



*Making Social Care
Better for People*

inspection report

FOSTERING SERVICE

Tameside MBC Fostering Services

**Services for Children and Young People
Council Offices, Wellington Road
Ashton-under-Lyne
Tameside
OL6 6DL**

Lead Inspector
Susan Winson

Announced Inspection
10th January 2007 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

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	Tameside MBC Fostering Services
Address	Services for Children and Young People Council Offices, Wellington Road Ashton-under-Lyne Tameside OL6 6DL
Telephone number	0161 368 8865
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Provider Web address	
Name of registered provider(s)/company (if applicable)	Services for Children and Young People
Name of registered manager (if applicable)	Jackie Dudley
Type of registration	Local Auth Fostering Service

SERVICE INFORMATION

Conditions of registration:

Date of last inspection 6th March 2006

Brief Description of the Service:

Tameside MBC has a dedicated Family Placement Service, which is managed by the Unit Business Manager for Looked After Children. Their main purpose is to provide a diverse range of carers to cater for the needs of looked after children in Tameside and, in partnership with other sectors, to ensure the best outcomes for the young people.

The team recruits, assesses, supervises and supports foster carers and is responsible for ensuring that their training needs are met. Services offered by the team include emergency placements, task centred placements, long term or permanent carers, respite care and network care placements, where the aim is to support families before a crisis happens by the provision of day care and respite.

The service is also responsible for kinship care and works with the disability team for respite placements for children with disabilities.

SUMMARY

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

This inspection was carried out by two inspectors who had the opportunities to meet with the manager, supervising social workers, social worker with responsibility for short breaks for children with disabilities, administrative staff, the contracts and monitoring officer and the user involvement co-ordinator. The inspectors also observed a panel meeting, a team meeting, a support group and part of a pre-approval training session whose trainers included foster carers and a young adult who had been in foster care. Personnel files were inspected, as were records and files in the fostering service.

Five foster carers were visited in their homes and, where possible, the inspectors talked with young people there. Completed questionnaires were received from nine young people, five foster carers and one placing social worker.

What the service does well:

There is a clear focus on the welfare of children and young people and working to meet their needs and avoid moves within care. A number of foster carers have moved from task-centred to long term in order for children and young people to remain in their care and avoid a move of placement. Asylum seekers and unaccompanied children receive a good service within Tameside.

The authority values diversity and actively promotes equality and is improving its consultation with foster carers and children.

It is clear that the fostering service is seeking to improve and striving to develop better practice. The team is effectively managed and supported and works co-operatively with other services and professionals to meet needs.

The use of independent fostering agencies is well monitored. The fostering service ensures that it has up to date information on the agencies it uses.

The majority of foster carers were positive about the support and advice they receive and commented that support was available when they needed it. They were also positive about the experience and knowledge of the supervising social workers and the training available. Comments included, "I can always rely on the service to give me support" and "supervision aids and facilitates reflection, child-centred planning, problem solving and information regarding services available".

Young people were positive about their experiences in foster care. Comments about foster carers included, "they listen to us and remember what we've said", "any time I need advice I ask my carer", "they always talk about my education and how important it is for my future" and "I am very happy and like it where I am".

What has improved since the last inspection?

The fostering service can demonstrate that it is working to meet the requirements and recommendations made at the last inspection.

Improvements in management monitoring are evident. Collation of information in some areas is not yet robust enough.

The manager has prioritised areas for improvement and the team has a development plan which outlines objectives.

The panel is child focused and scrutiny of the information presented was robust. More independent members have been recruited.

What they could do better:

The fostering service does not always have up to date information from placing social workers to inform matching and care planning, including health information.

Foster placement agreements continue to be variable in the quality care planning and detail about how young people's needs will be met in placement. Not all placements have current agreements in place.

Personnel files do not yet contain all the required information.

The authority needs to continue with plans to improve foster carer assessments and link them with annual reviews to provide an ongoing continual assessment of each carer's performance, development and training and support needs.

The fostering service could better demonstrate how well foster carers are meeting children's needs through improved records of fostering social worker visits which link with care plans, foster placement agreements and reviews to provide a more coherent tracking of care planning and outcomes for children.

