff and foster carers, lack of information and assessment affecting the Service's ability to appropriately match foster carers skills to young people's needs puts young people at risk.

## **EVIDENCE:**

Appropriate checks and references were not available on all staff files. The nominated manager has only just been appointed to the post having been seconded to the post since September 2004. Whilst a current CRB was available no other checks as required by Schedule 1 had been undertaken during this time and the inspectors were told that these were now being undertaken as part of the appointment process.

CRB checks had been undertaken for all staff and the outcome recorded. The inspector was unable to examine the originals as they had been destroyed. A number of files did not have proof of identity or qualification; there was no evidence that references are consistently being followed up by telephone. Inconsistency in files makes it difficult to find information and whether any disciplinary action is being taken. The good practice found at the last inspection had not continued.

Appropriate checks have been undertaken in respect of foster carers but records indicate that this practice has not been extended to all adult children in the family and approved babysitters. The record of foster carers CRB checks does not indicate at what level the checks were undertaken, although inspectors were informed that all checks were undertaken at an enhanced level.

Whilst the number of exemptions has decreased, a considerable number of extensions to foster carer's approvals have been made. In those cases where exemptions are made there was no evidence that reports covering all areas required by the Children Act are being prepared and presented to the Fostering Panel. In most of these cases foster carers have not received notification of Panel's approval of the placement. In one case a number of placements have been made with a foster carer who smokes although the young people have been under 2 years old, even though this is against the department's policy.

Health and safety assessments are undertaken as part of the annual review in addition to during carer's initial assessments, however, there was no evidence on any file that written risk assessments for young people sharing a bedroom, were being undertaken. The newly devised referral form goes some way to identifying risks but is not sufficient on its own. Some files contained detailed risk assessments, but this was mainly on files of young people in the shared care scheme.

The Fostering Service admits that it is not possible to match all young people with suitable foster carers, due to a lack of foster carers. The team has introduced a matching form for all placements, and whilst this was seen on some files it was not seen on all files. The matching process is severely hampered by case managers not completing the appropriate referral form and providing all necessary information.

Foster carers commented that they did not always receive all appropriate information regarding a young person placed with them at the time of placement. This lack of information puts young people at risk as well as the foster carers and their families.

Foster Placement Agreements are still not evident on files and those that are rarely include all information required by Schedule 6.

Inspectors observed the Fostering Panel. Whilst the Fostering Service's Nominated Manager chaired the Panel effectively, consideration should be given to appointing a chair that does not have line management responsibility for the Fostering Team.

The Foster Panel considered all matters thoroughly, but the Panel is not currently properly constituted, as it does not have a social work member with fostering experience. Inspectors were informed that the social worker with child care experience has decided to resign from the Panel; these vacancies

must be addressed and filled as a matter of urgency. Inspectors believe there is sufficient flexibility in the way the panel is composed to ensure that panel is quorate once these vacancies are filled.

Examination of personnel files for Panel members indicated that not all members had a current CRB check; until this is available the member should not sit on the Panel. References were also outstanding for some members, although letters had been sent over a year ago this issue is still outstanding and does not appear to have been pursued further.

# 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 and 31**

Additional input and training is required to enable foster carers to appropriately meet the educational and heritage needs of young people. The needs of young people using the shared care scheme are well met.

## **EVIDENCE:**

In discussion with Case Managers and the Supervising Social Workers it is apparent that presently there are no placements available for young people with disabilities or with challenging behaviour within the Borough of Telford and Wrekin, with the exception of the short-term placement scheme. Nonetheless, inspectors were informed that the Fostering Service has approached another agency to provide 4 such placements, in addition to 10 places for teenagers. As noted in previous inspections there is a lack of placements for young people from different ethnic and racial backgrounds. The Service has made some links with the Asian community, but future recruitment campaigns must target applicants from ethnic minority groups and those able to provide placements for young people who can offer placements to young people with disabilities.

One foster carer reported that a young person with dual heritage was not able to receive counselling in respect of his heritage and identity due to financial constraints. Whilst a new policy giving practice advice on caring for a black child has recently been issued foster carers stated that support from the department was very limited in respect of multi-cultural issues, with no clearly identified additional training or support. The planned training in respect of diversity must be implemented as a matter of urgency.

Evidence seen and provided by carers and young people indicated a pro-active response to enabling young people to develop and pursue a range of interests/hobbies, this includes the work of the fun and leisure co-ordinator, which is highly regarded by foster carers and young people.

