



*Making Social Care
Better for People*

inspection report

FOSTERING SERVICE

Integrated Services Programme

**4 Gore Court Road
Sittingbourne
Kent
ME10 1GL**

Lead Inspector
Lucy Ansell

Announced Inspection
9th October 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	Integrated Services Programme
Address	4 Gore Court Road Sittingbourne Kent ME10 1GL
Telephone number	01795 428097
Fax number	
Email address	
Provider Web address	
Name of registered provider(s)/company (if applicable)	Integrated Services Programme
Name of registered manager (if applicable)	Ms Jayne Elizabeth Westcott
Type of registration	Fostering Agencies

SERVICE INFORMATION

Conditions of registration:

Date of last inspection 21st November 2005

Brief Description of the Service:

Integrated Service Programme (ISP) is an independent fostering agency providing family based childcare services for children referred by local authorities. Services include foster care placements in families that offer a variety of opportunities for that child/young person.

Qualified social work support from ISP family centres that are based near the carer, Rainham, Whitstable and a farm setting at Teynham. Therapeutic input is also available in therapy rooms situated at each centre, transport is provided for contact, school and home visits. The agency is also able to offer contact and supervision with in their own facilities.

ISP also has its own educational provision, which can offer educational provision for children experiencing emotional and behavioural difficulties for Key stages 2,3 and 4. This inspection relates only to the services ISP operates in Kent.

The fees for this placement range from £1,272 to £1,700, per week depending on the package.

SUMMARY

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

This was an announced Key inspection by one inspector Lucy Ansell who looked at detailed information provided by the service, and any information or concerns that CSCI had received. Time was spent case tracking and reviewing records kept within the agency; staff and young people and foster carers were also interviewed.

During this visit to the agency the views through the receipt of questionnaires completed by placing authorities, young people and carers and the pre – inspection questionnaire, completed by the agency were looked at and used as evidence. These all evidenced satisfaction by the recipients of a good service.

The agency was thoroughly inspected a year ago and panel and a training session was attended then so will not be looked at again as there were no outstanding requirements or major changes to them since then. Policies and procedures were read and a selection of staff personnel files were also scrutinised.

Throughout the inspection process the agency's social workers, administrative and management team were very welcoming, open and receptive to the new inspection process.

Four foster homes who were visited and the many foster carers and young people who took part in the inspection are thanked for taking the time to speak to the inspector or for the contribution that they made and how welcoming they all were.

The inspector also took into account the environment and with insight into all the different premises, these all combined will inform how well the service is meeting the standards set by the government and will decide overall outcomes, and how the service is rated.

What the service does well:

The agency was able to demonstrate with good evidence that not only are they meeting the standards but they are exceeding them. They are also ensuring the young people that are involved in the service have excellent outcomes.

Health outcomes are encouraging young people to take control of their own health needs and be aware through advice and information of what is a healthy lifestyle. The agency has a large therapeutic team with many therapists with specialisms; this enables them to offer the young people many more choices of types of therapy. The young people live in good environments with their health needs identified and well met.

The outcomes for staying stay are robust child protection procedures, along with good multiagency working and notifications of any concerns or complaints made. Their foster carers are able to keep the young people safe and have good training and support and supervision networks around them. The agency also contributes to research on outcomes for children and has also sent out questionnaires in the form of an outcome survey to gain more information to support this.

Within the next three outcomes of economic wellbeing, positive contribution and enjoying and achieving the agency has a large body of evidence to support what it is doing well. Children are supported and encouraged to enjoy and achieve throughout their education and leisure activities in order to develop to their full potential. Children are listened to and their views are respected, valued and acted on. Parents, carers and families promote positive behaviour in children and encourage them to grow into responsible citizens. Children live in households and communities, which support and encourage them to achieve economic well being.

This is an agency whose strengths lie in the quality of the management team, with carers and young people getting the support from all the staff and management team, good systems of monitoring and quality assurance and always looking at new ways to ensure best practice. The management know their role as corporate parent and will always look to ensure it is meeting the needs of its young people and putting them at the forefront of any work that is being undertaken. The agency is able to ensure that the therapeutic, education and foster service elements are well integrated and delivered to ensure a well rounded package.

What has improved since the last inspection?

The matching form has been improved so that specific reference to elements of matching are now taken into consideration in agreeing the match, regarding the placement decision. The safe caring guidelines are now more child specific and relate to the household to which they belong.

