



*Making Social Care
Better for People*

inspection report

FOSTERING SERVICE

Bournemouth Family Placement Team

**North Bournemouth Local Office
27 Slades Farm Road
Ensbury Park
Bournemouth
BH10 4ES**

Lead Inspector
Sue Shaw

Announced Inspection
16th January 2006 09:00

The Commission for Social Care Inspection aims to:

- Put the people who use social care first
- Improve services and stamp out bad practice
- Be an expert voice on social care
- Practise what we preach in our own organisation

| 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 Bournemouth Family Placement Team

Address North Bournemouth Local Office
27 Slades Farm Road
Ensbury Park
Bournemouth
BH10 4ES

Telephone number 01202 458700

Fax number 01202 456719

Email address

Provider Web address

Name of registered provider(s)/company (if applicable) Bournemouth Borough Council

Name of registered manager (if applicable) Christine Shepherd

Type of registration Local Auth Fostering Service

Category(ies) of registration, with number of places

SERVICE INFORMATION

Conditions of registration:

Date of last inspection 8th February 2005

Brief Description of the Service:

Bournemouth Borough Council's Family Placements Team is managed within the Borough's Childcare and Family Support Services structure. A Children's Services Manager and a Team Manager are responsible for the management of the fostering team. The team have responsibility for the recruitment, assessment, training and support to all of the borough's foster carers and the shared care scheme which provides short breaks for children with a disability.

The service has a Statement of Purpose which states:

The placement service aims to meet a diverse range of need by providing:

Regular short break care to support families and prevent family breakdown e.g. when a child or parent has a disability or long-term illness;

Short-term foster care to support families through crises or in an emergency to protect a child from harm;

Permanent substitute family care by way of long term foster care, for children who cannot return to their birth family.

Specialist fostering schemes currently include Remand, Assessment and Project placements using carers with specialist skills who receive enhanced payment and support. However, a new skills based payment scheme is to be introduced from April 2006, which will include all carers. The Borough also has a partnership with neighbouring authorities to provide Treatment Foster Care through the Turnaround scheme.

At the time of the inspection the fostering service had eighty-one approved foster carers and thirteen carers providing short term breaks for children with a disability, including salaried carers and carers providing long-term placements. Eighty-five children were placed with foster carers for short or long-term placements. Thirty-six children were placed with independent agencies and approximately ten children receive shared care. Of the above number of approved carers, three are approved under the Remand, Assessment or Project schemes. One child was placed with Turnaround carers.

Bournemouth Family Placement Team has its own fostering panel which is responsible for recommending the approval of all carers and any changes to

their approval status.

The fostering service has access to a clinical psychologist who has time allocated for direct work with children in foster care or for use in a consultation role with carers. The Education Department employ a Looked After Children's worker who links closely with the fostering service and is advised of any children who are referred to the family placement team or awaiting placements, any new placements with carers and any educational issues. The Borough also employs designated nurses to oversee the health needs of Looked After Children.

SUMMARY

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

The fostering service was provided with four days notice of the inspection. The inspection was carried out over four days by two inspectors on the 16th, 17th, 19th and 20th January 2006 and focussed on the requirements made following the last inspection, carried out in February 2005, and key standards identified by the Commission for Social Care Inspection (CSCI).

During the inspection four carers were visited, four children were seen and six workers interviewed. In addition the children's services manager, team manager, panel chairperson and an administrator were also interviewed. The head of children's services met with inspectors and attended the feedback session. Inspectors observed a placements meeting and a foster carer forum which was attended by eleven carers. Recruitment files were checked as were a number of foster carer and children's case files, including those where complaints or allegations had been made.

At the time of writing the report questionnaires had been received from twelve children/young people, thirty-six from placing officers and twenty from foster carers.

What the service does well:

Priority is given to ensuring that the health and educational needs of children and young people are met. Links with educational and health services are well established and there was clear evidence of where these close working relationships ensure that the needs of children are being well met.