There were many examples of close working relationships between carers and schools, however, foster carers stated that they rarely received support from the department when there were difficulties with a young person's schooling. Foster carers highlighted the high levels of short term exclusions from school and the lack of support in this situation. Carers stated that if a young person was permanently excluded from school far more support was available to the young person. A number of files examined did not contain PEP plans and this was confirmed in discussion with foster carers.

Examination of files confirmed that Foster Placement Agreements do not cover all required aspects nor is their information including in the foster carers handbook identifying the role of foster carers in a young person's education.

Inspectors visited one foster carer who provided short break placements for children with disabilities. Inspectors were also able to meet the young person placed and her father. All spoke highly of the support they received in respect of the placement. Files examined showed that risk assessments had been completed and updated for the placement and the Foster Placement Agreement clearly identified the parents as the main carers of the young person.

# **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 and 11**

The Fostering Service promotes contact where appropriate for young people and concern young people's views, however, further work is required to ensure that this happens to a consistently high standard.

## **EVIDENCE:**

The Fostering Service and foster carers spoken to all understood the importance of contact for young people with their families, although placing social workers reported that there was inconsistent support from foster carers in the practical arrangements for contact. Examination of the minutes of a LAC review highlighted that a young person had requested that he wanted contact with his grandparents but the appropriate assessment had not been undertaken over 6 months after the review had agreed an assessment should be undertaken. Foster carers confirmed that this work had still not been completed.

Generally there was good recording of contact arrangements in placement plans, however, there are still no written risk assessments on file regarding contact.

The Authority consults with young people well on an individual level, as young people's views are sought as part of the foster carers review and there was evidence that young people are encouraged to attend their own LAC reviews. However, the Fostering Service does not have a formal way of seeking young people's views in respect of the service. Examination of files highlighted that copies of young people's reviews are not always available on file, due to difficulties regarding the typing of such documents. Some social workers do



include brief notes as to the outcome of these reviews on the file, prior to the completed review being returned; this should be commended.

The Our Say group for the birth children of foster carers has been re-established. This should also be commended.

The Rights and Representation Worker actively promotes young people's involvement in issues that affect them and will support them if they wish to make a complaint in respect of the service offered to them.

The Fostering Service does not keep a record of complaints made in respect of the service and this must now be addressed so that the Manager can effectively monitor the service being provided.

# 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) 14 and 29**

The needs of young people moving into adult life are not being met by the Fostering Service or 16+team

Young people's needs were being adequately met through the allowances paid.

## **EVIDENCE:**

As in previous years, inspectors noted that although there is a strong commitment by foster carers to assist young people to develop the skills required to move into adulthood, they are not always fully supported in this by the Fostering Service or by the 16+ team. Young people informed inspectors that they did not see workers from the 16+ plus team as much as they would wish. Staff from the 16+ team informed inspectors that they were not seeing young people as often as they are expected to do so due to the demands of their caseloads. Foster carers stated that they would like clearer advice as to what skills they should be promoting in the young people. Training for foster carers has still not been provided in this area and examination of the training programme still does not include any planned training in respect of this, nor has there been any written guidance provided to foster carers as required at the previous inspection.

Examination of files evidenced basic Pathway Plan on some files but no action plan as to who will meet the young person's needs, other files did not contain any plan. Inspectors were also informed that there have been delays in handing over from case management team to the 16+ team.

Generally foster carers commented that they received payments in a timely fashion, however, there were some difficulties reported for foster carers on the shared care scheme. Some foster carers commented that they had not received guidance in respect of allowances; however, the department does

produce an annual guide to foster carer, which is circulated to all foster carers. Young people's needs were being adequately met through the amounts paid. Foster carers reported that holiday fee payments were not being made until the end of the financial year, which puts an increased and unnecessary financial strain on foster carers. In discussion with the Managers it was agreed that this would be reviewed in discussion with foster carers in light of these comments.

# 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) 2, 4, 17, 21, 22, 23, 24, 25 and 32**

Basic support to staff and foster carers is good, but a more proactive stance must be taken by managers to ensure that the Fostering Service develops and meets minimum standards.

## **EVIDENCE:**

Since the last inspection considerable effort has been made to ensure that the Fostering Team is fully staffed and there has been an emphasis on recruiting new foster carers. The appointment of a part time training officer for the team is a welcomed development and will hopefully assist the Fostering Service to meet the number of requirements regarding training for foster carers.

