



*Making Social Care
Better for People*

inspection report

FOSTERING SERVICE

Foster Care Services Limited

**65 Higher Hillgate
Stockport
Cheshire
SK1 3HD**

Lead Inspector
Susan Winson

Announced Inspection
10th May 2006 09:30

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 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	Foster Care Services Limited
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Provider Web address	www.fostercareservices.co.uk
Name of registered provider(s)/company (if applicable)	Foster Care Services Limited
Name of registered manager (if applicable)	Mrs Elizabeth Dent
Type of registration	Fostering Agencies
Category(ies) of registration, with number of places	

SERVICE INFORMATION

Conditions of registration:

1. The service should, at all times, employ a suitably qualified and experienced manager who is registered with the Commission for Social Care Inspection.

Date of last inspection 13 June 2005

Brief Description of the Service:

Foster Care Services Limited is a fostering agency which provides a service for looked after children, referred to the agency from local authorities, with foster carers who are recruited, trained, assessed, reviewed and supervised by the agency.

The office is close to the centre of Stockport and is appropriate for its purpose.

SUMMARY

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

This inspection took place over two weeks. Interviews were held with the agency manager, director and team manager, team manager alone, a group of supervising social workers, a group of administrative staff, a group of foster carers at a support group, three individual foster carers in their homes and three young people in foster care. Three staff from the education agency that works with Foster Care Services were interviewed by telephone.

The inspector also had the opportunity to observe a fostering panel meeting, two sessions of induction training for applicants, a team meeting, a social work meeting and a young child in his foster carer's home.

Records in the agency were also inspected.

Completed questionnaires were received from two foster carers, one young person and a placing social worker. An e-mail from a panel member also informs this report.

What the service does well:

Foster Care Services (FCS) is a dynamic agency, committed to improving services to young people. The manager monitors the practice and there is an action plan in place. The fostering panel is effective in scrutinising the work of the agency and is involved in development and monitoring of quality.

The agency is well managed and has clear aims and objectives which are largely carried out in practice by an experienced and enthusiastic staff group and a pool of skilled foster carers who are supported and equipped to meet children's needs. As was the case on previous inspections, foster carers were positive about the range and level of support they receive from the agency and it is evident that this contributes to placement stability.

The agency holds regular planning meetings to ensure that all those involved in a child's care are working together effectively. Comments in minutes of planning meetings and children's reviews clearly reflect their progress and include the following; "happy and secure in placement", "positive improvements in his behaviour and emotional development" and "social workers have observed that he is receiving high quality care".

The agency and the National Teaching and Advisory Service (NT&AS - an education agency) work together to promote education and can demonstrate that good outcomes are achieved for the young people in foster care. Every child coming into foster care is allocated an NT&AS worker either at the planning stage or, for emergency placements, very soon afterwards. The teachers with whom the inspector had telephone conversations were positive about communication between themselves, foster carers and supervising social workers. Foster carers value the support from NT&AS and said that it was "excellent". A young person said that his support teacher was "very helpful" and he was "glad she's around".

A continuing commitment to contact is evident with foster carers investing time and skill in making positive relationships with parents and on contact arrangements. The foster carers that the inspector spoke with were sensitive to parents' feelings and active in including them in the care of their children wherever possible. Examples were given where foster carers and parents were working together in the best interests of children.

This agency has a record of focusing on children's needs and safeguarding and protecting them. It can demonstrate that its procedures and practices continue to ensure that children are safe in foster placements. The agency has consistently responded appropriately to any complaints or allegations.

The agency has been successful in empowering their foster carers to either advocate on a child's behalf or find appropriate advocates for them. Examples were given where foster carers challenged decisions made by local authorities, at the request of children, to improve outcomes. Foster carers also inform young people of their rights and respect their wishes and opinions.

Foster carers have been consistently positive about the support and training (including the opportunity to do NVQ's) that they receive from the agency.

What has improved since the last inspection?

The agency and foster carers have become more active in their efforts to gain health information and are advocating on young people's behalf when they are not receiving services they have been assessed as needing.

All staff have job descriptions which accurately reflect what they do and the roles of the managers and lines of accountability have been clarified. The staff were positive about the developments.

The agency has looked at how foster carers manage children's behaviour and the support and training they need. A new draft policy is in place which will be implemented later in the year.