The service is well managed and staff work closely together as a team to provide a good level of support to foster carers and children and young people. There were many positive comments made about the support provided by family placement officers and there was clear evidence that carers are suitable and skilled in meeting the needs of the children placed with them. The carers visited during the course of the inspection were clearly committed to the role and children's questionnaires included many positive comments about their carers, including, "my foster carers are fantastic", "I can talk to them about anything", "my life is happier".

The short break scheme provides a valuable service to families and children with a disability, where parents and carers work in partnership in meeting the health and educational needs of the children being looked after.

The fostering service promotes children and young people's contact with family and friends.

What has improved since the last inspection?

An independent review of the management of the service has been undertaken since the last inspection and a permanent team manager is now in post, which should provide better management support for the team and ensure that appropriate monitoring, evaluation and development of the service can take place. Staff vacancies have been filled and administrative hours have been increased which has enabled staff to provide more appropriate support to carers and to further develop the service.

Improvements have been made to how the fostering panel operates with the introduction of written protocols and training to enable panel members to work together effectively. A panel administrator has been appointed to be responsible for the work created by the operation of the panel, which should ensure that appropriate administrative support can be provided to the fostering team. The foster carer approval process now includes carers' attendance at panel.

Vacancies within the local authorities pathway team have been filled which has allowed for good practice guidelines to be written for foster carers to help them support young people to develop independent skills and make the transition to adult living.

What they could do better:

There are a number of requirements and recommendations made which have been repeated from the previous inspection report and these should be addressed as a matter of priority to ensure improved outcomes for children and young people.

Matching needs to be better evidenced to demonstrate that young people have been appropriately placed with carers who are able to best meet their needs. The service should ensure that children and young people's views are sought about placements and on day-to-day matters affecting them.

Procedures should be strengthened to ensure that foster carers receive all essential information from the child's social worker to ensure that children are protected and their needs met.

Staff recruitment and vetting procedures should be strengthened to ensure that staff are suitable to work with children and young people.

Some improvements are needed in relation to the fostering panel to ensure that it fully meets the regulations.

The service needs to recruit a range of foster carers from different backgrounds to fully meet the needs of the children and young people requiring placements.

The organisation and adequacy of records needs to improve to ensure that case files for children and carers contain a comprehensive record.

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

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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

The fostering service ensures that the health needs of the children placed are identified and met by their carers and a wide range of health professional as appropriate.

EVIDENCE:

The health needs of the young people are identified when they enter the service and, whilst the carers and young people's case files contained variable evidence in the provision of 'Looked After Children's' (LAC) documentation, carers confirmed that they usually receive adequate information about the health needs of the young people and their role in promoting health and development generally. Designated nurses are available to promote the health needs of looked after children and also to ensure that each child has an annual health assessment, however, there was again variable evidence on the case files that these were up to date.

The majority of questionnaires received from the young people confirmed that foster carers encouraged and helped them to be healthy by providing healthy food, and encouraging exercise. Comments included; "Carer makes me take a piece of fruit to school"; "Carer cooks vegetables for dinner"; "Carer encourages me to keep fit and gives guidance about hygiene", "Help me to brush my teeth".

Carers confirmed that training is provided on health and hygiene issues and first aid, however, some commented that they sometimes had difficulty in getting cover for them to attend. The foster care forum has training programmed in through out the year, which includes sessions on young people and sexual health, and a visit from the clinical psychologist.

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 & 30

The manager and staff are suitable and qualified and provide a service, which safeguards and promotes the welfare of the children and young people.

The service supplies a range of suitable foster carers who provide safe, healthy and nurturing environments for the children and young people placed with them.

The fostering service does not always appropriately match children and young people with carers, which could result in unstable placements and a risk of the placement breaking down.

Appropriate systems and guidelines are in place to protect children and young people from abuse. However, on-going work is needed to ensure that safe care plans are provided for each foster home.