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. The summary of this inspection report can be made available in other formats on request.

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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.

JUDGEMENT – we looked at the outcome for Standard:

12

Quality in this outcome area is good. The service can largely demonstrate that young people's health needs are identified and met.

This judgement has been made using available evidence, including a visit to this service.

EVIDENCE:

From discussions with staff and foster carers, and from records, it is evident that the fostering service works to ensure that foster carers are aware of young people's health needs and monitors how they are being met, through supervisory visits and statutory reviews. The number of young people who have had annual health checks and are up to date with immunisations has improved over the last year. Two workers in Child and Adolescent Mental Health are managed by the same Unit Business Manager as the fostering service and were said to provide a useful resource to the team.

Not all foster carers had full written health information and history for young people in their care nor current consent to medical treatment. The manager stated that when the planned changes in information systems are running, it will be possible for supervising social workers to access the information directly. One young person did not have consent to medical treatment.

Young people are registered with a GP, optician and dentist and have access to specialised health services as necessary. Foster carers keep records of health appointments and outcomes and supervising social workers discuss health issues on supervisory visits. Examples were given which demonstrate that foster carers are meeting young people's needs.

Foster carers are expected to log medication taken by young people. There is no evidence in records of supervisory visits that these have been read and, at present, the service does not have a system which allows the manager to monitor the use of non-prescription medication in foster homes. Similarly, there is no central monitoring of accidents.

Young people in foster care were knowledgeable about how to eat and live healthily and said that foster carers advise them and encourage them to take exercise.

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.

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

3, 6, 8, 9, 15 and 30

Quality in this outcome area is adequate. The service cannot always demonstrate that children are appropriately matched to carers or that children are safeguarded by effective monitoring of practice.

This judgement has been made using available evidence, including a visit to this service.

EVIDENCE:

The manager and staff are suitably qualified and experienced. Only qualified social workers carry out foster carer assessments.

From inspection of the staff personnel files it is evident that the authority has been working to meet the requirements made at the last inspection. In an instance where an employee had left the authority and returned after a few months, a new CRB had not been applied for due to staff misinterpreting the guidance from the CRB. A written copy of a reference was missing from one file. Employment histories do not all contain full dates nor are any checks on gaps in employment noted on the files.

Tameside has a draft "Fostering Recruitment Strategy" to be ratified in January. It details current breakdown of fostering service and lists priority actions to increase numbers of carers, and to improve the retention and support to retain existing carers. The strategy also sets out the objective of reducing the number of moves a child in foster care will have. A range of advertising routes are used and enquiries and applications are monitored so that the manager knows which methods are most effective.

The supervising social workers have recently received training on competence based assessment of foster carers and it is evident that the service is working to improve the quality of the assessments. In some cases, there were gaps in information and lack of analysis of the potential of applicants to provide good quality care. There is evidence of in-depth interviews with personal referees on file. With the exception of kinship carers, foster carers have their own safe caring policies which are specific and supervising social workers discuss compliance with the policies on supervisory visits. Safe caring issues were said to be raised with kinship carers. They are amended and updated as necessary, as are health and safety assessments of foster carers' homes. The service has recently improved the number of households that have had an annual unannounced visit and nearly all have now been completed.

CRB checks are carried out on foster carers and the manager receives a memo from a senior manager stating that they have been received. The manager of the fostering service does not see the CRB certificates and was not aware of how they are checked with the information provided by applicants to ensure they are accurate. The manager also acknowledged the need for a more robust system for updating CRB checks which will allow her to monitor when they are due.

Child protection training is provided for foster carers. It is evident that foster carers work with young people on safety issues in age appropriate ways. Young people gave examples of foster carers insisting on their wearing bicycle helmets and reminding them to cross the road safely. All the young people involved in this inspection were aware of how to complain.

Records of complaints are held centrally and monitored by the manager. The records do not hold full information on actions taken and outcomes, nor is there evidence of management oversight.

Examples were given where the fostering service, in conjunction with child care teams, had had to make difficult decisions about whether young people remain in placements. It was evident that effective risk assessments are carried out where safety or welfare issues are involved.

