

ALL4U Fostering Ltd

ALL4U Fostering Ltd
Wood Farm, Burlings Lane, Knockholt, Sevenoaks TN14 7PF
Inspected under the social care common inspection framework

Information about this independent fostering agency

ALL4U Fostering is a private limited company, closely associated with the Layberry Foundation, a registered charity. The agency has been registered with Ofsted since 11 June 2017.

The agency provides a range of placements for children and young people aged 0 to 18 years, including: respite, short term, long term, sibling, parent and child, asylum-seeking and disabled children.

The manager has been registered with Ofsted since 30 June 2017.

Inspection dates: 23 to 27 September 2019

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **good**

The independent fostering agency provides effective services that meet the requirements for good.

Date of last inspection: 12 November 2018

Overall judgement at last inspection: requires improvement to be good

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: good

Experienced and well-trained foster carers meet children's needs daily. The agency staff support the foster carers with this by also helping them to meet children's unmet or unidentified needs. In fact, the agency staff often go over and above what is expected from them and proactively seek specialist help and support from external professionals. This includes providing extensive care for children who have more complex needs.

Foster carers value the support that they receive from the agency staff. Geographical locations are not seen as a barrier. The agency staff are skilled at ensuring that the children can access and get support regardless of where they live. This is a real strength of the agency.

Children benefit from stable placements. They have good attachments with their foster carers and experience a sense of belonging. With support from the agency staff, foster carers prepare the children for change whether it is new children moving in or moving on. Some children have remained with their foster carers beyond the age of 18 years as part of the family.

All children are attending school and supported to take part in learning. The agency staff put a lot of effort into ensuring that children are in the right school to meet their individual needs. In cases where children must change schools, a lot of thought and planning is put in place to ensure that this goes smoothly. The agency staff understand the importance of positive endings and create opportunities for the children to say goodbye to their friends.

Children have a good understanding of their rights and are actively involved in key decisions about their lives. They have strong relationships with the agency staff who advocate on their behalf. Each supervising social worker takes their responsibility seriously and actively listens to what children say. They are very proud of the children and want them to achieve. When children do achieve, the staff make sure this is recognised and celebrated.

How well children and young people are helped and protected: good

Managers have made significant improvements in safeguarding children. Team training sessions have given the staff the opportunity to reflect on their practice and address previous shortfalls. Examples include changes in the way risk is managed, and how incidents are recorded and monitored. Foster carers are also very good at reporting concerns to the agency staff who take these seriously and ensure that appropriate action is taken.

Children spoken to during the inspection said that they feel safe where they live. They have trusting relationships with their foster carers and the agency staff. As a result, this means that they can tell them if they are worried or concerned and that they feel listened to.

Foster carers know how to keep children safe and support them to take age-appropriate risks. They have access to a wide range of training that informs their knowledge. Foster carers are skilled at identifying areas of concern, particularly where children are involved in risk-taking behaviours. In these situations, the agency staff give foster carers specific advice and guidance. This includes additional tools and support to educate children in these areas. Examples include helping children to learn how to use their phones or the internet safely.

The agency staff promote a positive approach to behaviour management. They help the foster carers to understand children's actions and have clear plans in place to support them. As a result, the children are helped to identify and manage their own emotions.

Leaders and managers have good systems in place to ensure that the correct pre-employment checks are carried out. The process for monitoring this is thorough and is continually improving.

The effectiveness of leaders and managers: good

Senior managers have worked hard to improve the leadership and management arrangements. They have built on the existing strengths of the team by ensuring that staff have clearer roles and responsibilities. The registered manager is now supported by a very experienced and knowledgeable responsible individual. These changes have resulted in some positive improvements in both policy and practice, for example by really focusing on the underpinning model of care.

Managers and staff know the foster carers extremely well. They are actively involved in their lives and form part of the overall package of support. Working together, they are determined to make a difference to children's lives. The care and support that they provide puts children at the centre of what they do. Managers continually go above and beyond what is expected from an agency. Their passion and commitment helps the children to reach their full potential.

All staff receive regular, effective supervision and their practice is appraised at least annually. They have access to a wide range of training that enables them to advise and support foster carers on a daily basis. Staff and foster carers work together as a team and are committed to making a difference to children's lives.

Managers have made improvements in the foster panel arrangements. The members of the panel have a wide range of skills and expertise, receive regular training and are appraised annually. The records of meetings and final decisions show that there is a good level of scrutiny and challenge. However, the quality of these discussions is variable. Having already identified this as an area of weakness, managers have plans in place to address this moving forward.

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people using the 'Social care common inspection framework'. This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation,

and to consider how well it complies with the Fostering Services (England) Regulations 2011 and the national minimum standards.

Independent fostering agency details

Unique reference number: 1255143

Registered provider: ALL4U Fostering Ltd

Registered provider address: Wood Farm, Burlings Lane, Knockholt, Sevenoaks
TN14 7PF

Responsible individual: Mark Thomas

Registered manager: Wendy Spears

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Inspectors:

Amanda Harvey, social care inspector
Amanda Maxwell, social care inspector



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