



**Making Social Care
Better for People**

inspection report

FOSTERING SERVICE

Rochdale Social Services Fostering Services

**Foxholes House
Foxholes Road
Rochdale
OL12 0ED**

Lead Inspector
Mark Kersh

Announced Inspection
6th March 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 Rochdale Social Services Fostering Services

Address Foxholes House
Foxholes Road
Rochdale
OL12 0ED

Telephone number 01706 710750

Fax number 01706 715033

Email address

Provider Web address

Name of registered provider(s)/company (if applicable) Rochdale MBC

Name of registered manager (if applicable)

Type of registration Local Auth Fostering Service

Category(ies) of registration, with number of places

SERVICE INFORMATION

Conditions of registration:

Date of last inspection 24th January 2005

Brief Description of the Service:

Rochdale Metropolitan Borough Council provides a Fostering Service for children and young people to enable and support them in a family setting. At the time of the inspection the service provided for 236 children and young people in foster care, of which 97 were girls and 139 were boys, within the age range of 0 – 18 years old. Rochdale Fostering Service is based at Foxholes House and is approximately 1 mile from the town centre. The Fostering Service team consists of a team manager who oversees the operation of the service. There are 9 supervising link social workers and 1 support worker who keep in close contact with foster carers providing them with advice and support throughout placements. The Fostering Service has a recruitment/publicity officer. The Fostering Service provides a range of placements for children and young people. These placements are either made on a short term or long term basis depending on the need of the child. The Fostering Service is described within the Statement of Purpose as being committed to providing the best service for children and young people and the foster carers. With a belief that better lives, better opportunities and better outcomes can be secured for Looked After Children and Young People by working in genuine partnership with a focus on the following themes. Child centred philosophy, partnership approach, support for carers, commitment to training, the value of education and continuous improvement.

SUMMARY

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

2 inspectors carried out this inspection over 6 days. Some of the records and policies and procedures were seen. An observation took place of the fostering panel. 6 foster carers homes were visited and discussions took place with the children and young people living there and their foster carers. The manager, staff and the recruitment officer had discussions with the inspectors about the services they provide. Inspectors visited a road show to see the information given out to people who may wish to become foster carers. Inspectors also met with 14 foster carers during some training they were doing at the Fostering Service. Questionnaires were sent out to a sample of foster carers and children and young people.

What the service does well:

The Fostering Service is managed well and the manager is supportive of the staff in the work they carry out. The people that work in the Fostering Service are committed and positive about what they do, they offer lots of support to foster carers which allows them to meet children and young peoples needs. Foster carers said the best thing about the service was "the support I receive is great, my worker has supported me even on her day off". "They come and visit regularly". There is always someone at the end of a phone if I need advice"

The Fostering Service promotes the health and development of children and young people, education is taken seriously and training for foster carers is provided to help them understand the needs of children and young people they care for. Health and safety checks are undertaken to protect children and young people. Foster carers said they enjoy the training as this gives them a chance to talk to other foster carers and one said "its like going on a night out, you get so much out of it".

The Fostering Service and foster carers promote contact arrangements for children and young people to make sure they stay in touch with their family and friends. The Fostering Service has good values and makes sure staff; children and young people and foster carers are all treated in the same way.

Good work is being done to increase the number of foster carers, lots of information is available to people about the Fostering Service.

What has improved since the last inspection?

There have been a number of improvements made since the last inspection and the Fostering Service continues to develop in a way to offer support to foster carers and children and young people in placement. Information

available about the service has been updated and made available to people. Agreements have been made with foster carers setting out their responsibilities. More training has been provided for foster carers. New staff have come in to work for the Fostering Service. The manager and staff have moved offices within the same building and are all together and have more space to work in. There have been improvements made to the service provided to friends and family foster carers. These carers are now supported and supervised by a named person in the Fostering Service which in time will make sure that they receive the same support as foster carers including access to training courses.

What they could do better:

The Fostering Service needs to appoint a senior practitioner to support the manager in some of the work she does. For example the Fostering Service receives lots of information and this information needs to be monitored better so as to identify any areas for improvement in the service offered. The information within children and young peoples files needs to be updated to reflect the current placement and overall care plan. Training for admin staff is needed for the use of the new computer system also for staff and foster carers in the area of child protection. Reviews carried out with all foster carers need to be done every year so they can be approved by the fostering panel. Staff files need to include a photograph for identification and some files need to contain evidence that all necessary checks have been carried out within set timescales. For example, one staff file contained only one reference, two staff files did not have evidence of a Criminal Record Bureau check being carried out within the last three years and one file had no evidence of a Criminal Record Bureau check.