What they could do better:

The agency is continuing to look at improving monitoring systems to allow them to assess outcomes for children and to demonstrate how needs identified in care plans are being met in practice. The various monitoring systems in the agency have yet to come together to give a full picture of the progress young people are clearly making.

Leaving care and pathway planning has been identified as an area for development as the agency has several young adolescents in permanent placements.

The manager is undertaking a qualification in management.

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.

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Being Healthy

The intended outcome for this Standard is:

- 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 the outcome for Standard:

12

Quality in this outcome is adequate. The agency can demonstrate that children's health and development are largely promoted. This judgement has been made using available evidence, including visits to the agency.

EVIDENCE:

The manager and staff stated that health issues are reviewed through foster carer supervision and planning meetings which take place on a regular basis and there is evidence on young people's files that health issues are considered at initial referral and matching stages and throughout placement.

Problems with gaining full and accurate written health information from placing social workers still persists and compromises care planning. Whilst the responsibility for ensuring that full health information is collated and supplied to foster carers and for ensuring that children access the services they need lies outside of the agency, the manager, staff and foster carers can demonstrate that they are persistent in advocating on the behalf of children in their care.

From discussions with staff, foster carers and from records it is evident that the quality and quantity of health information available to the agency and its carers is variable. For some young people, their health histories are comprehensive and include immunisation details and clearly document their health needs and how these will be met. For others, the information is sparse. Problems with obtaining written authority for medical treatment resulted in one young person missing an MMR booster because their social worker had not sent the form to the foster carer.

It is evident that supervising social workers and foster carers and the managers are active in pursuing this information, from placing social workers by both telephone calls and letters, and other sources, such as LAC nurses or school nurses. The supervising social workers also highlight any gaps when attending statutory reviews, which is included in the minutes. From discussions with foster carers it is clear that they are using alternative sources to gain information. In one example, a foster carer had successfully gained information through a relative of the child with whom she was in contact, whilst others had got the information verbally from parents.

Supervising social workers commented that they have not seen an improvement in the provision of CAHMS services to young people. Similar concerns were raised about the variable time taken for children to access other specialist services. One example was given where a young person has had very good support from hospital and other specialists, where it was clear that everyone was working together to support him with a serious health issue.

Whilst it is important that the agency continues to advocate for children, it is clear that they are managing the health care of children. Only in one case, was it clear that the lack of therapy contributed to a breakdown of a placement.

In the last year the agency has developed a written medication policy and recording forms for use by foster carers. Health promotion is on the supervision agenda for foster carers tied up with diet, lifestyle, exercise and activities. Foster carers share ideas on health promotion at support groups.

The agency provides training on health issues and promotion for foster carers. Several of those interviewed had done HIV and hepatitis training and specific training was provided for foster carers where children have disabilities. There are plans to train carers on recording medication through support groups .

The agency can demonstrate that foster carers promote children's health and inform them about healthy lifestyles. Statutory review minutes include positive comments about children's health, for example, "Enjoys a range of food and eats and sleeps well". There is a clear commitment to promoting health with young children in appropriate ways. A foster carer spoke about the use of a healthy eating booklet which the children enjoy looking at after meals, sometimes to check out what they have eaten.

Foster carers are aware of the need to monitor any accidents that young people have and to report serious ones to the agency. One foster carer had met with a headteacher following a child's accident at school, of which she was not informed, to ensure this was not repeated.

Staying Safe

The intended outcomes for 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, 15 and 30 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for the following Standard(s):

3, 6, 8, 9, 15 and 30

Quality in this outcome area is good. The agency can demonstrate that it continues to safeguard children in foster care through its policies, procedures and practices. This judgement has been made using available evidence, including visits to the agency.

EVIDENCE:

The responsible individual and the registered manager are suitably experienced and qualified to run a fostering agency. The manager is registered with CSCI, has a social work qualification and is undertaking a management qualification. The majority of the staff have been with the agency for several years and the staff team is experienced and skilled in supporting carers to meet the needs of young people.

A policy on the recruitment and selection of staff is in place. One new member of staff had started work since the last inspection and records showed that all the necessary checks had been taken up. CRB checks are renewed every two years for existing staff. The social work team are qualified, registered with GSCC, knowledgeable and skilled and it was evident in discussions that they are committed to training and ongoing professional development.

The agency recently had a compliance visit from CRB and the written report states that, "the CRB is satisfied with the Disclosure processes that your organisation has in place".

