



*Making Social Care
Better for People*

inspection report

FOSTERING SERVICE

Children of Colour

**102-116 Windmill Road
Croydon
Surrey
CR0 2XQ**

Lead Inspector
Barry
Khabbazi

Announced Inspection
12th September 2005 9:30am

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	Children of Colour
Address	102-116 Windmill Road, Croydon, Surrey, CR0 2XQ
Telephone number	020 8665 4322
Fax number	020 8665 4331
Email address	
Name of registered provider(s)/company (if applicable)	Children of Colour Ltd
Name of registered manager (if applicable)	Samantha Springer
Type of registration	Fostering Agency
No. of places registered (if applicable)	
Category(ies) of registration, with number of places	

SERVICE INFORMATION

Conditions of registration:

- 1.All members of the fostering panel have satisfactory CRB checks at standard level or above, prior to meeting to approve foster carers.
- 2.The agency has a certificate of insurance for the registered provider in respect of liability which may be incurred in respect of death, injury, public liability, damage or other loss.

Date of last inspection na

Brief Description of the Service:

Children of Colour is a small Independent Fostering Agency which was recently registered in May 2004. The agency is based in the London Borough of Croydon but also serves the wider community. Children of Colour aims to provide a service to all groups in the community, but specialises in providing a service to children of Black heritage.

SUMMARY

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

This was the first inspection for this agency since being registered in May 2004. As a result this report may contain a substantial number of requirements. If so the number of these should significantly fall at the next inspection when the provider will have had time to take into account advice from the inspector regarding how to meet the National Minimum Standards and Regulations, and then would have had the opportunity to take the action required in this report to meet them.

In addition, as this was the first inspection for this agency as well as the key standards, other standards were also assessed. This may also create additional requirements compared to other less new agencies who may have only had the essential key standards assessed this year.

The agency was found to be professional and well managed and although this first inspection contains a number of requirements, most of these are of a technical nature {e.g. referring to written policies and procedures} and do not refer to poor care practice.

The provider and the manager took the inspector's advice positively and were keen to implement all the recommendations and requirements identified. The inspector is therefore confident that the higher priority requirements will be implemented ahead of the time scales set.

What the service does well:

This is currently a small organisation which creates the benefit of all staff being well known to the foster carers and children, and foster carers and children are also well known to all staff.

The agency's manager and providers include staff from both main black cultures {both African and Caribbean}. This provides an information resource for both cultures and with both also being directors of the organisation, also has the additional benefit that it counteracts discrimination between these cultures within the organisation.

Clear organisation of files and clear entries were a strength of this organisation and this assists record keeping and finding information on files.

Although written communication could be improved, direct communication and support were identified by foster carers as a strength of this agency.

Creative solutions have been implemented in meeting the needs of foster carers who are of a different culture to the children placed. Joint training has been planned in cooking culturally appropriate meals with foster carers and

younger people placed. This also has the added benefit of promoting independence skills in the younger people placed.

What has improved since the last inspection?

This was the first inspection for this organisation and this section is therefore not completely relevant.

However, since the registration, the agency has grown into a viable and well used service which is now in a position to develop services and raise standards further.

What they could do better:

The statement of purpose also needs to contain the number of foster carers, the number of children placed and a statistical breakdown of complaints so that prospective foster carers and placing authorities have a better picture of the organisation. {This information will also need to be updated annually.}

The children's guide needs to be also be converted into a format suitable for younger children and made available in different languages as required.

The fostering agency must inform the foster carers of their responsibility to declare any conflicts of interest { for example childminding}. This information must then be included in any approval process to ensure that foster carers' work is not compromised.

The fostering service manager must have a job description to facilitate appraisals and clarity of their and other staffs' rolls.

The fostering agency must provide staff with written guidance regarding health and safety issues to facilitate their protection at work.

Where transracial or transcultural placements occur the agency must provide the foster carers with additional training, support and information to ensure that any gaps in knowledge are filled and will not therefore affect the care provision.

The agency must produce a written policy on acceptable measures of control, restraint and discipline of children placed with foster parents and an anti bullying policy. This will ensure that foster carers know what is expected of them.