All professional reports from centre managers and social workers are now typed and if any changes are written on a child's questionnaire the professionals acknowledge this and sign and date it. It was found on the last inspection two occasions that a child had been placed outside of foster carers' current approval, so each centre now has a white board with all the information of each carer on it to ensure this does not happen again.

One member of staff was a self employed consultant to the referrals team, managed by a qualified social worker but also a foster carer, working in an admin position which was felt to be a conflict of interest. The agency now has a

conflict of interest policy and signed agreement from the staff member to adhere to confidentiality and best practice guidance.

Also several foster carers are self employed to be advisory carers which although the outcomes are recognised as supportive and good practice, this does breach regulations on foster carers not working for their own agency. This potential breach of regulation 20(7) had been referred to the quality performance managers for their judgement. As a direct result of this the agency will now have social workers taking on the supervision of the foster carers and the advisory carers will have a new role within the centre under direct supervision to provide extra support to the carers.

On staff files it was evidenced better keeping of interview notes, and induction paperwork was seen on staff files, follow up phone calls on references.

The agency had also just employed a worker to undertake the leaving care and health work, they now run groups for the young people to assist them in preparing for independence. Excellent networking with health professionals and they undertake training for health lifestyles promotion.

What they could do better:

There is one requirement made to improve the quality of the paperwork under the health records.

There are several recommendations made, that all recordings made by the advisory carers are signed off by the supervising social worker. The training for the social workers in their new roles should include the differences between support and supervision for the foster carers. With all the changes to the role of the social workers it may have the potential to impact on their case load and so to look at the maximum and minimum numbers of families they could support would be worthwhile.

The foster carer agreement has the capacity to hold extra information specific to that agency. They should consider stating mandatory training required by the agency and their expectations for them to attend within this document.

The files would benefit from unannounced visits to carers being recorded on different coloured paper to make them more visible. Evidence of file audits if placed at the front of the file can be seen and what paperwork needs to be chased and by whom.

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 Outcomes

Statutory Requirements Identified During the Inspection

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 area is excellent. This judgement has been made using available evidence including a visit to the service.

The young people are ensured their health needs are well met and promotion of health is taken seriously. The agency does maintain detailed health care notes, however these could be further improved.

EVIDENCE:

The agency has employed a principle advisor for health and leaving care her role is to provide support, information and training around these two areas. They have worked hard over the past year to ensure good training is available for all carers in line with outcomes for Every Child Matters and being healthy. This ensures all foster carers are trained on a two day course on health promotion which enables them to empower their young people and they are also first aid trained.

Foster carers demonstrated knowledge regarding young people's individual health care needs and the action taken to address these. Evidence was seen to confirm young people have been supported to access regular and specialist health care services. The young people as part of their independent living skills are attending evening courses to gain knowledge on healthy lifestyles.

The agency has informed carers of their local specialist nurses, and encourage them to access the looked after children nurses. An area of good practice is the health worker for the agency also sends notification to the PCT of any placements for their home borough and for the area where they are currently living.

The agency would be advised to start looking at health passports that will hold information on the contact details of a child's GP, Dentist and Optician, any visits made to them, also any medication taken or specialist services accessed.

Evidence was found of consent for first aid or any required emergency treatment in foster carers files. Carers are required to notify the agency within their monthly reports of all accidents, injuries, illnesses and use of medication and this information is transferred into the agencies monitoring systems.

All the centres have a specific health resource file, with local resources for the foster carers to access on promotion of exercise and healthy lifestyles. In this is also advice and information on anti drink and drugs, and promotion of good health.

The agency health worker attends a best practice group these meet to ensure they are following the Healthy Matters Agenda, and within this there is also a Healthy Matters Partnership with Health professionals, the agencies, foster carers and young people attending the meetings.

The agency has developed its large therapeutic department to a high degree. Discussions with staff and foster carers evidence that therapy is an integral part of the package provided by the agency and that the emotional and social development of children is given a very high priority. There are now twenty full time and part time therapists employed by the agency who can offer a wide range of therapies, for example art and play therapy, cognitive behavioural therapy, psychotherapy. The agency has the resources to match the therapeutic input to the individual needs of children. The service provided was considered by the inspector to be an example of excellent practise.

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,

Quality in this outcome area is good. This judgement has been made using available evidence including a visit to the service.