Recruitment procedures for staff working in the fostering service should be strengthened to ensure that they fully meet the Regulations and protect the children and young people.

Whilst the fostering panel is effectively organised and protocols are currently being developed regarding its function, improvement is necessary to ensure it fully meets the regulations and ensures that good quality decisions are made about the approval of foster carers.

EVIDENCE:

A permanent manager has been appointed since the last inspection who has suitable experience and skills. She is appropriately qualified to manage/provide a service which safeguards and promotes the welfare of children.

The foster homes visited by the inspectors were comfortable and in a good state of cleanliness and hygiene. Children's accommodation generally allowed appropriate space and privacy, however, some young people were required to share bedrooms on occasions. Approval assessments took into consideration the living environment as did panel discussions and there was evidence on file of where decisions had been made to bring to an end to the practice of sharing rooms where this was no longer considered to be appropriate. Health and safety checks are regularly carried out in the foster homes and carers confirmed that health and safety training is provided by the fostering service.

The service attempts to carefully match children with carers who are capable of meeting the child's assessed needs, however, this is dependent on the information received from social workers on referral, which can often be very brief and did not always detail all of the child's needs. Whilst it was clear from discussions/questionnaires with foster carers and staff that considerable work goes into ensuring that the young people are appropriately placed with carers, which includes the use of a matching form, log system and discussion during the placement meetings, the information from files could not evidence that careful matching does take place. Inspectors were informed that the liaison was taking place with the fieldwork teams to ensure that the necessary information was provided.

The majority of carers who responded to the questionnaire (75%) considered that they had been adequately informed about the backgrounds of the children placed, however, a minority made comments that; "she has been with us for 10 days and we have received no paperwork at all and very very little verbal information", "if fostering have the information then we get it. If information is not given then we are not always adequately informed", "the school had relevant information which they did not give to me", "we are unaware of challenging behaviours, special needs, dangers of children running away".

The Borough has clear procedures in place to promote young people's safety and welfare and to protect them from abuse and neglect. Inspectors were provided with some information regarding child protection allegations/misconduct by foster carers, which evidenced that these procedures are being followed as required, however, these were not maintained in a format which provided the manager of the service with a clear overview to evaluate information on the circumstances, number and outcome of all allegations.

The manager of the service is scheduled to attend the foster carer forum in March to discuss the topic of allegations made about carers and the procedures that follow. Foster carers confirmed that they had received child protection training. Progress has been made in completing safe care plans, however, not all case files could evidence that a plan had been completed and continued work is needed to ensure this is done. There are clear guidelines in place for carers on acceptable punishments, which carers confirmed they were aware of, and children and young people considered to be fair and appropriate.

Staff recruitment files and discussions with staff evidenced that, for the majority of appointments, appropriate recruitment checks and vetting procedures have been followed when recruiting staff to the fostering service. However, it is a requirement that a full employment history is obtained, together with a satisfactory written explanation of any gaps in employment, and this was not evidenced in two of the files examined. In addition, for staff employed through an overseas agency, CRB checks had not been undertaken. Whilst robust vetting procedures had been carried out on these staff, including police certificates from their home countries, no enquiries had been made to check if they had been previously resident in the UK (in which case a CRB could have been obtained). The previous inspection report noted that the local authority was not operating a probationary period for staff moving to the fostering team who had previously been employed in another local authority and this continues to be the case.

The fostering service has an established fostering panel, which has the required composition of panel members, however, no one had been appointed to act as 'vice chair' in the absence of the appointed chairperson and this is a requirement. Two panel members have left since the previous inspection, however, neither of these provided a formal resignation in writing as required by the regulations. Improvements have been made to how the panel operates, and to ensure that panel members work together effectively. Discussion with the panel chair revealed that a panel-training day had recently taken place, facilitated by a representative from BAAF, which included bonding exercises and the role and function of the panel, which everyone found to be very useful. Panel protocols have been written which include the expectations of panel members, the requirement for an annual appraisal and to attend any appropriate training. Other improvements include the recent appointment of a panel administrator and the attendance of foster carer applicants at panel as part of the approval process.