Management systems must be put in place to collate and evaluate information on the circumstances, number and outcome of all allegations of neglect or abuse of a foster child. This will allow the agency to provide statistical information required under the regulations and promote protection of children using the service.

The foster carers must be provided with a written health record for each child placed in their care so that immunisations still needed are known and so that the child's medical history is not lost.

The fostering agency must put information systems in place to monitor a child's educational achievement and provide statistics for school attendance and numbers excluded from school. This will help identify trends and facilitate putting strategies in place to address them.

The agency should produce written guidelines regarding promoting independence so that foster carers have clearer guidance in this area..

Copies must be kept of staff proof of identification and references, references must be followed up by telephone contact, and a written recruitment procedure must be produced. This will help protect children from undesirable staff.

The agency must ensure that all foster carers and staff receive an annual appraisal to facilitate staff development.

The foster carers handbook will need to include all the new relevant policies that have been required in this inspection report so that the foster carers are familiar with them.

Mandatory minimum core training must be identified, foster carers initial training must include training by existing experienced foster carers, and attendance at all training must be facilitated by, for example, providing childcare and other reasonable expenses, in addition specific consideration needs to be given to the needs of birth children of foster carers. This should ensure that more foster carers attend minimum training and that it is more relevant to them.

The service must ensure that pre-placement information about the needs of children is received as far as possible prior to placement and the process for achieving this must be recorded. This is essential so that all a child's needs are fully known and can therefore all be met.

The agency must provide foster carers with an access to files policy, and a policy regarding how to keep information and what information foster carers are required to keep. This will ensure that foster carers know what records to keep and that they and the children placed are aware of their rights with regards to access to information kept about them.

The agency must implement a system for keeping records of complaints which can produce statistical information to assist monitoring of trends. This will help identify trends and facilitate putting strategies in place to address them.

Copies must be kept of the foster carers' recruitment checks, in particular copies of proof of identification must be kept on file. This will help protect children from undesirable staff.

A written procedure to cover decision-making where all the members of the panel are not in agreement should be implemented so that there is a known, non-disputable procedure for these instances.

Good Practice suggestions:

{These are not requirements but simply good practice identified through inspection of other fostering agencies that may also improve practice in this environment}

It is suggested that incentives are employed to promote better attendance at training and that alternative forms {possible long distance learning} are provided to further encourage training take up.

It is suggested only at this stage that consultation with the parents of those fostered could be improved by the use of questionnaires.

It is suggested that a written procedure for following up children's care documentation from placing authorities would assist the agency meeting the requirement under Standard 24 by evidencing that the agency had done all in it's power to acquire these documents.

It is suggested only that events for foster carers/children placed and birth children of foster carers would additionally assist in meeting a number of requirements in this report.

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

CONTENTS

Being Healthy

Staying Safe

Enjoying and Achieving

Making a Positive Contribution

Achieving Economic Wellbeing

Management

Scoring of Standards

Statutory Requirements Identified During the Inspection

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.

Children's needs are generally identified, and the agency promotes the health and development of children well.

EVIDENCE:

The fostering agency was informed about health services and specialist services in the area. Evidence was provided to confirm that foster carers were given information as to their responsibilities for promoting the health of the children placed. This was recorded in the hand book and is also covered by the supporting social worker. The agency also requires foster carers to supply information regarding health developments for reviews. The foster carers were provided with details of the health needs of the child placed although there were areas that could be improved regarding records.

The following requirement is therefore set: The foster carers must be provided with a written health record for each child placed in their care.

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.

All people providing and managing the service are suitable.
The fostering service provides suitable foster carers.
The fostering agency generally match children to carers appropriately but methods for addressing shortfalls are not recorded.
The fostering service generally protects children from abuse and neglect but limited information is provided to foster carers to facilitate protection.
The people working in the agency are generally suitable to work with children but could not be proven to be fully suitable as some vetting was not available.

