



Statement of Purpose



fostering² inspire
part of Shaw Trust

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Introduction

Fostering2Inspire is an independent fostering provider and this Statement of Purpose has been developed in accordance with appropriate legislation and guidance contained in the Children Act 1989, Care Standards Act 2000, the Fostering Services (England) Regulations 2011 (amended 2013) and Fostering Services: National Minimum Standards 2011.

Fostering2Inspire was founded in January 2017 and was developed to provide high quality, family-based care for children and young people who are looked after by the Local Authority.

Fostering2Inspire has two regional teams in Yorkshire and Somerset (known as Homes and Horizons). Staff, training and support groups are held in the local area, meaning Fostering2Inspire can deliver a local service close to the communities of children and carers.

Fostering2Inspire in Yorkshire

Fostering2Inspire based in Wakefield, West Yorkshire support families principally across Yorkshire but with opportunities to expand by developing regional hubs where we provide residential children's homes for a number of Local Authorities.

Homes and Horizons in Somerset, satellite base has operated from October 2022.

Homes and Horizons are based in Taunton, Somerset, and support families across Somerset, in partnership with Somerset Council, NHS Foundation Trust and Homes2Inspire.

Fostering2Inspire and Homes and Horizons sit within the legal entity Homes2Inspire Ltd a leading children's home provider. Homes2Inspire Ltd is owned by the national charity Shaw Trust. (Fostering2Inspire was formally part of the Prospects Group which was acquired by Shaw Trust in 2017). The charity through its various divisions provides a range of services and support to children and young people providing tailored education, employment and training and a range of other products and services to support them at all stages of their life.

We recruit, assess, train and support caring and committed foster carers to provide the best possible care to promote family-life and positive outcomes for our children and young people.

The social purpose of the company ensures that any surplus created by delivering high quality services is used to develop new services and/or to support more children and young people.

Fostering2Inspire Yorkshire achieved a judgement of 'Good' at their most recent Ofsted inspection in May 2023.

This Statement of Purpose, has been developed in accordance with the appropriate statute law and with the Fostering Services Regulations and includes:

- A statement of the aims and objectives of the fostering service
- A statement as to the services and facilities provided by the fostering service.

Our Vision

Discovering Potential: Achieving Success

Our Mission Statement

We will focus on the needs of our children and young people and put them at the heart of everything we do. We aspire to provide a long-term commitment to promoting safe, healthy family life that promotes positive choices and inclusivity for our children and young people.

Our Values

Achieving Impact – supporting and encouraging our children and young people so that they can recover from past trauma and abuse; to grow their emotional and developmental well-being and develop skills to achieve their potential.

Working Together – to value and promote the contribution of all our staff, foster carers, children’s resource workers, children and young people. We work together with birth families and kinship carers to provide a secure base and extended family for children and young people on the edge of care or in foster care.

Delivering Change – foster carers and staff are trained and supported to manage the individual needs of children and young people. We are committed to pursuing the best possible outcomes for everyone we work with and strive for excellence in all we do.

Valuing Colleagues – we create opportunities for everyone to develop their skills, share knowledge and experience, thereby contributing to our success.

Promoting Diversity – to act fairly and ethically, recognising diversity, enabling and supporting access to opportunities for everyone to achieve their potential.

Our Aims

To strictly adhere to the statutory and exceed regulatory requirements.

To recruit, assess, train and approve a group of committed foster carers to provide safe, high quality family care and support for all our children and young people and their birth families.

To provide relationship-based planned and crisis respite care with specific carers that prevents placement disruptions, provides a safe space for relationship building, and reduces caregiver burnout.

To ensure foster placements are made with careful matching, considering the children and young people's needs and the foster carers' experience and skill set.

To promote and develop the emotional, and practical health needs of our children and young people.

To be committed to quality assurance and innovation in the way we work with families, foster carers, local authorities and other important stakeholders.

Our Objectives

To provide a diverse group of foster carers who can provide safe, well supported foster care placements for children and young people.

Fostering2Inspire Yorkshire

Foster carers will receive a wraparound package of support including emotional and practical support, learning and development. This includes:

- Monthly professional supervision by an experienced supervising social worker or as per supervision agreement.
- Regular contact from the supporting team.
- 24/7 Out of Hours Support by our professional, helpful local based staff group in emergency situations.
- A local based office where foster carers can visit for support.
- A comprehensive foster carer training calendar and drop-in sessions.
- Monthly reflective support groups to offer catch up, time and space to discuss and reflect on practice.
- Agency festival events.
- Children participation events for children aged 8 upwards to seek children's views in developing our fostering provision.
- Children who foster events to support and recognise birth children.
- Children's interview panel that supports staff recruitment process.
- Experienced independent fostering panel, and reviewing officers who offer independence to the agency to ensure the recruitment and review processes are fair and transparent.
- Work closely with foster carers to develop our fostering provision through consultations.
- Access and support from our wider Shaw Trust Service.
- Foster carer appreciation day with long service award ceremonies.
- Paid sleepover support or payable allowance.
- Buddying support with other fostering families for additional support.
- Outreach Aid/ day care support to foster carers through the form of day support when required.
- Competitive fostering allowances, including festival and birthday allowances.