The Service also has a new Nominated Manager. Whilst she successfully gained her NVQ 4 in management some time ago, she would benefit from further input in respect of management training. As she does not have a background in fostering service, this must be addressed by ongoing training and support to enable her to effectively manage the Fostering Service.

Improvements are still required in respect of the management systems to enable effective monitoring of the system, this is largely affected by a lack of effective computer support. Further work is also required to ensure that there are improvements in the understanding of the role of the supervising social worker and the case manager. Whilst there is often effective communication at an individual level, workers from both the Fostering Service and Case Management teams frequently complained about a lack of ongoing communication.

The Fostering Team has also undertaken a very successful recruitment campaign for new foster carers, having had responses from 146 interested households. At the time of the inspection only a very small number of new foster carers had been approved, thus the number of foster carers available to young people has continued to remain static.

Supervising social workers and administrative staff commented that the recruitment campaign has resulted in an enormous increase in workload for all areas of the service. They felt that this has had a detrimental affect on the support available to existing foster carers. This was a view expressed by foster carers who felt that staff are not as available, especially if there are problems within a placement. Staff meetings are also a casualty of staff having competing demands. Staffing levels and workloads must be kept under continual review to ensure that there is an appropriate balance between recruitment and support of foster carers. Nonetheless, examination of files indicated that supervision was taking place as agreed in supervision agreements; staff should be commended for this work. Records of sessions were very variable, with some giving little detail and others giving considerable detail of discussion but no information as to what actions had been agreed and who was to undertake them. This should be monitored and addressed by the team manager.

During the inspection it became apparent that an unqualified social worker has continued to supervise foster carers, this is not permitted under the

Regulations, although she would be allowed to continue to assess foster carers with the appropriate supervision.

Foster carers were less complimentary about the level of support they received from Case Managers, stating that they were rarely kept informed of developments in a young person's Care Plan and that "it was not unusual for case managers to only visit young people once in 6 months."

There has been an improvement in the standard of assessments undertaken by staff, however, a significant gap in the Service is the lack of appropriate checks and assessments in respect of support foster carers.

The development of the duty system, although in the early days of establishment seems a very positive development, offering a consistent and professional service to worker seeking placements for young people. However, the out of hours support is still considered to be inadequate by both staff and foster carers, with numerous foster carers giving examples of inadequate responses from the team. The team manager has agreed to discuss this further with the manager of the out of hours team.

All foster home reviews were up to date at the time of the inspection. Nonetheless, records showed that unannounced visits were not being undertaken and foster carers confirmed this when they met with inspectors. Foster Care Agreements were also not in place on all files and where they were a number had not been updated and still referred to 1991 regulations. In addition the updated Foster Care Agreement does not refer to the fact that foster carers can make a complaint, and there is no reference that foster carers need to follow the department's child protection procedures or unauthorised absence procedures. It is therefore not compliant with the Fostering Services Regulations 2002, Schedule 5. A considerable number of foster carers commented that they were not aware that they had received a Foster Care Agreement.

The policy regarding the procedures for the investigation of allegations against foster carers and the support available to them has been amended and circulated to all foster carers.

All parties commented on the positive development of the Training Officer for the Fostering Service, and this has led to an increase in the availability and accessibility of training courses with training events now taking place in an evening. However, attention must be focused on providing appropriate training as required by the Fostering Services Regulations 2002. Examination of files showed that there was little discussion in Annual Reviews regarding training or the needs of the foster carers; this should be addressed in the coming year.

The department has developed a generic foster placement plan, which relies on LAC documentation. The document does not include all areas required by

Schedule 6 of the Fostering Services Regulations. Examination of young people's files found that this document had not been used in any of the 12 cases followed by inspectors. In addition the appropriate LAC documentation had not been completed fully in all cases.

Foster carers were aware of the need to keep all information in lockable boxes to maintain confidentiality.

Examination of registers kept by the Fostering Service indicated that they were not accurate, with required information not being recorded for some foster carers. The register of young people placed also did not contain all required information.

Foster carers files are not consistently organised, inspectors found that it was often difficult to locate important information, and consequently there is a danger that information is not updated or considered when necessary.

As reported in previous inspections the Fostering Service provides a dedicated worker for kinship foster carers. This has proved effective and carers comment on the high level of support they are offered. However, there has been a considerable increase in assessments of such foster carers and although other colleagues in the team have supported the worker the workload is rapidly becoming unmanageable and needs to be reviewed.