There have been considerable improvements in the number of foster carer reviews carried out annually since the last inspection. These are carried out by the manager or assistant manager and first reviews and those from which any issues arise go to the fostering panel.

Matching considerations and support plans to compensate for gaps in matching were not evident in all the foster placement agreements inspected. These varied in information and some were not specific about the tasks the foster carer was being asked to carry out in relation to specific children and young people. The service needs to clarify which documents constitute the foster placement agreement to ensure all the necessary information is contained within them. Not all foster placement agreements reflected changes in the foster carers' registration nor the placement status.

Problems in gaining full, written, and up to date information from placing social workers to inform matching and care planning persists. The need for supervising social workers to be checking on the quality of information foster carers have about young people in their care, and acting where there is a deficit, is acknowledged by the manager.

The authority uses few external placements and these are arranged in conjunction with the contracts and monitoring officer, who works with the team and who has comprehensive information about the agencies and monitors their effectiveness to ensure that young people receive a high quality service.

The service has a low proportion of placements which end in an unplanned manner. Disruption meetings were said to happen rarely and the service should consider a system which allows for better monitoring of disrupted placements and evaluation of matching decisions to inform future decisions about specific children. The manager stated that she is presently carrying out an analysis of placements which have ended in an unplanned manner.

A panel meeting was observed by the inspector and past minutes were inspected. An independent chair, who has suitable experience and skills, had recently been appointed and this was her first panel as chair. She is clear about her role in quality control. Members of panel bring a range of experience to the decision making role. The minutes are clear and comprehensive.

Applicants routinely attend panel and the chair welcomed them privately before they came in. Questions to applicants had been pre-arranged.

The quality of assessments presented to panel was acknowledged by the panel as in need of further development to allow them to understand, through better evidence and full details, how the assessor had reached conclusions and recommendations. Similarly, the panel agreed that the information on matching reports for long term placements (including kinship) did not meet the needs of the panel in regard to decision making due to the scarcity of information in major areas, such as the child's history, care planning and contact issues. The social workers attended panel and were able to provide the information verbally.

The panel may wish to consider how quality control can be robust enough to meet panel needs.

In some cases decisions to approve applicants as foster carers have been made subject to CRB checks or to satisfactory medicals. The manager stated that it has been agreed that this practice is inappropriate and it will not happen in the future.

The role of the manager of the fostering service was unclear during the meeting and there is need for the service to address this to provide clarity about the responsibilities of the panel advisor.

There have been difficulties with the Fostering Panel membership being properly constituted in the past which the manager is confident has been rectified as more independent members have been recruited.

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.

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

7, 13 and 31

Quality in this outcome area is excellent. The fostering service values diversity and promotes educational achievement. The short break scheme provides a good service for children with disabilities.

This judgement has been made using available evidence, including a visit to this service.

EVIDENCE:

All the social work teams in Tameside have a nominated equalities representative to raise awareness and all staff receive training equality and diversity training and cultural competence. The service can demonstrate that young people's ethnic, religious and cultural needs are considered. There have been instances when translators have been used to improve communication and foster carers have accessed community resources to meet needs. Information leaflets for carers, parents and children are available in different languages and formats.

There is also a well established user involvement team which works from the same building as the fostering service and which has specific responsibility for championing the corporate equality agenda. The inspector met with the co-ordinator who is involved in business planning throughout children's social care, including the fostering service. Equality impact assessments are carried out. The co-ordinator is also available to the fostering team for guidance and assistance in achieving their objectives. She and the Children's Rights Officer have been instrumental in supporting a group of young adults to lead foster carer training, in conjunction with the supervising social workers.

The service can demonstrate a strong focus on promoting education and foster carers receive appropriate training.

Examples were given where the fostering service and the educational support team worked together to find appropriate educational placements and support young people in education. Positive links between schools and foster carers ensure that young people's needs are met. There is an expectation that foster carers will not take young people on holiday in school term time. Foster carers attend school meetings and events.

Young people commented on the help they receive in education and one young person stated that, "my carer always talks about my education and how important it is for the future".