Children can be confident that the agency provides suitable carers and their needs will be well matched to the experience and skills of foster carers with whom they are placed.

Children are protected by the agency's robust child protection and staff recruitment systems and procedures.

EVIDENCE:

The registered managers possess a wealth of previous relevant experience and their qualifications are commensurate with their roles. Supervising social workers are suitably qualified and experienced to carry out their roles and all other staff have been subject to Enhanced CRB checks, which are renewed every three years. The agency was recently scrutinised by the CRB office and were commended for their checks and procedures. There was clear evidence seen in staff files that references are sent for and then followed up with a phone conversation, which is recorded.

The Form F Assessments pertaining to four sets of carers were inspected. The contents were thorough and detailed and those carers interviewed confirmed that a thorough process had been followed. Four carers' homes were visited;

each was suitably furnished and decorated, with no obvious health & safety hazards noted. Children & young people in placement do not routinely share bedrooms unless they are siblings and this factor has been agreed in writing by all of those parties involved. Written documentation supported that homes are inspected as part of the initial assessment process and thereafter each year as part of the carer's annual review. Foster carers receive clear written guidance pertaining to the agency's health & safety policy and procedure and are continually encouraged to think about such aspects with regards to their own 'safe care' policy.

The pro - forma used for carer annual reviews contains all required information and necessary checks and one specific area always targeted is to explicitly record the views of the birth children of fostering households. It was also very positive find good sources of evidence that demonstrated any issues or concerns raised through the annual review process were being 'followed up' by centre managers and recorded through subsequent supervision visits.

Children's files contained clear and explicit matching evidence, The matching form has been improved to include reasons for positive matching identified at referrals stage. There is also consideration given to geographical area, school location, ability to maintain contact, specific needs of the child against the skills / deficits of the carers, race, religion, culture and ethnicity. Such information is recorded by whoever takes the initial referral and the foster carer and their centre manager are consulted before a potential placement is discussed with the referring agent. Written evidence was seen to support that wherever possible, planned introductory visits are made; this practice seems to be happening more and the foster carers spoken to verify this. It was also evident through the documentation seen that many initial referrals do not proceed if the agency feels that it does not at that time, have the 'right' carers for the child / young person even though it does have foster carers with vacancies. Good matching processes are further demonstrated through the finding that many placements have gone on to become 'long - term'.

The agency's training and policies and procedures on child protection were very good with clear flow charts on whom to inform and good depth of information. The agency renews and reviews yearly these policies. Evidence was found to demonstrate that allegations of neglect and / or abuse are investigated by the agency, systems whereby this information is collated and regularly scrutinised are held in a file by the agency. There are also clear procedures on unauthorised absences with whom to notify and what action to take. In the foster carers handbook is policies on bullying and training is given on the vulnerability of looked after children.

There are robust written procedures in place for recruitment and selection of staff. Overall the practices are sound and the responsible personnel member is aware of the procedures and does a good job of managing the files.

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):

7,13

Quality in this outcome area is excellent. This judgement has been made using available evidence including a visit to the service.

The children are confident that the agency clearly values diversity among its carers and staff.

The young people benefit from a service that promotes educational achievement.

EVIDENCE:

The agency encourages recruitment of carers from diverse backgrounds and training to ensure all foster carers have the skills to preserve a child's heritage and background. The foster carers handbook has information on promoting equality and diversity along with training. The agency ensures it has social workers from different ethnic backgrounds to ensure the service is promoting equality. At the managing directors meeting they are encouraged to look at articles and information on diversity, equality and race supplied by one of the therapists to ensure they stay thinking on these lines for all important decisions made. The agencies priority is to ensure their young people have equal access to all opportunities to pursue their interests and hobbies and do this by way of a grant fund.

There is clear guidance detailing the responsibility of carers to promote and support educational achievement and the agency supports them by providing educational support workers. Their role is dedicated to working predominately in schools forming partnerships with them but also occasionally meeting up

outside school. they help out at the school on a sessional basis to reduce the likelihood of exclusion, to provide support to the child when they are experiencing a particularly difficult period. Evidence was seen they were finding appropriate school / college placements for those in their care. The agency centres and schools regularly holds ceremonies of achievement to recognise small goals and achievements made in behaviour, education and social activities. The centres also have the education staff come in at least once a month to answer any questions and provide advice and support to the carers.