Please contact the provider for advice of actions taken in response to this inspection.

The report of this inspection is available from enquiries@csci.gsi.gov.uk or by contacting your local CSCI office.

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Being Healthy

The intended outcome for this Standard is:

- The fostering service promotes the health and development of children.(NMS 12)

The Commission considers Standard 12 the key standard to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at the outcome for Standard:

12

The health and development of children and young people within placements is promoted by foster carers and supported by supervising link social workers. Training and resources in relation to health matters is available to enable carers to monitor the health and development needs of children and young people.

EVIDENCE:

Information provided by the manager prior to this inspection in relation to the health and development of children and young people described arrangements for meeting their health care needs. Examples of this are, children and young people being registered with a Doctor to ensure their health needs are catered for, and a Dentist to maintain regular checkups to maintain healthy teeth. There is a nurse for Looked After Children ensuring immunisations are up to date and arrangements for annual medical checks carried out to monitor children and young people's general health, height and weight. There was further evidence of this within a sample of individual children and young people's records seen. The sample of records seen showed these medical checks being carried out annually. The Fostering Service has access to a Clinical Psychologist for advice, and provides services to children and young people as required. One foster carer gave examples of accessing this service for their young person placed and described the supervising link social worker as being very supportive through this process. This provided the carer with relevant information to help them understand a young person's specialist needs. Choices available for healthy eating were recorded on questionnaires received from young people prior to this inspection and indicated no unmet health needs.

Supervising link social workers, foster carers and the manager demonstrated their experiences and involvement in training during the pre approval process on issues relating to health. Further training is ongoing on a rolling

programme and foster carers have access to specialist services for example drug and alcohol misuse and sexual health, should young people require these services. Written guidance is provided to all foster carers in the form of a handbook and this provides information and expectations of foster carers on a range of subjects including health. Foster carers keep diaries or log books, which include the dates of any appointments made and attended by their young people. One young person visited had recently been prescribed glasses following an eye test and a record had been entered into the foster carers diary for this. The foster carer described this method of recording as useful and providing information to the young person's statutory review.

Staying Safe

The intended outcomes for these Standards are:

- Any persons carrying on or managing the service are suitable. (NMS 3)
- The fostering service provides suitable foster carers.(NMS 6)
- The service matches children to carers appropriately.(NMS 8)
- The fostering service protects each child or young person from abuse and neglect.(NMS 9)
- The people who work in or for the fostering service are suitable to work with children and young people.(NMS 15)
- Fostering panels are organised efficiently and effectively.(NMS 30)

The Commission considers Standards 3, 6, 8, 9, 15 and 30 the key standards to be inspected at least once during a 12 month period.

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

3 6 8 9 15 and 30

The Fostering Service benefits from the experience and knowledge of the fostering manager. Foster carers have a good understanding of their role and responsibility to ensure placement needs are met. Improvements continue to be made in the matching process as more foster carers are being recruited, to allow children and young people to be placed in same race placements. Further improvements for child protection training and recruitment checks are needed for the protection of children and young people. The fostering panel works well and makes clear decisions about the suitability of carers in order to provide stability for children and young people in placement.

EVIDENCE:

The manager is a qualified social worker with experience of childcare practices including being a foster carer herself in the past for fourteen years. The manager demonstrated during interview her competency in managing staff and the service. The manager took up post in January 2005 and has completed management training over a fifteen-day course. The manager's personnel file contained all the relevant records to indicate that they are suitable for the position for which they are employed. The Fostering Service has a clear written fair recruitment and selection policy and procedure to follow.

As part of this inspection 6 foster carers homes were visited. There was sufficient space to accommodate the children and young people for whom the

foster carers are approved. The homes were different in size but all were comfortable and the children and young people said they were all welcomed as a member of the family. The Fostering Service takes health and safety issues seriously and a check of the premises is carried out by supervising link social workers and recorded annually. Diversity is valued and equality promoted by the Fostering Service and examples of this were seen during these visits, for example single carer and same sex carers

The local fire service are providing a helpful service by undertaking visits of foster homes and providing advice on fire safety. During this inspection foster carers were invited by the Fostering Service to an awareness presentation by a representative from the Council in relation to the safety and safe fitting of children's car seats. This gave the inspectors an opportunity to meet with a group of foster carers who were happy to openly share their experiences in relation to the support, training and access to resources they receive from the Fostering Service.