The fostering service provides short break care for young people with disabilities and one of the supervising social workers has specific responsibility for the scheme.

One foster carer has been approved as respite carer for multi-link children, all with disabilities. The house has been adapted to provide two downstairs bedrooms and specialist sleeping, bathing and moving and handling equipment. She has received all appropriate training and works with parents to ensure consistency of care. Visits to children in their own homes or at school are carried out before taking new placements. All practicalities of care are arranged and co-ordinated with parents.

A specific support group is run where foster carers meet with the social worker to discuss issues of practice, and provides good links with department. Foster carers say support from department is "very good". Foster carers have emergency contact numbers should they be needed. Communication needs of child with learning disabilities supported by sign language and Picture Exchange Communication System (PECS).

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.

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

10 and 11

Quality in this outcome area is good. Contact is promoted and encouraged and the fostering service is committed to effective consultation.

This judgement has been made using available evidence, including a visit to this service.

EVIDENCE:

It is clear that foster carers respect young people's rights to contact with their families and significant people and invest considerable time in ensuring that agreed arrangements are kept. Examples were given where foster carers had made positive working relationships with parents to the benefit of children and young people.

Tameside MBC has a strong commitment to consulting with and involving service users in decisions and developments which is reflected in practice within the fostering service. All the young people who met with the inspectors or returned questionnaires said that their views and opinions were sought regularly and the majority attend their statutory reviews.

The user involvement team is working with a group of foster carers looking at how the Foster Carer Forum should work to achieve good outcomes for young people. Groups for young people in the care are also being set up. The majority of foster carers with whom the inspectors had contact were positive about how they are consulted and felt that their opinions were valued by the fostering service.

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)

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

14 and 29

Quality in this outcome area is good. Young people are being prepared for adulthood. Foster carer payments are largely paid as agreed.

This judgement has been made using available evidence, including a visit to this service.

EVIDENCE:

Pathway plans seen during the inspection were comprehensive and clear about young people's needs. It is evident that foster carers encourage young people to gain and improve their life skills in age-appropriate ways. Young people gave examples of how they are being prepared for adult life and foster carers demonstrated that they are able to manage the balance between encouraging independence and safe care.

Systems for the payment of agreed allowances ensure that these are made on time.

The foster carer handbook is clear about allowances and payments with the following exception. An anomaly with the payments for young people over 14 whose placements are considered task centred emerged during the inspection. Foster carers do not receive the long term fee which has led to some protests from foster carers and concerns about care planning from supervising social workers. There is no information on this practice in the policies, procedures or the foster carer handbook. The manager stated that a comprehensive review of all foster carer payments is in progress and will address this issue. Several foster carers commented on the lack of a regular pay rise or pay progression.

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 1, 16, 17, 21, 24, 25 and 32 the key standards to be inspected.

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

1, 4, 5, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26 and 32

Quality in this outcome area is adequate. The service is largely well managed and staff and foster carers supported to meet young people's needs. Improvements in recording and monitoring would allow the service to better evidence its practices. This judgement has been made using available evidence, including a visit to this service.

EVIDENCE:

An appropriate statement of purpose is in place. The fostering service has a development plan which demonstrates that they are working on, or have met, the requirements and recommendations of the last inspection.

Roles and responsibilities within the team are mainly clear, as are lines of accountability. The exception to this is in regard to the role of the worker who has responsibility for the short break scheme for children with disabilities, who is the supervising social worker for the foster carers and social worker for the children involved. Staff stated that they are well supported and supervised and effectively managed. Staff also welcomed the training they receive and the development days which allow for team building and self-evaluation. Weekly team meetings take place and allow for effective communication.

There is a team of experienced, skilled and knowledgeable supervising social workers who are enthusiastic and able to work co-operatively to provide a quality service to foster carers and young people in their care. The manager uses a caseload weighting system for allocation and it is clear that she is managing the one vacant post in the team at present.

Administrative support is improving following some vacancies last year which put pressure on the staff. Improvements in information systems are planned.