School uniform grants are provided by the agency, in order that those attending mainstream placements can immediately purchase the required clothing.

The agency has two school sites a large secondary school at Sittingbourne and a school at Teynham which is situated in a farm setting and works with young people from key stage two through to four. The school at Teynham has already been viewed by the inspector and was seen to reflect the holistic approach of the agency. The buildings were of a very high standard, and offered an environment, which the inspector considered to be particularly conducive to learning. These schools have now received approval from the DFES .

Only a small percentage of ISP foster children attend these schools, the remaining ISP foster children are attending mainstream schools. One example of good practice was the Speech and Language therapists run communication groups in the school environments for both ISP and mainstream school children.

Carers work hard to ensure there is excellent communication between themselves and the schools their child attends. Communication between everyone involved with the child is prioritised and meetings are held to plan strategies in response to incidents at school or at home. The agency is also able to help with any transport and has a transport centre based at the school in Sittingbourne. The schools work towards GCSEs as well as more vocationally based ASDANs. The outcome for young people attending these schools is very high with most young people getting at least five GCSE's and most working towards ten. All of the young people who left the school last year are in college places and managing them well.

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):

10,11

Quality in this outcome area is excellent. This judgement has been made using available evidence including a visit to the service.

The young people benefit from an agency that promotes their contact arrangements.

Children and their families can be confident that the agency will promote consultation with them at all times.

EVIDENCE:

Care files continue to contain clear and specific details pertaining to contact arrangements and foster carers spoke very clearly about their responsibility and commitment to promote contact with birth families.

Foster carers support contact in a variety of ways, including telephone calls, letter writing and arranging transport early with the centres for visits. The farm and house at Teynham lends itself to providing excellent grounds and accommodation for contact visits and a number of families use this facility. Details of carers' responsibilities are clearly recorded. Outcomes and observations made during contact visits are clearly written up by the contact supervisor and passed to the child / young person's responsible social worker. The carers interviewed stated that agency staff provide them with very positive support with contact arrangements, which can be a difficult / sensitive role. The agency exceeded the requirements for this standard due to the high levels of support provided, the environment and facilities and that the agency provides all transport and an escort if needed, be it for local contact or some distance away.

An overwhelmingly positive response was received from foster carer questionnaires, when asked about consultation processes. The views and opinions of foster carers are routinely sought through the annual review process, support groups, training sessions and supervision visits. The views of foster carers birth children are sought to ensure their views are expressed and recorded. The agency is also undertaking a lot of groundbreaking work with children who foster (the children of foster carers). This is now being recognised by other Local Authorities and the methods used and assessments undertaken are being shown at national venues and are being used by other authorities.

As part of the consultation process and getting the young peoples views they regularly have ceremonies to celebrate the young people's achievements, regular young peoples forums, fun days. This year consultation by the young people to the senior managers was arranged with the children asking them any questions they wanted to know. There was also two sessions a week of activities during the summer holidays. The foster carers have represented ISP at fostering network, attended a memorial lecture and now have a representative on the ISP board. They are also a very stable long-term group, which have been recognised for their skill and expertise by the agency for those of them who have been with them for ten years.

There are going to be changes this year with the way that the foster carers are going to be supervised and they were asked how the consultation period had been for them.

Those foster carers and staff interviewed said they felt confident to approach any member of the team, including the directors, with any idea, issue or concern they may have and they felt included and part of the process.

Foster carers and children / young people also confirmed that supervision visits are routinely conducted when the children / young people are at home, in order for the supervising social worker to speak with them directly and in private.

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):

These are not key standards and so were not inspected. They were met at the last inspection.

EVIDENCE:

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, 24 and 32 the key standards to be inspected at least once during a 12 month period.

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

1,16,17,21,24 32-N/A

Quality in this outcome area is excellent. This judgement has been made using available evidence including a visit to the service.

Children can be assured that the service can meet its stated aims and objectives, and the management team are organised and effective.

Children can be confident that there is sufficient number of qualified staff, and staff have access to a good quality-training program.

EVIDENCE:

Written literature, in terms of the statement of purpose and children's guides continues to be informative, clear and regularly updated. In particular, much thought has clearly been given in producing the different guides, aimed at younger and older children. The language, style and content continue to be of an excellent standard.