Following the appointment of the Recruitment/publicity officer the manager reported an increase in the number of foster carers having been approved from the previous inspection. Every effort is made to place children and young people in appropriate placements, for example keeping siblings together and meeting the needs of children and young people from minority groups. Matching information was available on the records of the children and young people visited and the foster carers said they were given information and introductions took place before placement commenced. The service is developing in the recruitment of carers from black and ethnic minority backgrounds and now has in post an Asian trainee social worker. Placement decisions pay positive regard to the cultural, racial and religious needs of children and young people from minority groups, by supporting and acknowledging their faith.

There are clear policies and procedures to follow and available to supervising link social workers and foster carers in relation to child protection issues. A new computer system has been introduced and any records of action taken in relation to child protection enquiries will be available on this system. Further training for admin staff is needed to operate and access information from this system. Training is available for supervising link social workers and foster carers on child protection and the manager agreed to make further enquiries as to which supervising link social workers had not undertaken this training. Certificates for 3 supervising link social workers were seen in relation to child protection training.

Questionnaires received from children and young people and foster carers confirmed that they understood and followed the acceptable boundaries in relation to managing behaviour and sanctions. Young people spoken to were aware of their rights and confirmed they had received a children and young people's guide giving them clear information on who they could tell if they felt

they had been inappropriately treated. Children and young people also have information and access to Rochdale Children's Rights and Advocacy Service.

All foster carers said during visits they had received the agencies safe care policy and regarded this as a positive move. The Fostering Service has implemented child specific safe caring agreements for each age appropriate child fostered and ensures these are up dated at regular intervals.

The Fostering Service has clear procedures in relation to children and young people in the event they are missing from the home along with any issues related to bullying and foster carers and staff demonstrated their understanding of these during discussions.

All of the personnel files for service staff were seen as part of this inspection and evidence was seen of the experiences and suitability of the staff. However shortfalls were identified in Criminal Records Bureau renewal checks being overdue for two of the supervising link social workers. No evidence could be found of a Criminal Records Bureau check being undertaken for the Recruitment/publicity Officer. As this person has access to children and young people the manager must ensure that a Criminal Records Bureau check is carried out. None of the files with the exception of the managers contained a photograph. The personnel files are stored away from the Fostering Service offices. The manager should introduce a monitoring system to ensure each service staff file contains all of the relevant documentation as required by regulation.

An observation was carried out of the fostering panel and confirmed the panel continues to be set up and organised in accordance with the Regulations. The information prepared for the panel was thorough and well presented. There was evidence of all panel members views being taken into account and any conflicts of interest are disclosed before applicants and professionals are invited in. Arrangements are in place for a foster carer from another authority being a panel member. Observation and panel minutes provided evidence that there is clear decision making around the approval and continued approval of foster carers including recommendations around future social work practice. Training for panel members in particular issues and changes to legislation was discussed with the manager and recommended to take place.

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 and 31

The Fostering Service is working actively to recruit additional foster carers from a variety of backgrounds to ensure that children and young people are able to be placed with carers with the same backgrounds as themselves. The Fostering Service provides support and resources to foster carers to enable children and young people achieve their potential in education.

EVIDENCE:

The pre assessment and approval training for prospective foster carers underpins the local authorities equal opportunities and anti discriminatory practices. Foster carers and staff confirmed this during discussions. The Recruitment/publicity officer gave examples of presentations given to local ethnic groups, advertisements on local radio, and billboards in various locations in the town along with an advertisement played on 13 plasma screens at key locations, throughout the borough, for example the town's main post office. An observation took place at a local sports centre on International Women's Day of the marketing strategies used. Clear information was presented along with leaflets and a CD Rom to take away containing information about becoming a foster carer. The display boards and leaflets use positive imagery and translation of leaflets in a variety of languages is available.

The Fostering Service should continue with efforts to recruit more carers that reflect the cultural and ethnic backgrounds of the children and young people that the service provides for.

The children and young people's educational needs and achievements were well documented, and all sample files selected had a personal education plan in place. Services are available to children and young people without a school place within the inclusion unit and coordinated by a Looked After Children teacher. Children and young people visited said that foster carers gave them help and support with their schoolwork and education. Foster carers gave examples of good support from supervising link social workers and said decisions are made quickly and resources supplied promptly for educational purposes. Foster carers had developed positive links with local schools and attend parent evenings and events. The manager confirmed that foster carers homes have been provided with a computer for children and young people to access.

Improvements have been made in advertising for support foster carers and the manager reports that this has generated a good response. Support foster carers will continue to be recruited to offer short term breaks to meet children and young people with disabilities.

Making a Positive Contribution

The intended outcomes for these Standards are:

- The fostering service promotes contact arrangements for the child or young person. (NMS 10)
- The fostering service promotes consultation.(NMS 11)

The Commission considers Standards 10 and 11 the key standards to be inspected at least once during a 12 month period.