The agency can demonstrate that their processes of recruitment and assessment of foster carers ensure that children's physical security is safeguarded. Health and safety checklists are compiled during assessments and there is evidence on file of these being updated on a regular basis and, in one case, updated when a young child was placed. At the last panel meeting, members had a long discussion on the potential hazards of garden ponds and ways in which these can be reduced. Foster carers are asked to provide certificates of motor insurance and electrical equipment safety test certificates. Foster homes visited during the inspection were safe from hazards and had appropriate safety equipment in place. Where children share bedrooms, this is included in foster placement agreements. Records show that unannounced visits are carried out annually and these are undertaken by the team manager as part of her quality assurance role.

The quality of the agency's matching processes is reflected in the very low level of placement breakdown in the last year. The manager and team manager stated that no pressure is put on them or on supervising social workers to make inappropriate placements even when there are a lot of vacancies. The needs of the child are clearly the prime consideration, for example, when one child needs to be the only one in placement (even for a long period of time) another child would not be placed. The agency's systems for dealing with referrals ensure that the manager, supervising social workers and foster carers are involved in matching decisions.

Where possible, matching meetings and planning meetings take place and introductory visits are planned. From records and discussions with foster carers, it is evident that they are sensitive to children's needs and that introductions have been successful in moving children into foster homes in a positive way.

Much improved foster placement agreements now contain more specific information about how young people's needs will be met, by whom and how. Not all of them yet include written reference to elements of matching nor identify areas where foster carers need additional support to compensate for gaps in the match, although in practice, the support is made available. The inclusion of this information would allow for better monitoring of placement outcomes.

The agency can demonstrate that the protection of children is considered in all respects and policies and procedures are in place. Foster carer induction and ongoing training contains child protection and each family have their own safe caring policies which are updated as necessary, retained on files and are carried out in practice. There have been few incidents of a child protection nature and appropriate procedures have been followed, including notification to CSCI.

The role of the supervising social workers in supporting foster carers with behaviour management is evident from records and from discussions with foster carers, as is the focus on reward and encouragement rather than sanctions. When the latter are used they are reasonable and young people said they thought they were fair.

The foster carers and teachers used by the agency monitor bullying and the young people did not report any incidents. There was evidence on files of foster carers taking appropriate action when incidents of bullying have occurred.

Absences without authority are recorded as part of the manager's monitoring systems. It was evident from records that all appropriate people had been informed and a risk assessment was put into place with respect to a vulnerable young person who was repeatedly absent from the foster home.

A policy on the recruitment and selection of staff is in place. One new member of staff had started work since the last inspection and records showed that all the necessary checks had been taken up. CRB checks are renewed every two years for existing staff. The social work team are qualified, registered with GSCC, knowledgeable and skilled, and it was evident in discussions that they are committed to training and ongoing professional development.

The fostering panel is suitably constituted, with members who have experience and expertise in foster care, child care, education and health, and have written policies and procedures which are followed in practice. From observation of a panel meeting and inspection of minutes and panel papers, it is evident that the panel functions effectively and makes decisions following scrutiny and in-depth discussions of the issues presented to them, with the needs of children and their welfare as the priority. The quality assurance role of the panel is evident.

The panel recommends approval and deregistration of foster carers to the agency decision maker, and receives the information and outcome of reviews of foster carers which are undertaken by an chairperson who is independent of the agency.

A member of panel who communicated with the inspector commented that the discussion "is challenging and open, with all views carefully considered" and added, "I am impressed with the degree to which the Panel is involved in policy and practice development within the agency, through consultation and feedback and in the way that Panel members are regularly updated with management information".

Enjoying and Achieving

The intended outcomes for 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 the following standard(s):

7 and 13

Quality in this outcome is excellent. The agency values diversity and achieves positive educational outcomes for children and young people. This judgement has been made using available evidence, including visits to the agency.

EVIDENCE:

The manager stated that the agency has a staff team that is experienced and trained to promote equality, considers recruitment of staff and carers from diverse backgrounds, considers equality and diversity in all areas of operation and responds to specific needs and issues. It is evident that the training for foster carers includes valuing diversity and equality issues and the agency has facilitated the use of an interpreter and has sourced specific training for foster carers of children with disabilities. It is evident that the staff of the agency and foster carers understand the social model of disability and work to providing equality of opportunity for all the children placed.