The management team is organised so as to provide an efficient and effective service with everyone having set roles that are clear and well structured with clear lines of accountability. The manager has just completed two management qualifications and the management board are made up of social workers, therapists and accountants with vast amounts of knowledge and experience to be able to support the carers, children and staff. The manager and fostering manager between them have vast management experience and oversees policies, procedures and all guidance and monitoring. . The agency is also committed to carrying out research, attending conferences and publishing articles. They were recently involved with BAAF and the Fostering Network for consultation.

Professional supervision and consultation as well as in house supervision is provided for the managers and social work staff. The training and development is specifically tailored for staff as well as carers training. The staff team possesses the skills, expertise and qualifications according to their roles and functions. Those interviewed demonstrated a sound understanding of their own roles and responsibilities, which are clearly described within contracts and job descriptions. A recommendation was made whilst looking at new job descriptions for social workers, that a maximum case load be prescribed as with all the changes there is the potential for a big impact on the social workers. Overall the staff retention is excellent with most staff staying in post due to good working environment, training, supervision, terms and conditions.

A small group of the agency's most experienced foster carers are employed as advisory foster carers to provide day-to-day guidance and support to other carers on fostering issues. Although the outcomes are recognised as supportive and good practice, this does breach regulations on foster carers not working for their own agency. As a direct result of this the agency will now have social workers taking on the supervision of the foster carers and the advisory carers will have a new role within the centre under direct supervision to provide additional support to the carers.

A recommendation was made to ensure where unqualified staff carries out any social work function they only do so under the direct supervision of a qualified worker. There was also a need for the social workers to undertake training to differentiate between support and supervision for the carers.

There is a clear written strategy in place for working with carers. Written evidence supported that all carers receive regular, recorded supervision from their agency. 'Out of Hours' support can be formal OOH team or informal with Advisory carer but was described as "excellent" and very accessible. The carers also all receive twenty nights of respite with the foster children going to the same respite carer or a family member this helps to relieve the risk of placement breakdown. Then there is the carers support group network, supervisory group meeting with their social workers and advisory carers in small groups each week at their local centre, could be a guest speaker or training session. All of these are very well supported and usually end with a nice lunch. The carers also see their child's social worker about every 5-6 weeks and their advisory carer and receive weekly phone contact. All carers had up to date written Foster Carer Agreements in place and were conversant with the agency's complaint's procedure. The agency was advised to state in the foster carers agreement mandatory training and the agencies expectation of what they should be attending.

Foster carers have been recruited, assessed and approved in line with the standards and regulations. Form F's had been completed to a high standard and the agency continues to monitor the quality of these assessments against its own criteria.

All carers confirmed that they had received an unannounced visit from the agency last year and evidence was seen to confirm this. A recommendation was made that these should be on different coloured sheets to be able to see them clearly.

Children's files contained all of the necessary information. Files were well ordered but these could be better monitored and audited to ensure continuity. The agency was able to evidence case recording sheets, which reflected the ongoing and very specific individual pieces of work and support in place for individual children. Carers were aware of the need to keep day-to-day records and the social workers also produced a monthly report for the agency and the child's social worker.

Evidence was seen of separate records being kept for staff, young people, carers and complaints and allegations. There are systems in place to monitor quality assurance and confidential records are kept securely. The system for keeping records is congruent with the looking after children/integrated childrens system.

SCORING OF OUTCOMES

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

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

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

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

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

ENJOYING AND ACHIEVING	
<i>Standard No</i>	<i>Score</i>
7	4
13	4
31	X

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

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

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

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.	FS12	15(1)	To improve the quality of the paperwork under the health records.	30/10/06

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.	FS16	All recordings made by the advisory carers are signed off by the supervising social worker.
2.	FS16	The training for the social workers in their new roles should include the differences between support and supervision for the foster carers.
3.	FS20	With all the changes to the role of the social workers it may have the potential to impact on their case load and so a look at the maximum and minimum numbers of families they could support would be worth while.
4.	FS22	The foster carer agreement has the capacity to hold extra information specific to that agency. They should consider stating mandatory training required by the agency and their expectations for them to attend within this document.
5.	FS24	The files would benefit from unannounced visits to carers being recorded on different coloured paper to make them

		more visible.
6.	FS24	Evidence of file audits if placed at the front of the file can be seen and what paperwork needs to be chased and by whom.

Commission for Social Care Inspection

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