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

10 and 11

The Fostering Service promotes contact arrangements between children and young people in foster care and their family and friends. Further developments could be made for using the information received from consultations so that children and young people and carers are better enabled to influence the services they receive.

EVIDENCE:

The Fostering Service provides written guidelines to staff and foster carers in relation to contact. Children and young people have information about the importance of maintaining contact with their family and friends within the children and young people's guide. The manager stated that the service promotes and facilitates appropriate contact for children and young people in placements. Foster carers, supervising link social workers or contact officers, support contact arrangements and contact is discussed as part of statutory reviews. Children and young people's files seen included arrangements for contact with any restrictions clearly recorded. The children and young people spoken with during visits confirmed contact arrangements are in place and that they had been encouraged to maintain contact with their friends. A positive approach to contact with birth parents training course has been attended by some foster carers. This is a rolling programme and supervising link workers discuss training with foster carers during visits to their home. Foster carers confirmed that financial support is provided to cover the cost of transport and any other expenses they incur, when facilitating contact.

Consultation between foster carers and children and young people is part of every day living within a placement. This was confirmed and observed during visits to foster carer's homes. Those children and young people seen said their

foster carer/s listen to their views and from time to time are consulted by their social workers. Children and young people also confirmed their involvement in statutory reviews and that prior to a review their opinions are sought and recorded on consultation documents, which are presented at a review. The Fostering Service has produced a newsletter and has introduced a drop-in centre for foster carers and invited them to contribute some of their ideas about what they would like such groups to cover. Questionnaires returned by children and young people indicated that they are consulted by their foster carers and by the people who run the Fostering Service. Questionnaires returned by foster carers were positive about the support and information they receive.

Whilst good examples were seen of how the Fostering Service consults with foster carers and children and young people, further improvements could be made to ensure this information is collated and used to influence the service provided.

Achieving Economic Wellbeing

The intended outcomes for these Standards are:

- The fostering service prepares young people for adulthood.(NMS 14)
- The fostering service pays carers an allowance and agreed expenses as specified.(NMS 29)

The Commission considers Standards 29 the key standard to be inspected at least once during a 12 month period.

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

14 and 29

The Fostering Service and foster carers support young people to develop independence and to seek further education or employment. Foster carers are provided with good written information about payments and allowances.

EVIDENCE:

Prior to young people reaching the age of 16 the Young People's Support Team provide advice and support on a range of issues, such as health, education, training, employment, living skills and accommodation. An allocated worker from this team will be involved with the young person and their foster carer in planning a transition into adulthood. A pathway plan would be written taking into consideration the young person's views. The manager of the Fostering Service said continued developments are taking place between the Fostering Service and the Young People's Support Team to ensure a consistent approach is taken when advising young people about independent living. Training is available for carers around The Leaving Care Act.

The manager said some former foster care placements are now supported living arrangements and enable young people to stay in placement until such a time when they are ready for independent living.

Foster carers confirmed during visits to their home that they continue to receive allowances promptly along with any request for additional funding for specialist equipment. Foster carers allowances have risen and now include all extra expenses paid.

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):

1 4 17 21 24 26 and 32

Written information is provided to all foster carers and children and young people outlining the services provided, this provides them with the Fostering Service policies and procedures. The manager needs to implement a procedure for monitoring and controlling the activities of the service to ensure any shortfalls are identified so as improvements can be made. Regular allocation meetings allow staff to organise their work to effectively support foster carers. Annual reviews of all foster carers must be carried out within a

twelve month period. Information within children and young people's records needs updating to accurately reflect their current situation. Improved support for family and friends foster carers has been made, however further development is needed to ensure annual reviews take place.

EVIDENCE:

The statement of purpose sets out the services provided and was reviewed and presented to the Corporate Parents Forum in February 2006. A children's guide was provided and has been distributed to all children and young people in foster care. This guide is age appropriate user friendly and colourful. The children's guide provides a summary of the statement of purpose and contains information of how to complain and includes relevant contact numbers including the Commission.

There are clear lines of accountability between the manager, staff and foster carers. This was evidenced during a discussion with a group of 14 foster carers and staff. All had supervising link social workers and were informed of whom to contact out of hours. Out of hours, the emergency duty team has provided advice and support and plans are in place to extend this with the Fostering Service and the Children and Families service by providing out of hours support in the future. The manager is hopeful that this will take place in April 2006.

