

# Red Kite Fostering

The Old Surgery, The Meads, Kington, Herefordshire HR5 3DQ

Monitoring visit

Inspected under the social care common inspection framework

## **Information about this independent fostering agency**

Red Kite Fostering is a private limited company based in Herefordshire. It also has access to premises in Telford that provide a more accessible base for training for carers who live in the West Midlands. The agency provides a range of fostering placements, including long-term, short-term, emergency and respite placements.

At the time of this monitoring visit, the agency continued to have its registration suspended.

**Inspection date:** 18 September 2019

**Date of previous inspection:** 14 May 2019

## **This monitoring visit**

This independent fostering agency was judged inadequate at the last full inspection, conducted between 14 and 16 May 2019. The inspection resulted in four compliance notices being issued. A monitoring inspection was carried out on 25 June 2019. The inspection found that none of the four compliance notices had been met. Following the monitoring inspection on 25 June 2019, the agency had its registration suspended and the four compliance notices were reissued.

A further monitoring inspection was conducted on 7 August 2019. Inspectors found that one of the four compliance notices had been met. The inspection resulted in three compliance notices being reissued. The agency's registration remained suspended following this visit.

The purpose of this monitoring inspection was to review the action taken by managers to meet the three compliance notices and eight requirements raised at the last monitoring inspection.

Inspectors found that managers had continued to abide by the suspension notice. The agency has not carried out any fostering functions since the suspension notice

was issued.

The acting manager appointed in July 2019 remains in post. She has been instrumental in driving forward service improvement and ensuring that the agency is compliant with regulations. Because of this work, inspectors found that all three compliance notices and all eight requirements have now been met.

Managers have recruited an agency panel. This enables the agency to operate the core functions of approval and review of foster carers.

Managers have made significant improvements in the processes used to recruit staff and panel members. This has addressed previous shortfalls. Safe recruitment processes are now clear, with evidence of management oversight. However, despite these improvements, when staff have been recruited using a recruitment agency managers have not identified discrepancies in the information provided. This lack of professional curiosity means that managers have not assured themselves that they have all the necessary information to make an informed decision on someone's suitability for their role in the agency.

The acting manager has ensured that all staff have now received supervision and that these meetings are documented. However, records do not detail the timings of supervision. This means that it is not possible to demonstrate that staff are allocated enough time for these essential meetings.

The responsible individual has ensured that the acting manager has received supervision. However, there are no arrangements in place to ensure that the acting manager receives supervision from a qualified social worker practitioner. This omission leaves the acting manager without regular opportunities to reflect on any practice issues.

All staff who require an annual review of their performance have now had these meetings. This ensures that staff have the opportunity to review their practice and identify plans to support their ongoing professional development.

Managers and staff have now attended a range of training. This includes training regarding current safeguarding themes, such as county lines. In particular, the responsible individual has attended training to increase her understanding of the management of safeguarding. She has also received mentoring sessions with the responsible individual of another fostering service. This has increased her understanding of the responsibilities of her significant role.

Managers have addressed the shortfalls in the agency processes for the safe matching of children's placements. As the agency has been suspended, the impact of these changes is not yet tested.

Following this visit, the decision was made to remove the suspension.

## What does the independent fostering agency need to do to improve?

### Recommendations

- The fostering service can demonstrate, including from written records, that it consistently follows good recruitment practice, and all applicable current statutory requirements and guidance, in foster carer selection and staff and panel member recruitment. This includes CRB checks. All personnel responsible for recruitment and selection of staff are trained in, understand and operate these good practices. (Fostering services: National minimum standards, 19.2)

In particular, improve attention to detail in verifying discrepancies in information.

- Suitable arrangements exist for professional supervision of the agency's registered person or manager of a local authority fostering service. (Fostering services: National minimum standards, 16.4)
- A written record is kept by the fostering service detailing the time, date and length of each supervision held for each member of staff, including the registered person. The record is signed by the supervisor and the member of staff at the end of the supervision. (Fostering services: National minimum standards, 24.5)

In particular, record the start and finish times of supervision meetings.

### Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the independent fostering agency since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

## **Independent fostering agency details**

**Unique reference number:** SC417504

**Registered provider:** Red Kite Fostering Limited

**Registered provider address:** Rhos House, Old Radnor, Presteigne, Powys LD8 2RP

**Responsible individual:** Carole Barnes

## **Inspectors**

Tracey Coglan Greig, social care inspector

Heather Chaplin, social care inspector

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