The premises used by the fostering service are shared by other borough wide services. The manager stated that although there is sometimes lack of availability of meeting rooms, the advantages of having the adoption service in the same building outweigh the negatives. Rooms in other Tameside offices are used as necessary.

Supervising social workers are clear about their supervisory and support roles. Examples were given where practice issues have been addressed and resolved. By far the majority of foster carers consulted through this inspection were positive about the support they receive from the fostering service and the quality of communication with them and said that they valued the supervisory visits. A small number commented that their views were given little weight and that there was a focus on form filling and more dogmatic practices.

The manager and staff acknowledged that some of the longer established foster carers are reluctant to attend further training, despite encouragement, but reported a better take up of training from new carers where the expectation that they will continue to increase their skills is made clear. Some foster carers expressed their difficulties in attending some of the training due to the distance or the time of day they are held. The service is implementing a development portfolio for foster carers who will be expected to complete all core training before going on to undertake NVQ level 3 in the care of children and young people. It is planned that 12 carers per year will be supported to gain the award.

Support group for foster carers have been changed during the last year to address poor attendance and carers who live near to others are being encouraged to set up their own informal groups. The authority is also introducing a "buddy" system to increase support to foster carers.

Foster carers record all information in diaries which are multi-purpose. The manager agreed that there needs to be a review of foster carer recording systems and how these records are monitored by supervising social workers and ultimately how the information is used for management monitoring of the care of young people. Foster carer records also need to be collected and stored on young people's files.

The monitoring of the practices of the service is largely monitored by the manager, however, in some areas, there needs to be better centralisation of information. Records of complaints are held centrally and monitored by the manager. The records do not hold full information on actions taken and outcomes, nor is there evidence of management oversight. The same applies in regard to central records of allegations made about foster carers.

The fostering service has appropriate guidance and policies in regard to kinship care and can demonstrate that these are carried out in practice. Supervising social workers carry out viability assessments jointly with children's social workers in a timely manner. The comprehensive assessments, for which the supervising social workers have responsibility, include evidence of interviewing referees and statutory checks. Regular supervisory visits are taking place and foster carers said they are given guidance on meeting children's needs, including health and education. In the cases followed during this inspection there was evidence from statutory reviews that young people are making progress in kinship care.

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	3

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

ENJOYING AND ACHIEVING	
<i>Standard No</i>	<i>Score</i>
7	4
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	4
29	3

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

Are there any outstanding requirements from the last inspection? Yes

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	FS6	29	Tameside MBC must ensure that all foster carers are reviewed annually.	01/06/07
2	FS8	17	Tameside MBC must ensure that placing social workers provide to carers and fostering staff all available information about the young people. (Timescale of 30/10/06 not met).	01/06/07
3	FS8	34	The registered person must ensure that foster placement agreements are current, contain specific reference to additional support needed to compensate for any gaps in matching and are in place for all placements. (Timescale of 30/10/06 not met).	01/06/07
4	FS12	15	Tameside MBC must obtain health care information and this must be provided to carers. (Timescale of 30/10/06 not met).	01/06/07

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
5	FS15	20	Tameside MBC must ensure that 'gaps' in employment history are recorded. Tameside MBC must ensure that all staff employed in the service have CRB Disclosures at an Enhanced level. (Timescale of 30/10/06 not met).	01/06/07

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	FS6	Tameside MBC should continue to improve the quality of foster carer assessments.
2	FS6	Tameside MBC should ensure that effective systems are in place for checking the accuracy and frequency of foster carer CRB certificates.
3	FS8	Tameside MBC should consider the use of disruption meetings or alternative systems to monitor the effectiveness of matching.
4	FS9	Tameside MBC should ensure that it can demonstrate that complaints and allegations are dealt with appropriately.
5	FS12	Tameside MBC should ensure that the administration of medication and accidents to children are monitored.
6	FS23	Tameside MBC should continue to work to improve foster carers' attendance at training events.
7	FS24	Tameside MBC should address the quality and organisation of foster carers' recording.
8	FS29	Tameside MBC should ensure that foster carer expenses and fees are clear.
9	FS30	Tameside MBC should clarify the manager's role at panel.

Commission for Social Care Inspection

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