EVIDENCE:

The provider and manager are suitably experienced to run the service.
The staffing records for all staff were seen and it was evident that the recruitment process for staff remains clear and appropriate records are retained from the interviews.
Enhanced Criminal Record Bureau checks were in place for all staff.
There were some references and proof of identity missing but a requirement has been made under more appropriately Standard 15 and will not be repeated here.

Foster Carers had been informed that they might be interviewed as a part of the inspection process. The foster homes visited were indeed healthy and nurturing environments and could accommodate all who lived there.

There was a health and safety policy in the handbook giving foster carers some guidance of their responsibilities in this area.

The agency provided evidence of where a request for a placement cannot be met due to the agency not having a suitable carer available. The agency continues to prefer to reject a placement rather than make a less than fully matched placement. Decisions on placement are guided by care plans and where appropriate recent assessments. Evidence from the files indicated that there were very few instances of children being placed with foster carers outside the foster carers agreed category or matching criteria. These instances were mainly transracial or more frequently transcultural placements had been made. In these instances some evidence of additional support and training was presented but this was limited and not recorded. The following requirement is therefore set under Standard 8 to address this: Where transracial or transcultural placements occur the agency must provide the foster carers with additional training , support and information to develop a positive understanding of their heritage and this process must be recorded.

Training for foster carers includes training for caring for a child that has been abused. Supervising staff are appropriately trained to promote and safeguard the welfare of children, which is monitored at each supervisory visit. There is a written procedure for reporting children missing from home.

There were no policies or written procedures available regarding acceptable measures of control, restraint and discipline, and there was no anti bullying policy.

The following requirement is set under Standard 9 to address this: The agency must produce a written policy on acceptable measures of control, restraint and discipline of children placed with foster parents and [Standard 9.6] an anti bullying policy.

There was no management system in place to collate and evaluate information on the circumstances, numbers, and outcome of all allegations of neglect or abuse of a foster child.

The following requirement is also set under Standard 9 to address this: Management systems must be put in place to collate and evaluate information on the circumstances, number and outcome of all allegations of neglect or abuse of a foster child.

The staff files and recruitment records were all inspected and it was evident that the recruitment process for staff is clear and appropriate records are retained from the interviews. Enhanced Criminal Record Bureau checks were in place for all staff. Copies of qualifications were also copied on files.

All files had copies of proof of identification absent and some references were missing. The inspector believes this was due to this being in the regulations only and not in the Standards to which the agency were working from.

The following requirement is set under Standard 15 to address this shortfall:

Copies must be kept of staff proof of identification and references and references must be followed up by telephone contact, and { 15.2} a written recruitment procedure must be produced.

Written panel procedures were available and inspected. The panel members were suitable and a person with direct experience of being in the fostering system is about to join. All panel members had Enhanced Criminal Record Bureau checks. Health and educational advisors were also available.

Five panel meetings had occurred since the organisation started in May 2004 and the panel members have all had training. The panel is made up of strong vocal members which is a strength of the panel. However, there is not a written procedure covering decision making where the panel members are not all in agreement.

The following recommendation is therefore set under Standard 30:

A written procedure to cover decision-making where all the members of the panel are not in agreement should be implemented.

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.

The fostering service does value and in fact specialise in diversity.
The fostering service generally promotes educational achievement.
Standard 31 does not apply to this agency.

EVIDENCE:

There are no children with disabilities currently receiving a service from this organisation.

Children of Colour aims to provide a service to all groups in the community, but specialises in providing a service to children of Black heritage.

Evidence from the children's questionnaires indicated that the children felt they were supported in their education and were given opportunities and encouraged to take part in activities and interests.

Good practice identified under Standard 7:

1, The agency's manager and providers include staff from both main black cultures {both African and Caribbean}. This provides an information resource for both cultures and counteracts discrimination between these cultures within the organisation.

2, Creative solutions have been implemented in meeting the needs of foster carers who are of a different culture to the children placed. Joint training has occurred in cooking culturally appropriate meals with foster carers and younger people placed. This also has the added benefit of promoting independence skills in the younger people placed.

Comments from the children / young people, foster carers' and placing officers' questionnaires also confirmed that educational support is occurring. Interviews with foster carers confirmed their attendance at school meetings.

