

Synergy Fostering

Synergy Fostering Limited

Unit C2, Tavern Quay, Rope Street, London SE16 7EX

Inspected under the social care common inspection framework

Information about this independent fostering agency

Synergy Fostering is a small, privately owned independent fostering agency. The agency provides a range of fostering services, including the placement of brother and sister groups, parent and child arrangements and placements for unaccompanied asylum-seeking children. There are currently 19 approved foster carer households and 24 children placed.

The manager has been registered with Ofsted since 22 July 2024.

Inspection dates: 17 to 21 November 2025

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: 13 March 2023

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: good

Overall, the service demonstrates good performance, with children thriving in safe and nurturing placements. Strong collaboration between carers and professionals has contributed to positive emotional and developmental outcomes for children. Good-quality documentation and timely decision-making have supported positive outcomes in most cases.

The agency demonstrates a clear strength in the assessment and training of foster carers. Assessments are thorough and well structured, ensuring that the carers' skills, experiences and suitability for the role are carefully considered. This robust approach is complemented by a comprehensive training programme that includes both mandatory and therapeutic courses, equipping carers with the knowledge and strategies required to meet the diverse needs of children in care. The emphasis on quality and relevance in training reflects the agency's commitment to fostering professional development and resilience among carers.

Feedback from foster carers reinforces this positive picture, with most expressing strong satisfaction with their experience of working for the agency. While some frustrations were noted regarding administrative processes, system inefficiencies and the impact of frequent changes in supervising social workers, these concerns did not overshadow the overall sense of support and value felt by carers. Their overwhelmingly positive views suggest that the agency's efforts to provide meaningful engagement, practical resources and emotional support are effective in creating a stable and rewarding environment for fostering.

Children's feedback indicates a highly positive experience of foster care, highlighting feelings of fun, inclusion and belonging. They described enjoying activities such as holidays and said that living with their foster carers felt like being part of a family. A quote from one child, likening the experience to 'a long sleepover, a very long and good sleepover', reinforces the sense of comfort and enjoyment.

While governance and collaboration are strong, the integration of the child's voice in decision-making and documentation is not always evident. Child participation is not consistently embedded across planning and review processes.

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

Leaders and managers demonstrate strong safeguarding practice, with timely interventions and effective multi-agency collaboration that prioritise child-focused responses. Complaints are investigated in accordance with company policy and corrective actions are taken when care standards fall short. Leaders and managers have shown commitment to maintaining standards, responding promptly to safeguarding concerns and challenging poor practice without compromising child safety.

The agency shows strong compliance with core supervision and visit requirements, making effective use of tools to support practice. Leaders and managers have identified areas that continue to need improvement and have put measures in place to address them. These areas include continuity of supervising social workers, and greater personalisation of risk assessments and safer care plans.

Foster carers spoke highly of the range of training available to them. Enhanced training for carers, such as sudden infant death syndrome training for those caring for babies, and the inclusion of children in creating their plans, is intended to further embed a culture of safety and trust.

Children do not often go missing. The agency's tracker provides clear oversight of responses, and leaders have acted decisively to safeguard children, reporting promptly and working collaboratively with safeguarding professionals, reinforcing their commitment to child welfare.

The effectiveness of leaders and managers: good

Since the previous inspection in 2023, the senior leadership team has remained stable, providing continuity at the highest level. However, there have been several changes in middle management and supervising social worker roles which have had an impact across foster carers, professionals and employed staff. Despite these changes, leaders have maintained safety and compliance, demonstrating resilience and effective governance. The recruitment of new managers reflects a strategic effort to stabilise the service and to strengthen operational leadership. There is a clear strategy in place for maintaining stability and supporting future growth.

Governance arrangements are robust, and the panel operates with diverse expertise, responsiveness and a clear, improvement-oriented approach.

The staff team, including senior leaders, is described by professionals and colleagues as dedicated, committed and highly skilled. Staff have continued to prioritise children and foster carers at the centre of practice, even during periods of workforce instability. Supervising social workers report positive experiences of support and flexibility from their immediate line managers, including regular supervision and appraisals, which contributes to staff morale and professional development.

Leaders and managers are present and visible in the day-to-day running of the agency, enabling effective monitoring and oversight of practice. Senior leaders, alongside supervising social workers, demonstrate strong knowledge of foster carers and children, which supports informed decision-making. Monitoring tools are used to produce good-quality reports for stakeholders, ensuring transparency and accountability.

While some recording and reporting systems remain in the early stages of review, such as risk assessments and the supervision of foster carers, there is clear evidence

of planned improvements. These developments indicate a commitment to continuous quality enhancement.

The agency has shown resilience and strategic leadership during a period of change. Despite challenges, safety and compliance have been maintained, and there is a clear trajectory towards stability and growth. The dedication of staff and the visibility of leaders underpin strong practice, with ongoing improvements to systems intended to further strengthen service delivery.

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

Recommendation

- The registered person should ensure that children are given the opportunity to communicate their views on all aspects of their care and support. ('Fostering services: national minimum standards', 1.3)

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: SC043377

Registered provider: Synergy Fostering Limited

Registered provider address: Unit C2, Tavern Quay, Rope Street, London SE16 7EX

Responsible individual: Gurmeet Sodhi

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Inspector

Linda Bond, Social Care Inspector

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