

# F5 Foster Care Limited

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First Floor Amington House, 95 Amington Road, Birmingham B25 8EP

Monitoring visit

Inspected under the social care common inspection framework

## Information about this independent fostering agency

F5 Foster Care is a private limited company based in Birmingham. The fostering agency offers long-term, short-term and respite placements. At the time of this inspection, the fostering agency was providing placements for three children and has seven fostering households.

A new manager joined the fostering agency on 4 May 2021. She has submitted her application to Ofsted for registration.

**Inspection date:** 14 September 2021

**Date of previous inspection:** 10 May 2021

## This monitoring visit

Ofsted conducted a full inspection of this independent fostering agency between 10 and 13 May 2021. As a result of the inspection, the fostering agency was judged requires improvement to be good. The inspection found shortfalls in the leadership and management of the fostering agency and this element of the service was judged to be inadequate. Ofsted issued a compliance notice under regulation 8.

This monitoring visit was carried out to review the action that the provider has taken to meet the compliance notice. In addition, the inspectors reviewed action taken by the provider to meet the requirements and recommendations raised at the full inspection.

Inspectors found that the provider has made improvements in the leadership and management arrangements for the service. These are sufficient for the compliance notice to have been met.

The manager has improved systems to support her oversight of the fostering service. She has introduced a system to track the progression of applications by

prospective foster carers. This promotes the timely completion of assessments. Where there has been delay, the manager has updated checks previously undertaken on prospective foster carers. Because of this, the fostering panel has current information available when making a recommendation about an applicant's suitability to foster.

The manager presents brief reports to the fostering panel where assessments of prospective foster carers have ceased in stage 2 of the process. Improvements to information available to applicants in this situation means that prospective foster carers are now aware of their rights and how to challenge decisions where they disagree.

The manager has created an 'escalation and resolution' process. This provides guidance to supervising social workers in challenging placing authorities when practice is not as expected. This has been used successfully to positively address an issue of delay for a child.

The responsible individual has received training relevant to his role. He has withdrawn from providing out-of-hours support and maintains a service oversight role. This promotes consistent decision-making and guidance to staff and foster carers from the manager.

Inspectors reviewed the progress made by the agency since the last inspection. In addition to the compliance notice, the remaining five requirements have been met and the three recommendations removed.

A supervising social worker and foster carer have completed training to increase their skills to support children progressing towards adulthood. The agency has created a preparation for independence pathway with incentives for completed stages. These developments ensure that children are supported to gain the skills that they will need in adulthood.

Children express their views through specific opportunities to talk with the supervising social workers when visiting foster carers. The manager has also conducted a children's survey. This promotes the manager hearing and responding to the voice of the child.

The manager has reviewed the behaviour management policy. It is now specific to the agency. There have been no incidents of restraint. Foster carers use their relationship with children to encourage positive behaviour and they reward progress made by children.

There have been no complaints from children or foster carers since the last inspection. The manager has created a system to monitor complaints. This ensures that she has oversight of any complaints received and can track their progress to the outcome.

The manager has made improvements to the safe recruitment arrangements within the fostering agency. This includes the confirmation of extensive employment histories and the completion of risk assessments where there are gaps in verification of employment. This helps to ensure that only people who are safe to work with children are employed by the fostering agency.

Staff receive regular supervision. This provides management oversight of work and supervising social workers with regular opportunities to reflect on and develop their practice. One supervising social worker told inspectors that she welcomes the guidance she receives from the manager.

Staff and fostering panel members now have annual appraisals of their performance. The manager uses these meetings to confirm an individual's continued suitability for the role and to identify training to enhance their skills and knowledge.

Foster carers receive monthly supervision. Improvements to records of these meetings mean that these are now a unique record of each supervision.

Inspectors identified one new recommendation during this visit. A supervising social worker has not updated a risk assessment of a foster carer's home in response to a temporary change. This does not assure inspectors that supervising social workers ensure that risk assessments accurately reflect measures taken in the home to safeguard children.

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

### **Recommendation**

- The registered person should ensure that outdoor spaces, which are part of the foster home and where children play, are safe, secure and well maintained.  
(‘Fostering Services: National Minimum Standards’, page 22, paragraph 10.2)

### **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:** 1277076

**Registered provider:** F5 Foster Care Limited

**Registered provider address:** First Floor Amington House, 95 Amington Road,  
Birmingham B25 8EP

**Responsible individual:** Hamait Ali

**Registered manager:** Post vacant

**Telephone number:** 0121 2710555

**Email address:** cathy@f5fostercare.co.uk

## **Inspectors**

Tracey Cogan Greig, Social Care Inspector  
Jo Warburton, Social Care Inspector

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