The Educational Support Officer will also undertake to negotiate a re-entry to school following exclusion or a transfer to another school or education setting.

The fostering agency provides guidance and support to its foster carers about their responsibilities to the education of children via the foster carers. This is included in the handbook and also covered during supporting social worker visits and supervisions. Foster carer interviews identified that foster carers attend school functions and parents/carer evenings and pass on relevant information to reviews.

The fostering agency did not have information systems in place to monitor a child's educational achievement and provide statistics for school attendance and numbers excluded from school.

The following requirement is set to address this under Standard 13:

The fostering agency must put information systems in place to monitor a child's educational achievement and provide statistics for school attendance and numbers excluded from school.

Standard 31 does not apply to this agency.

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 and supports contact arrangements.
The fostering service promotes consultation.

EVIDENCE:

There is guidance in the Foster Carers Handbook about how to work with birth parents. Agreements on contacts are arranged in conjunction with the placing social worker and form part of the placement agreement. Evidence from foster carers and questionnaires indicated that children / young people continue to be supported to maintain regular contact with their birth families where this is appropriate. Discussions with foster carers confirmed that they were clear about their role in this area. Contact can occur in the foster home where appropriate. Evidence from files indicated that the agency would ensure foster carers or designated staff would accompany children to other settings when required to ensure that contact takes place. Foster carers are expected to record and maintain records of the outcomes of birth parent visits or contacts.

Consultation is supported through one to one discussions between the foster carer or social worker and the child. Children's views are brought to reviews and feedback forms are also used. The manager has also included questionnaires as a part of her recent NVQ training.

It is suggested only at this stage that consultation with the parents of those fostered could be improved by the use of questionnaires.

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 fostering service generally prepares younger people for adulthood but provides limited information to facilitate this.
The fostering service pays foster carers an allowance and agreed expenses as specified.

EVIDENCE:

The supervising social worker addresses issues pertaining to independence throughout the fostering period with increasing emphasis as preparation for independence becomes more imminent.

There is limited written guidance for foster carers regarding promoting independence The following recommendation is set under Standard 14 to address this:

The agency should produce written guidelines regarding promoting independence.

Good practice identified under Standard 14:

Creative solutions have been planned for meeting the needs of foster carers who are of a different culture to the children placed. Joint training has occurred in cooking culturally appropriate meals with foster carers and younger people placed. This also has the added benefit of promoting independence skills in the younger people placed.

Discussions with foster carers confirmed that they receive allowances and agreed expenses and had clear initial information regarding procedures for this. Foster carers also confirmed that payments are made accurately and promptly. There is a written policy on fostering allowances and this available in the Foster Carers Handbook.

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, 4, 5, 16, 17, 18, 22, 23, 24, and 25.

There is a clear statement of aims for the service and a clear {to most but not all children} children's guide.

The fostering service is generally monitored and controlled as specified.

The fostering service is generally managed effectively and efficiently.

There are no staff to manage efficiently and effectively at present.

The fostering service is a fair and competent employer but lacks written guidance and procedures.

Foster carers are provided with supervision and practical support but written guidelines are lacking.

Foster carers are not all appropriately trained and have not attended training provided.

Children's case records are not comprehensive.

Administrative records are well maintained but were let down by a lack of policies relevant to this Standard.

EVIDENCE:

The statement of purpose contained all the elements required except those identified in the requirement below.

The following requirement is set under Standard 1:

The statement of purpose also needs to contain the number of foster carers, the number of children placed and a statistical breakdown of complaints. {This information will also need to be updated annually.}

The children's guide contained all the information required but was not accessible to younger children, children with disabilities or those for whom English was not their first language.

The following requirement is set under Standard 1 to address this:

The children's guide must also be converted into a format suitable for younger children and made available in different languages as required.

There is no indication that staff employed in the service are fostering children from the agency. The policies and procedures that were available provide appropriate guidance for the manager, staff and foster carers. The activities of the staff are monitored through regular supervision and monitoring of agreed performance targets. Foster carers continue to be visited by their supporting social worker on a regular basis and a report is generated in respect of the visit. The service makes known to both the foster carers and the placing authorities the level of charges and the financial allowances paid.

