

Asphaleia Ltd

Asphaleia Limited

22 Liverpool Gardens, Worthing, West Sussex BN11 1RY

Inspected under the social care common inspection framework

Information about this independent fostering agency

This private fostering agency is part of a larger organisation, including a charity, which delivers other community-based support projects for children.

Long- and short-term services are provided. At the time of the inspection, there were two approved fostering households and one child in placement. Another child has remained in their foster family as a 'staying put' arrangement.

Inspection dates: 20 to 22 May 2025

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

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

The effectiveness of leaders and managers **outstanding**

The independent fostering agency provides highly effective services that consistently exceed the standards of good. The actions of the independent fostering agency contribute to significantly improved outcomes and positive experiences for children and young people.

Date of last inspection: 11 July 2022

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: outstanding

This agency is making a remarkable difference in the lives of children and young people by providing them with nurturing and supportive home environments. They are dedicated to ensuring that every child in their care receives the love, stability and guidance that they need to thrive. The agency's high standards permeate through every element of practice and firmly underpin the culture of professional curiosity and kindness.

The child and young person are thriving. The young person who has been able to remain in the family home under a 'staying put' arrangement has made remarkable progress from their starting point. The young person is now attending university and working towards building their own future.

Children are given exceptional help to have new experiences that expand their talents and interests and increase their social interactions with their families and friends. The child said that their foster carers have helped them to 'learn more about life' and spoke to inspectors about their enjoyment of going on holiday and experiencing new places.

Feedback about this agency is overwhelmingly positive about its child-focused nature. Children receive nurturing care from foster parents, who show genuine love and acceptance to their foster child. Foster carers demonstrate both their devotion and their professionalism through the ways that they advocate for the child. This has resulted in foster carers and education staff having a clearer understanding of the child's needs and the child being able to access additional learning support at school.

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

Foster carers are aware of the vulnerabilities of their child and provide an appropriate level of support and supervision for them. The agency's proactive approach to multidisciplinary working ensures that the risks are responded to in alignment with the child's care and support plans.

Placement stability is excellent, and the work undertaken to reduce both the likelihood and impact of placement endings is extensive. The nature of relationships built with their carers provides a platform for open, honest and transparent discussions.

Foster parents support and help the child take age-appropriate risks and learn from them. The child is encouraged to explore their surroundings and not shy away from the normality of everyday modern life and the challenges this brings. The child has received carefully planned support that has enabled them to travel to and from school safely.

Training for foster carers is well organised. Additional training that has been identified through learning and supervision is of a high standard. Foster carers speak positively about the agency approach to training, including monthly supervision in the family home.

Unannounced visits to families by staff are completed in line with the agency's policy. This provides confidence that the home is safe.

Safer recruitment processes are methodical and are conducted by a designated team, whose members are responsible for completing all checks.

The agency has built a strong working relationship with a local university and ensures that safer recruiting protocols are followed with student social workers as they would be for any staff member. This ensures that children are cared for by adults who are suitably experienced and of good character.

The way in which safeguarding practice is threaded through this agency is excellent. The registered manager can tap into a large pool of resources provided by their parent organisation. The safeguarding team ensures that there is a swift response to any safeguarding concerns and that learning is applied to future practice.

The effectiveness of leaders and managers: outstanding

A strength of this agency is the committed, determined and remarkable leadership team, whose members work tirelessly to continually improve the agency and embed the shared vision across the board.

The registered manager is aware of the strengths and weaknesses of the agency. There is a sharp focus on efforts to recruit more foster carers. The registered manager goes to great lengths to promote the agency. Foster carers and the child and young person feel highly supported by the registered manager, who remains in close contact with them all.

The responsible individual and registered manager have provided a stable management presence of the agency for many years. This enables a consistency of care and a feeling of safety and stability for the children and families they support.

Assessment of carer suitability is thorough, well-evidenced and scrutinised through rigorous quality assurance processes and a diverse and impactful panel. The agency is responsive to instruction from the panel and receptive to the insights of the agency decision-maker.

Annual reviews are thorough. Mechanisms are in place to ensure regular feedback between the agency and panel in order to enable ongoing development and improvement. Panel actively considers aspects of care such as safeguarding mechanisms, respite provision, use of sanctions, support for family time and areas of

development to ensure that carers continue to meet the expected professional standards.

Recruitment for a panel chair is ongoing following the resignation of the previous panel chair. Provisions are in place to ensure that this will not have a negative impact on the next panel.

The management team aims for 'more than good enough' and goes above and beyond in many areas. Forward thinking and continually striving for excellence means there is no limit to their aspirations for children and foster carers.

All requirements and recommendations from the previous inspection have been met.

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: SC060967

Registered provider: Asphaleia Limited

Registered provider address: Asphaleia, 22 Liverpool Gardens, Worthing BN11 1RY

Responsible individual: Rebecca Heard

Registered manager: Kim Scillitoe

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Inspectors

Emma Haskell, Social Care Regulatory Inspector
Shirin White, Social Care Regulatory Inspector

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