It is pleasing to note that Kinship foster carers are increasingly undertaking training, although in discussion with foster carers and the worker, it was apparent that such carers may benefit from support and training groups tailored to their needs more than the generalised fostering training. Kinship foster carers can also access the Foster Care Fee Scheme.

# 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>
<b>12</b>	2

STAYING SAFE	
<i>Standard No</i>	<i>Score</i>
<b>3</b>	2
<b>6</b>	2
<b>8</b>	1
<b>9</b>	3
<b>15</b>	1
<b>30</b>	1

ENJOYING AND ACHIEVING	
<i>Standard No</i>	<i>Score</i>
<b>7</b>	2
<b>13</b>	2
<b>31</b>	3

MAKING A POSITIVE CONTRIBUTION	
<i>Standard No</i>	<i>Score</i>
<b>10</b>	2
<b>11</b>	2

ACHIEVING ECONOMIC WELLBEING	
<i>Standard No</i>	<i>Score</i>
<b>14</b>	1
<b>29</b>	3

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



Yes

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.	12	17(3)	The Fostering Service must ensure that Foster Placement Plans are completed fully, including information as to who can give consent to treatment.	01.08.05
2.	12	17(3)	The Fostering Service must ensure that foster carers are given all appropriate information regarding a young person, including the state of health/health needs of any young person placed or to be placed with them	01.08.05
3.	12	17(1)	The Fostering Service must ensure that foster carers receive appropriate training in respect of first aid training. Timescale of 01.01.05 not met	01.10.05
4.	3	10(2)	The authority must ensure that all required checks are undertaken in respect of the Nominated Manager.	01.08.05
5.	15	27 Sch 3	The Fostering Service must ensure that all adults who have substantial contact with young people undertake appropriate checks.	Immediately
6.	15	20 (3)	The Authority must ensure that its recruitment policy and procedures fully comply with Regulation 20, Schedule 1.	01.08.05

			Timescale of 01.03.04 not met	
7.	30	Children Act 1989 Schedule 7(4) (2)	The Nominated Manager must ensure that where an exemption from the usual fostering limit is granted the requirements of Schedule 7 are fulfilled.	01.09.05
8.	8	33(b)	The fostering service must not request foster carers to accept placements that are clearly outside their approval range and for which they do not have the appropriate skills. Timescale of 01.03.04 not met	Immediately
9.	6	17 (1)	The Fostering Service must ensure that carers are provided with training in health and safety, and are provided with written guidelines regarding their responsibilities. Timescale of 01.01.05 not met	01.09.05
10.	6	12 (1)	The Fostering Service must ensure that risk assessments carried out in line with Standard 6.5 are recorded in writing and placed on file. Timescale of 01.03.04 not met	01.08.05
11.	8	34 (3)	The Fostering Service must ensure that Foster Placement Agreements are completed, meet the requirements of Schedule 6. Timescale of 01.03.04 not met	01.08.05
12.	8	33(b)	The authority must ensure that all relevant information including a young person's Care Plan, risk assessments and recent written assessments of the young person, and their family and the carers are taken into consideration when matching young people with foster carers. Timescale of 01.03.04 not met	Immediately
13.	8	17	The Fostering Service must ensure that where transracial or transcommunity placements are made the authority must provide additional training, support and information for foster carers as specified in Standard 8.6.	01.09.05

			Timescale of 01.05.04 not met	
14.	30	24(3)	The Fostering Service must ensure that the fostering panel meets all requirement of Regulation 24 in respect of its composition. Timescale of 01.05.04 not met	01.09.05
15.	30	20 Schedule 1	The Fostering Service shall ensure that all panel members have checks carried out in respect of each of the matters specified in Schedule 1. No member of the Panel should sit on the Panel until all checks have been undertaken. Timescale of 01.03.04	All members
16.	7	33(a)	The Fostering Service must ensure that it has sufficient diversity of foster carers to enable each young person placed to have access to foster care services that recognize and address her/his needs in terms of gender, religion, ethnic origin, language, culture, disability and sexuality Timescale of 01.05.04 not met.	01.09.05
17.	7	17(1) & 21(4)(a)	The Fostering Service must ensure that carers and staff receive training on promoting and valuing diversity. Timescale of 01.01.05 not met	01.09.05
18.	7	Children Act 1989 s22	The Fostering Service must ensure that young people's identified needs are met, in particular where the needs are in relation to a young person's identity.	01.09.05
19.	13	34 (3) Schedule 6	The Fostering Service must ensure that the foster carers role in school contact, and in relation to the young persons personal education plan are clearly articulated in the foster placement agreement. Timescale of 01.01.05 not met	01.08.05
20.	10	14	The authority must ensure that each child in foster care is	01.08.05