One foster carer was approved for 1 child but was also registered with Ofsted to childmind 4 children. This was not known to the manager and could effect the numbers or type of fostering placements agreed. In addition the fostering would effect how many children Ofsted would approve for childminding.

The following requirement is set under Standard 4 to address this:

The fostering agency must inform the foster carers of their responsibility to declare any conflicts of interest{ for example childminding}. This information must then be included in any approval process.

The Registered Manager is responsible for the day to day running of the service. The Registered Manager and provider have responsibility for the planning and development of the fostering service.

Strategic management and development of the whole organisation is the responsibility of both the provider and manager.

The manager of the fostering service did not have a job description. The following requirement is set under Standard 5 to address this: The fostering service manager must have a job description.

There are no staff to manage efficiently and effectively at present. However, the organisation is about to expand and employ more staff and the assessors and manger also require policies etc.

There were no health and safety procedures available for staff.

The following requirement is set under Standard 16 to address this:

Health and safety procedures must be made available for staff.

The manager had been having supervision until recently but this has now stopped. The following requirement is also set under Standard 16 to address this:

All staff including the manager must have professional regular supervision and consultation provided by appropriately qualified staff. {See also Standard 20.}

Out of hours support for carers is available through the manager and provider. Foster carers confirmed that they had received appropriate and timely support in these instances. Liability insurance and indemnity insurance was inspected and in order.

Annual appraisals were not occurring and are now due.

The following requirement is set under Standard 18 to address this:

The agency must ensure that all foster carers recieve an annual appraisal and {Standard 19.3} that all social work staff employed also recieve annual appraisals.

There was no whistle blowing policy.

The following requirement is also set under Standard 18 to address this:

A whistle blowing policy must be produced and this must be tied into the agency's child protection policy.

Evidence from the foster interviews and written responses from the foster carers' questionnaires illustrated that foster carers continue to be aware of the roles of the supervising social workers and the support systems in place. Foster carers receive regular visits and supervision.

There are a number of requirements in this report for written guidance for foster carers. The following requirement is therefore set under Standard 22: The foster carers handbook will need to include all the new relevant policies that have been required in this inspection report.

Foster carers have not been attending provided training. It is suggested that incentives are employed to promote better attendance at training and that alternative forms {possibly long distance learning} are provided.

The above is suggested only but the following requirement is set under Standard 23 to address this concern:

Mandatory minimum core training must be identified, and {Standard 23.2} foster carers' initial training must include training by existing experienced foster carers, and {Standard 23.3} attendance in all training is facilitated by,

for example, providing childcare and other reasonable expences, and {Standard 23.7} specific consideration needs to be given to the needs of birth children of foster carers.

Children's case records were not comprehensive and did not contain all the 'Looked After Children's' documentation required to meet their needs fully. The following requirement is set under Standard 24: The service must ensure that pre-placement information about the needs of children is received as far as possible prior to placement and the process for acquiring this documentation must be reccorded.

It is suggested only, that a written procedure for following up children's care documentation from placing authorities would assist the agency meeting the requirement under Standard 24.

All the records are kept securely and staffing records are stored separately. Written entries on the files made by staff in the unit were legible and professional.

There were a few shortfalls under Standard 25 which are addressed with the following requirement:

The agency must provide foster carers with {Standard 25.4} an access to files policy, and {Standard 25.7} a policy regarding how to keep information and what information foster carers are required to keep, and {Standard 25.13}, the agency must implement a system for keeping reccords of complaints which can produce statistical information to assist monitoring of trends.

Foster carer files all contained enhanced CRBs but did not all contain proof of identification.

The following requirement is set under Standard 25 to address this: Copies must be kept of the foster carers' recruitment checks, in particular copies of proof of identification must be kept on file.

Good practice identified:

This is currently a small organisation which creates the benefit of all staff being well known to the foster carers and children and foster carers and children are well known to all staff.

Standard 20. Although written communication could be improved, direct communication and support were identified by foster carers as a strength of this agency.

Standard 25. Clear organisation of files and clear entries were a strength of this organisation and this assists record keeping and finding information on files.