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 & 31

The fostering service values diversity and whilst it is striving to ensure that children's needs in relation to ethnicity, culture and religion are being well considered, there remains a shortage of appropriate placements which are able to meet the specific needs of children from minority groups.

High priority is given to meeting the educational needs of children to encourage and support them in achieving their full potential.

The fostering service has an effective and established short breaks scheme, which provides a high level of care to children with a disability.

EVIDENCE:

Discussions with family placement officers and managers evidenced that the cultural needs of children are considered and promoted where possible within foster placements. However they acknowledge that there remains a shortage of appropriate placements, in particular for children from minority groups, which can result in placements, which are not entirely appropriate in terms of meeting any individual diverse needs. Where there was a recognised shortfall in a placement, specific carers were recruited through an independent fostering agency as a long-term placement for a child with specific needs. Cultural/ethnic needs of children are currently addressed by the carers and the children's social workers, however, the fostering service is looking at how it can recruit a broader range of carers to provide placements which reflect the ethnic, cultural and religious diversity of the looked after children.

The educational achievements of looked after children were reported as being a priority for the local authority and the recent joint area review stated that the educational support for looked after children was outstanding. The fostering service works in partnership with the Local Education Authority with an identified worker who has responsibility for supporting looked after children. She works jointly with the family placement officers and attends placements meetings, being informed of new placements and giving advise on any educational issues. Educational psychologists are also available to support carers through training regarding behaviour management. Educational needs are a focus for discussion at children and young people's statutory reviews and educational issues are addressed with carers during supervision sessions with family placement officers and with social workers as necessary. Of the carers seen none raised any concerns about educational provision. Children and young people's questionnaires were very positive about the support they received from carers with schoolwork which included "help with homework" and "support to do my best and to look at chosen careers and to look at further education"

The fostering service provides a short break scheme with one family placement officer responsible for the support of twelve carers who provide shared care and short breaks for children and young people with a disability or complex needs whose families need regular short breaks from caring. This scheme also includes five salaried carers for children and young people with severe disabilities and whose needs cannot be met by traditional foster care and need a long-term placement. The scheme has appropriate policies and procedures in place. One file seen evidenced that appropriate paperwork is in place. One carer visited during the inspection confirmed that they work closely with parents, with responsibility for health and education remaining with the parents. The carer confirmed that they are well supported by the fostering service.

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

Contact with family and friends is promoted ensuring that children and young people maintain these links where appropriate.

Consultation with children, their families and foster carers appeared limited with little evidence to support that the views of children and young people were being sought or collated in any meaningful way.

EVIDENCE:

Arrangements for contact are recorded in the looked after children essential information paperwork which is provided to carers when a placement is made. However, case files maintained by the fostering service varied in the amount of LAC paperwork available in the file to support these arrangements. Foster carers were aware of their responsibilities to support and maintain contact where appropriate and confirmed that any issues arising out of contact were fed back to the placing social workers and recorded in their diaries. Questionnaires sent to placing social workers confirmed that any restrictions to contact had been approved by them and were being satisfactorily managed by the fostering service. Placing social workers were asked in the questionnaire "how closely they considered the foster carer works with child's family" and the majority of responses stated "very well" (73.3%).

Inspectors found limited evidence in case files to show that children and young people's views were sought about placements or on day to day matters affecting them. However, staff confirmed that the local advocacy worker is to be commissioned to complete a piece of work with approximately twenty young people to look at how best the service can obtain their views and opinions. Reviewing officers are to seek the views of the young people and

work is being done to promote better use of the 'Viewpoint' software to facilitate consultation, as an alternative to the young people's review consultation from. Questionnaires confirmed that carers, the fostering service and placing social workers ask young people for their opinions and ideas on a variety of issues including, day to day matters and about their carers. Most of the young people confirmed that they had been told how to make a complaint if they needed to, however, eight out of eleven responses said they did not know how to get in touch with CSCI inspectors if they needed to talk about how they were being looked after.