			encouraged to maintain and develop family contacts and friendships if this is consistent with their welfare Any assessment to ascertain this must be undertaken without delay.	
21.	11	Children Act 1989 s26	The Fostering Service must keep a record of all complaints made to the Service, the action taken and the outcome.	01.09.05
22.	14	17(1)	The Authority must provide foster carers with training, advice, information and support in relation to; preparing children and young people to move into independent and semi independent living. Timescale of 01.01.05 not met	01.10.05
23.	14	16	The Authority must ensure that all Pathway Plans contain sufficient information to enable a young person's needs to be met.	01.09.05
24.	14	16(5)	The Authority must ensure that all young people who require a Pathway Plan are actively involved in the development of such a plan and monitoring it's implementation Timescale of 01.01.05 not met	01.09.05
25.	2	8 (3)	The Fostering Service must ensure that the Nominated Manager undertakes training as is appropriate to ensure that she has the experience and skills necessary for managing the Fostering Service.	01.10.05
26.	4	30(3) & (4)	Improvements are needed to the information system, including the urgent addition of the fostering module to Care First to allow managers to have all the appropriate information to manage the service. Timescale of 01.11.04 not met	01.09.05
27.	17	27 Schedule 3	The Fostering Service must ensure that it carries out an assessment of any person whom	Immediately

			it considers may be suitable to become a foster carer, or a respite/support foster carer.	
28.	22	19	The Fostering Service must ensure that all foster carers are supervised by a qualified social worker.	01.10.05
29.	22	28(5)(b) Schedule 5	All foster carer agreements must comply fully with Schedule 5 of the Fostering Service Regulations 2002. Timescale of 01.03.04 not met	01.09.05
30.	23	17	The Fostering Service must develop, implement and evaluate a training programme for foster carers, which covers all elements required by the National Minimum Standards. Timescale of 01.01.05 not met	01.10.05
31.	25	31(2)	A register of carers must be produced which contains all the information required by Regulation 31.	01.9.05
32.	25	22(1) Schedule 2	The Fostering Service must keep a record of all young people placed with foster carers as required by Regulation 22 and Schedule 2. Timescale of 01.12.04 not met	01.08.05
33.				

## 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.	12	An appropriate form of consent to medical treatment, including first aid, immunisations, household medications and dental treatment should be devised and implemented for each child in placement.
2.	12	The Fostering Service should have constructive discussions with the local Primary Care Trust regarding the provision of psychological support for young people in foster care.

3.	3	A policy should be developed, in line with current guidance, which clarifies under what circumstances CRB checks can be retained.
4.	15	Personnel files should be consistently organised with a clear system of identifying whether any person is subject to disciplinary proceedings.
5.	15	The Fostering Service should ensure that the record of CRB checks in respect of foster carers clearly states at what level the CRB check has been undertaken.
6.	30	The Fostering Service should give consideration to the chairing arrangements of the Fostering Panel to ensure appropriate independence.
7.	10	The authority should ensure that a risk assessment as required by Standard 10.6 is undertaken prior to contact taking place.
8.	10	The Fostering Service should ensure that the views of young people are taken into account when developing the service.
9.	2	The Nominated Manager should consider undertaking further management training to ensure that she can effectively manage the Fostering Service.
10.	17	The Fostering Service should keep under review staffing levels within the Service to ensure that there are sufficient staff to recruit and support foster carers effectively.
11.	22	The Manager should monitor and address any gaps in foster carer's supervision.
12.	21	The Fostering Service should ensure that foster carers have appropriate and effective support outside normal working hours.
13.	22	The Fostering Service should ensure that occasional unannounced visits to foster carers, are undertaken, at least once a year.
14.	25	The Fostering Service should ensure that files are consistently organised so that all information is easily identified
15.	25	The Fostering Service should give consideration as to how the training needs of kinship foster carers can best be met.

## **Commission for Social Care Inspection**

1<sup>st</sup> Floor, Chapter House South

Abbey Lawn

SHREWSBURY

SY2 5DE

National Enquiry Line: 0845 015 0120

Email: [enquiries@csci.gsi.gov.uk](mailto:enquiries@csci.gsi.gov.uk)

Web: [www.csci.org.uk](http://www.csci.org.uk)

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