The service has a relatively small number of foster carers and children placed from black and ethnic minority groups. They are continuing to ensure that their recruitment strategies are effective in reaching all members of the local communities. Recruitment open days have been held in locations to attract enquirers from all community backgrounds. The agency is considering the use of publications in different languages and would like to make appointments to panel to represent diverse communities.

From records and discussions with supervising social workers and foster carers, it is evident that children's cultural, ethnic, race, religious and linguistic needs are considered when making placements.

Foster Care Services has a long established contract with the National Teaching and Advisory Service (NT&AS), a specialist agency, to give priority to educational issues and to enhance the support to young people, foster carers and staff. It is evident from discussions with staff, teachers from NT&AS, foster carers and young people and from records that this partnership working leads to improved outcomes for young people in education.

For all four of the young people whose care was tracked for this inspection, there is an allocated NT&AS teacher who have been active in supporting placements in a variety of ways, including making links with schools to share information, ensuring that statements and Personal Education Plans are progressed, identifying and accessing pre-school provision, directly supporting young people, either in school or with homework, in the foster home and addressing specific issues with schools. The teachers attend all planning meetings and communication between them and supervising social workers and foster carers is frequent and effective in promoting educational achievement. It is evident that the packages of support are flexible, tailored to young people and that their views are taken into account.

All foster carers who the inspector met with were positive about the support from NT&AS teachers and the training they provide.

It was evident from discussions with foster carers that the profile of education is high, learning is valued and that they encourage and support young people to attend and achieve. Foster carers are kept informed about changes in education and attend school meetings and events.

The agency had only two young people excluded from school at the time of the inspection and almost all children have a personal education plan in place. Attendance figures are high, as is the percentages of young people gaining one or more GCSE's, some of them achieving more than five passes.

Making a Positive Contribution

The intended outcomes for 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 the following standard(s):

10 and 11

Quality in this outcome is good. The agency can demonstrate that contact is promoted and consultation is improving. This judgement has been made using available evidence including visits to the agency.

EVIDENCE:

The agency can demonstrate that young people are encouraged and enabled to keep in contact with family and other significant people. Foster carers demonstrated a commitment to supporting contact and receive training which informs them of children's rights to contact and outlines the potential benefits for children.

Foster placement agreements set out contact arrangements and the foster carer's role in setting up dates and venues and transport arrangements. It was clear from discussions with foster carers and from records that these arrangements are monitored and reviewed.

The manager outlined plans to improve consultation with children and young people which presently takes place informally on agency outings and holidays, and when supervising social workers visit foster homes. Examples were given where the agency had taken action or made changes as a result of listening to children or where they had requested statutory reviews with placing authorities to discuss issues raised by young people.

The agency plans to have a survey for children on the internet and to have an area on their website which will interest children.

The agency carried out a consultation with foster carers through questionnaires, of which 25 were completed. These indicate high levels of satisfaction with support from the agency and foster carers stated that their views are listened to and taken into account.

A complaints booklet for children has been revised and includes telephone numbers of national agencies and a complaints form. The young people who met with the inspector or completed a questionnaire were aware of how to complain and some said there was nothing to complain about.

Achieving Economic Wellbeing

The intended outcomes for 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 the following standard(s):

14 and 29

Quality in this outcome is adequate. The agency can demonstrate that young people are prepared for adulthood but have yet to have formal leaving care systems in place. The agency pays carers agreed allowances. This judgement has been made using available evidence including visits to the agency.

EVIDENCE:

Policies, procedures and training are in place which provide guidance for foster carers in preparing young people for independence, which, it is clear, are carried out in practice. Young people outlined how they are gaining life skills such as cooking, laundry and household tasks, and foster carers are managing to balance age-appropriate independence with safeguarding issues.

The agency has few young people who are of an age to have formal leaving care plans and does not have a system for monitoring the number of young people who have a pathway plan.

Training for foster carers on adolescent issues was provided last year, which carers said was valuable and useful.

The “carers guide to the agency” outlines the payments and allowances in full. Foster carers receive prompt and regular payments which are reviewed annually. The responsible individual outlined plans to review foster carer payments in the light of the fact that 22 carers have been with the agency for more than five years.

Management

The intended outcomes for 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 carers 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 the following standard(s):

2, 4, 5, 16, 17, 19, 20, 21, 22, 24 and 25

Quality in this outcome is good. The agency is well managed and staff and foster carers are well supported and supervised. Training is improving. This judgement has been made using available evidence, including visits to the agency.