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 & 29

Systems to prepare young people for adulthood have improved in order to develop appropriate skills in preparation for a successful transition to adulthood and independent living.

A 'Skills Based Foster Scheme' is being introduced from April 1st 2006, which will bring changes to the fee structure and allowances paid to foster carers in line with national recommended allowances.

EVIDENCE:

Inspectors were advised that pathway planning for young people was substantially improved from the previous inspection. The Local Authority's Pathway Team is now appropriately staffed with only one vacancy having previously suffered from major staffing shortages for a considerable time. Good practice guidelines have been developed for foster carers to assist young people to develop independent skills and make them aware of the pathway team and their role in supporting young people into adulthood. An easy to read guide to transition has been developed for young people, which includes information on who will be involved and what will happen when they leave school. In addition a new post has been created to employ a worker to look at accommodation needs including the development of supportive lodgings.

Given the imminent introduction of the new competency based payment for skills scheme this standard was not assessed during this inspection and will be carried forward to the next inspection for consideration.

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):

16, 17,18, 21, 22, 24 & 25

Managers provide clear leadership and a good level of support to staff and foster carers to enable them to undertake their roles and responsibilities. The fostering service employs workers with appropriate qualifications who provide valued support to carers, however, further work is required to ensure that the service fully meets the appropriate regulations.

Case files for foster carers and children are not consistently maintained and kept up to date and therefore do not provide a comprehensive record of events and information.

EVIDENCE:

Systems are in place to ensure that the fostering service is well managed. Concerns identified in the previous inspection report have been addressed following the commission of an independent review of the management of the service where all staff views were aired and explored. A new team manager has been in post since August 2005 and staff and carers spoken to during this inspection commented positively on improvements they have noticed in regard to the management of the service. Other improvements have been made in relation to staff shortages with the appointment of additional staff resulting in a much-improved staffing complement. Administrative hours have been increased to provide an appropriate level of support for staff.

The fostering service is staffed by a team of qualified social workers (family placement officers) and social work assistants with one vacancy currently for a social work assistant. A social work student is currently on placement. Staff are suitably qualified for the positions they hold and presented as an experienced and supportive team with the relevant skills to provide a good level of support to foster carers. Staff spoken to during the inspection commented that liaison with the childcare teams has improved with a clearer understanding in place about how they can more effectively work together. Staff receive regular planned supervision and have the opportunity to access in-house and external training as required.

One member of staff has recently taken on responsibility for the recruitment of carers, which includes a marketing and advertising role, with the aim of recruiting a broader range of carers and to improve the time taken from initial enquiry to assessment process.

Feedback from foster carers and records examined showed that carers receive a good level of support from the fostering team and the majority of carers felt appropriately supported and valued by the team. Records seen, however, could not demonstrate that statutory visits were consistently being made at the required intervals, or that occasional unannounced visits were being carried out. Data provided during the inspection indicated that there were thirteen foster carer reviews, which were overdue, and a requirement is repeated that these must be completed at intervals of no more than a year. The fostering service acknowledged that the foster carers handbook has not been updated for some time and is need of review and amendment.

The children's case files held by the fostering service were inconsistent and contained minimal information in many instances. In some cases the information held was insufficient, for example no copy of the placement agreement or other Looked After Children (LAC) documentation. Foster carer files in general held the required information, however, examples were seen of gaps in case recording, inappropriate messages and case notes which made no sense to the reader. Inspectors requested to see the primary case records for two children, which were maintained by the childcare team in order to evidence whether the required records were being maintained, however, these were also missing any LAC paperwork.