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	2

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

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	2
29	3

MANAGEMENT	
<i>Standard No</i>	<i>Score</i>
1	2
2	X
4	2
5	2
16	2
17	3
18	2
19	X
20	X
21	X
22	2
23	2
24	2
25	2
26	X
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.	1.4	3	The statement of purpose must contain the number of foster carers, the number of children placed and a statistical breakdown of complaints. {This information will also need to be updated annually.}	1/4/2006
2.	1.5	3	The childrens guide must be also be converted into a format suitable for younger children and made available in different languages as required.	1/4/2006
3.	4.5	27[d]	The fostering agency must inform the foster carers of their responsibility to declare any conflicts of interest. { For example childminding.} This information must then be included in any approval process.	1/11/2005
4.	5.2	21[1]b	The fostering service manager must have a job discription.	1/4/2006
5.	8.6	17[1] +11[b]2	Where transracial or transcultural placements occur the agency must provide the foster carers with additional training , support and information to develop a positive understanding of their heritage and this process must be recorded.	1/11/2005
6.	9.5	42[a]	Management systems must be	1/11/2005

		Schedual 7	put in place to collate and evaluate information on the circumstances, number and outcome of all allegations of neglect or abuse of a foster child.	
7.	9.1	13	The agency must produce a written policy on acceptable measures of control, restraint and discipline of children placed with foster parents and [Standard 9.6] an anti-bullying policy.	1/11/2005
8.	12.4	15+ Schedual 7	The foster carers must be provided with a written health record for each child placed in their care.	1/12/2005
9.	13.6	16[2]a	The fostering agency must put information systems in place to monitor a child's educational achievement and provide statistics for school attendance and numbers excluded from school.	1/1/2006
10.	15.4	20 + Schedual 1	Copies must be kept of staff proof of identification and references, and these references must be followed up by telephone contact, and { 15.2} a written recruitment procedure must be produced.	1/11/2005
11.	16.6	17.2	The fostering agency must provide staff with written guidance regarding health and safety issues.	1/12/2005
12.	16.8	21[4]	All staff including the manager must have professional regular supervision and consultation provided by appropriately qualified staff. {See also Standard 20.}	1/1/2006
13.	18.4	21[4]	The agency must ensure that all foster carers receive an annual appraisal and {Standard 19.3} that all social work staff employed also have annual appraisals.	1/4/2006

14.	18.7	12	A whistle blowing policy must be produced and this must be tied into the agency's child protection policy.	1/12/2005
15.	22	17[1]	The foster carers handbook will need to include all the new relevant policies that have been required in this inspection report.	1/12/2006
16.	23	17[1][2][3]	Mandatory minimum core training must be identified, and {Standard 23.2} foster carers' initial training must include training by existing experienced foster carers, and {Standard 23.3} attendance at all training must be facilitated by, for example, providing childcare and other reasonable expenses, and {Standard 23.7} specific consideration needs to be given to the needs of birth children of foster carers.	1/1/2006
17.	24	34 + Scheduling 6	The service must ensure that pre placement information about the needs of children is received as far as possible prior to placement and the process for achieving this must be recorded.	1/11/2005
18.	25	17[1][2][3]	The agency must provide foster carers with {Standard 25.4} an access to files policy, and {Standard 25.7} a policy regarding how to keep information and what information foster carers are required to keep, and {Standard 25.13}, the agency must implement a system for keeping records of complaints which can produce statistical information to assist monitoring of trends.	1/4/2006
19.	25.11	20 + Scheduling 1	Copies must be kept of the foster carers' recruitment checks, in particular copies of proof of identification must be kept on file.	1/11/2005
20.				

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.	30	A written procedure to cover decision-making where all the members of the panel are not in agreement should be implemented.
2.	14.2	The agency should produce written guidelines regarding promoting independence.

Commission for Social Care Inspection

8th Floor Grosvenor House

125 High Street

Croydon

CR0 9XP

National Enquiry Line: 0845 015 0120

Email: enquiries@csci.gsi.gov.uk

Web: www.csci.org.uk

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