EVIDENCE:

At the time of the last inspection the agency manager had been in post only a short time. Since then, a team manager and deputy manager have been appointed. The agency manager has been registered by CSCI. The team manager and deputy have undertaken some management training. All of the management team have considerable experience in fostering and it is clear that they have the requisite skills to manage the work of the agency effectively and efficiently. Roles, responsibilities and lines of accountability of the managers in the agency have been clarified and refined since the last inspection and all staff said that this had been beneficial.

The manager has implemented monitoring systems and it was evident that she is informed of significant events and that she works to ensure quality performance. Records demonstrate that appropriate follow-up action are carried out as necessary in response to specific events. However, she outlined that she feels the system is cumbersome and is looking to improve on it to better evidence outcomes for young people. She has implemented regular file audits from which feedback on specific issues is given to supervising social workers and on general issues to the whole staff team.

The fostering service is increasing its staff to manage a growth in the number of foster carers and placements and the extra time involved in assessing applicants who are new to the task of fostering. The agency is effective in retaining staff and the majority of both social work and administrative staff have been with the agency for considerable lengths of time. Records demonstrate that staff receive regular supervision which covers areas including caseload management, specific issues in respect of applicants and foster carers and their own training and professional development. Annual appraisals are carried out.

Communication within the agency is effective and weekly staff meetings (which include administrative staff and the agency manager) and social work team meetings ensure that information is disseminated. As these take place on a Monday morning, feedback from the social workers who have been on duty support over the weekend is given speedily.

The staff group clearly work well together and are effectively managed and supported to provide support and supervision to foster carers. All the foster carers the inspector met were positive about the support, guidance and assistance they receive from the agency, both in and out of normal working hours, and made comments such as "excellent" and "could not be bettered".

It is clear from records and from discussions with foster carers that the assessment of potential carers is carried out in a thorough and sensitive manner. A sample of foster carers' files inspected contained full checks and statutory references, all of which had been received prior to the panel meeting which considered their approval. The agency takes up employment references which are comprehensive and written references from personal referees were found to be informative and detailed. The manager stated that supervising social workers ask applicants to provide referees who know them well and see them frequently. The competencies of carers have been assessed, including experience and skills gained in previous employment and future training needs are identified.

Foster care agreements are appropriate and outline the agency's expectations as does the foster carer handbook.

All applicants undergo induction training which outlines the broad tasks of fostering and aims to inform and prepare potential foster carers. The inspector was able to observe two sessions of an induction training group and speak briefly with applicants during the break. They were all positive about the training, including two applicants who have been carers for a Local Authority for many years. They said there was a good balance between the positive and negative aspects of fostering and that the trainers (two of the agency's supervising social workers and a foster carer) were being honest and open about the difficulties and the rewards. They particularly welcomed and valued the input from a foster carer who co-trained and a visit the week before from a young person who had been in foster care. Trainers clearly created an atmosphere where people could ask questions or air their views and applicants said they felt comfortable doing so.

The agency also provides training for approved foster carers and keeps records of training on individual foster carer portfolios. Foster carers were positive about the training they have received and are encouraged to undertake NVQ level 3 in the care of children and young people. A training plan is in place for the next few months. The responsible individual outlined the agency's increasing investment in training.

Case records for children are comprehensive and are securely stored within the agency.

The agency's last annual report states that there is a "continued steady growth in the number of approved carers and children placed". One of the directors outlined the investments in staffing, training, IT systems throughout the last year. Audited accounts were not available for this inspection, as there was a delay due to the agency changing its name. The director stated that the agency is financially viable.

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	2
6	4
8	4
9	4
15	4
30	4

ENJOYING AND ACHIEVING	
<i>Standard No</i>	<i>Score</i>
7	3
13	4
31	N/A

MAKING A POSITIVE CONTRIBUTION	
<i>Standard No</i>	<i>Score</i>
10	4
11	2

ACHIEVING ECONOMIC WELLBEING	
<i>Standard No</i>	<i>Score</i>
14	2
29	3

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

Are there any outstanding requirements from the last inspection? No

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

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	FS3	The registered person should ensure that the manager achieves a qualification in management at NVQ level 4 or equivalent.
2	FS11	The registered person should continue with plans to improve consultation.
3	FS12	The registered person should continue with efforts to gain full information from placing social workers and ensure that young people access health services to meet assessed need.
4	FS14	The registered person should ensure that systems are in place to ensure that young people are prepared for leaving care.

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