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 | 1 |
| 30 | 1 |

| ENJOYING AND ACHIEVING | |
|-------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 7 | 1 |
| 13 | 3 |
| 31 | 3 |

| MAKING A POSITIVE CONTRIBUTION | |
|---------------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 10 | 3 |
| 11 | 1 |

| ACHIEVING ECONOMIC WELLBEING | |
|-------------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 14 | 3 |
| 29 | X |

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

Yes

Are there any outstanding requirements from the last inspection?

STATUTORY REQUIREMENTS

This section sets out the actions, which must be taken so that the registered person/s meets the Care Standards Act 2000, Fostering Services Regulations 2002 and the National Minimum Standards. The Registered Provider(s) must comply with the given timescales.

| No. | Standard | Regulation | Requirement | Timescale for action |
|-----|----------|------------|--|----------------------|
| 1 | FS9 | 12 | Appropriate information must be passed to foster carers to ensure they can protect all children in their household. Previous timescale of 01.07.05 not met. | 30/06/06 |
| 2 | FS15 | 21 | The fostering service should review procedures to ensure all permanent appointments are subject to the satisfactory completion of a period of probation. This was previously made as a recommendation from the inspection dated February 2005. | 31/07/06 |
| 3 | FS15 | 20 | The fostering service must ensure that the required recruitment and vetting procedures are followed when recruiting staff. A full employment history should be obtained with a written explanation of any gaps. CRB checks must be must be sought for staff employed from overseas where they have previously been resident in the UK. | 30/06/06 |

| | | | | |
|---|------|----|---|----------|
| 4 | FS30 | 24 | <p>The fostering service must appoint a member of the fostering panel to act as vice chair.</p> <p>Any member wishing to resign from the fostering panel must provide one months notice in writing.</p> | 30/06/06 |
| 5 | FS7 | 33 | <p>The local authority must provide a broader range of foster care which more closely reflects the ethnic, cultural and religious diversity of the looked after children.</p> <p>Previous timescale of 01.10.05 not met.</p> | 01/10/06 |
| 6 | FS11 | 12 | <p>Foster carers and children placed by the fostering service should be provided with the contact details of the Commission for Social Care Inspection (CSCI).</p> | 31/07/06 |
| 7 | FS21 | 29 | <p>There must be a review of the approval of each foster carer at intervals of not more than a year.</p> <p>Previous timescale of 01.06.05 not met.</p> | 31/03/07 |
| 8 | FS22 | 35 | <p>Supervising social workers must meet with foster carers as required by the regulations.</p> | 30/06/06 |
| 9 | FS25 | 30 | <p>The fostering service's administrative records should contain all significant information relevant to the running of the service and as required by regulations.</p> | 31/12/06 |

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 | FS8 | <p>There should be clear evidence recorded on carers files regarding why a particular child was placed with them, including the decision making process and any considerations.</p> <p>Matching considerations should incorporate appropriate information sharing, and include the child's views and opinions regarding the placement.</p> <p>These recommendations are repeated from the previous inspection dated February 2005.</p> |
| 2 | FS9 | <p>Safe care plans should be in place for each foster home.</p> <p>This recommendation is repeated from the previous inspection dated February 2005.</p> |
| 3 | FS9 | <p>There should be clear management systems in place to enable the manager of the service to collate and evaluate information on the circumstances, number and outcome of all allegations of a child in foster care.</p> |
| 4 | FS11 | <p>Formal arrangements should be developed for obtaining the views of children and young people about the fostering service.</p> <p>Foster carer reviews should include the views of the children placed, or previously placed, with the carers.</p> |
| 5 | FS22 | <p>Unannounced visits to foster carers should take place at least once a year.</p> |
| 6 | FS22 | <p>The handbook for foster carers should be reviewed and updated regularly.</p> <p>This recommendation is repeated from the previous inspection dated February 2005.</p> |
| 7 | FS24 | <p>The fostering service should maintain an up to date and comprehensive case record for each child or young person in foster care.</p> <p>This recommendation is repeated from the previous inspection dated February 2005.</p> |
| 8 | FS25 | <p>Case note entries in files should be legible and clearly expressed.</p> |

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