The Children, Schools and Families and Scrutiny Committee monitor the service as part of their role to monitor and scrutinise childcare services. As a subgroup the Corporate Parents Forum provides an elected member led Forum for detailed monitoring and discussion of childcare issues of which issues have been discussed in relation to the Fostering Service. In line with Regulation 42 the manager should implement a system for a review of quality care within the Fostering Service.

Supervising link social workers are themselves qualified and have the appropriate experience to carry out their roles and responsibilities. The manager oversees their work and undertakes regular supervision with all staff. Regular team meetings take place, in which issues and the development of services are discussed. The manager reported that the position for a senior practitioner is to be recruited to and when this post is filled will enable her to delegate some of the work she is responsible for.

From examination of foster carers files and discussion with the manager it is evident that some annual reviews of foster carers have not been taking place within a twelve-month period. This included reviews of family and friends carers. The manager stated that some annual reviews have not been carried out due to staff sickness and moving offices. An action plan was seen and has

been implemented and identified those carers requiring a review and plans are in place to carry out reviews during the 2006/7 year.

Foster carers said that placing social workers provide them with information in relation to children placed at the point of placement. This information is Looked After Children (LAC) documentation and contains essential information in respect of each young person. However this information is not updated to represent any changes from the point of placement. Documentation is also provided to foster carers promptly following a statutory review and includes any recommendations by the reviewing officer. Case files of children and young people contained Looked After Children documentation. However some of this information is in need of updating as follows: -

LAC Essential Record Part 1
Placement plans Parts 1 & 2
Care Plans

The Fostering Service whilst still situated in Foxholes House has moved offices from the first floor to the ground floor. More space has been created with all of the supervising link social workers being in one open plan office. The manager has an office and the Recruitment/publicity officer has an office in which duty calls are taken by staff covering duty. During discussions staff explained that this arrangement does not cause any inconvenience. The offices are appropriate for the purpose of the service and have facilities for the secure retention of records within lockable filing cabinets. Entry to Foxholes House and the Fostering Service offices are secure with key code locks fitted. Foxholes house is fitted with an appropriate security system.

The Fostering Service has 28 family and friends foster carers with a designated supervising link social worker responsible for supporting them. All assessments will be undertaken by this person for children and young people staying with family and friends long term. The local authority has a procedure in place for immediate assessment and emergency approval for family and friends placement in line with relevant regulations. In this case local area social workers are required to complete an initial assessment of suitability of a family, carry out an initial police check and start the process of application for full approval. In both cases of planned or emergency placements the fostering panel should approve all family and friends foster carers where it is assessed that the placement will last for more than six weeks. The Fostering Service maintains regular contact with family and friends foster carers with visits undertaken every 3 months or sooner if a request for support is made. Improvements have been made in relation to information being available for family and friends foster carers and training is in place to be delivered on a one to one basis. Family and friends foster carers have the same access to other training, as do Fostering Service foster carers. The plan for the start of 2006 is to commence the process of reviewing family and friends foster carers on an

annual basis in line with regulations. The Commission will look at this during the next inspection or additional visit.

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	3
6	3
8	3
9	2
15	2
30	4

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

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

ACHIEVING ECONOMIC WELLBEING	
<i>Standard No</i>	<i>Score</i>
14	3
29	4

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

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, s 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	17	Those foster carers and supervising link social workers who have not been trained must undertake Child protection training.	30/11/06
2	FS15	20	All staff working for the Fostering Service must receive a Criminal Records Bureau check every 3 years. The Recruitment/publicity officer must have a Criminal Records Bureau check. All staff personnel files must contain 2 written references and a photograph.	31/05/06
3	FS21	29	Foster carers and family and friends foster carers must be reviewed for approval at intervals of not more than a year.	30/11/06

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	FS4	The manager should establish and maintain a system for monitoring systems at appropriate intervals, for improving the quality of foster care provided by the Fostering Service
2	FS9	Further IT training should be provided for admin staff within the Fostering Service for the new system.
3	FS30	Panel members should receive training in procedures in which reviews are carried out by the Fostering Service and

		periodically monitor their effectiveness.
4	FS11	Consultation with foster cares or children and young people should be collated and used to inform or improve services.
5	FS24	Looked After Children documentation should be updated within children and young peoples files.
6	FS7	The Fostering Service should continue with efforts to recruit more carers that reflect the cultural and ethnic backgrounds of the children and young people that the service provides for.
7	FS15	The Recruitment/publicity officer should not have unsupervised contact with children and young people until a Criminal Record Bureau certificate has been received.
8	FS15	The manager should introduce a monitoring system to ensure each service staff file contains all of the relevant documentation as required by regulation.

Commission for Social Care Inspection

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