- Paid Memberships fees with Fostering Network which can offer independent support, including access to legal cover in the event of an allegation.
- Any issues or incidents regarding safeguarding are dealt with immediately and in compliance with our safeguarding policy and procedure.
- Therapeutic service with a partner agency to offer consultation support to foster parents when required.

Homes and Horizons Somerset

Working in partnership with Somerset Council and Somerset NHS foundation, Shaw Trust, Homes 2 Inspire has formed a partnership programme to create therapeutic homes and education provision for children with complex needs, who have experienced significant trauma and disruption.

Foster carers will receive a wraparound package of support including emotional and practical support, learning and development:

- Enhanced support and visits from a supervising social worker to provide advice and assistance.
- Support from senior social worker assistance and the therapeutic education provision to support carers and foster children.
- Regular support groups and training alongside other carers to provide mutual support and develop carers skills.
- Reflective group supervision by a clinical lead.
- Any issues or incidents regarding safeguarding are dealt with immediately and in compliance with our safeguarding policy and procedure.

To provide opportunities to promote education, and personal interests so our children and young people achieve the best possible outcomes now and in the future.

We use the five 'Every Child Matters' outcomes (be healthy, staying safe, enjoy and achieve, make a positive contribution, and achieve economic wellbeing) in our supervisions with foster carers so we are able to monitor a child/young person's progress in placement. We recognise the importance of recognising and monitoring outcomes for our children and young people so they may reach their potential.

To recognise the importance of equality and diversity to promote a child/young person's identity and self-worth.

We work within an equal opportunities environment and ensure our children and young people have access to foster carer services which recognise and address their needs in terms of gender, religion, ethnic origin, language, culture, disability and sexuality.

To support and enable participation and consultation of our children and young people.

We promote inclusivity in everything that we do. We recognise the importance of the child's voice, and we ensure our children and young people are involved and have a say in their care. Our supervising social workers recognise the importance of our children and young people and ensure they see our children and young people regularly to build positive working relationships. We also enable our children and young people to build positive working relationship with other support workers in the agency who can act as mentors and a 'listening ear'. Our children and young people are encouraged to attend decision-making meetings and can be supported by their foster carer, supervising social worker and/or children's resource worker.

To support and promote preparation for independence.

We recognise that many children and young people in placement are from the older age band and therefore we value and recognise the importance of life skills work and building resilience. Our staff, and carers are trained in providing young people with the necessary skills to prepare them for independence.

To build positive working relationships with all our service users including children and young people, foster carers and local authorities. We work in an open and transparent manner and value honesty and integrity.

We understand the importance of care planning and working to agreed timescales as stipulated in our children and young people's Care and Placement Plans. We additionally value and promote positive working relationships with birth families. Familial contact is integral to a child/young person's identity, and we work to promote contact with birth families where it has been deemed safe and, in the child, or young person's best interests.

To offer our foster carers and staff quality and relevant training opportunities that meet the needs of our children and young people.

We offer our foster carers a programme of training courses from the early stages of their fostering journey. From Skills to Foster, to induction courses and courses for our more experienced carers. We recognise the importance of trauma and attachment and as part of their first year all our carers complete training in PACE.

Foster carers are supported to complete the Training and Development Standards (TSDS) within their first 12 months. We offer our foster carers drop-in sessions at the local based office to support in their completion of the TSDS. A midpoint review is held with foster carers in their first year of fostering to support in the completion of TSDS and training.

Our staff including panel members have access to staff learning and development programmes.

To value our workforce and provide effective and supportive leadership within the organisation.

We are part of a wider charitable organisation, Shaw Trust, and we have clear strategic aims for our service so that staff members have clear goals and expectations that are supported by managers to deliver outstanding services to children and young people. We are committed to quality assurance and are always striving to improve our practice.

Our Service Provision

Foster Carers

We recruit a blend of experienced foster carers/individuals with very relevant personal or professional experiences and foster carers from diverse backgrounds who can offer high quality family care to children and young people aged 0 to 18 from the local authority. All carers will be supported by Fostering2Inspire to provide quality care and support through regular supervision with qualified, experienced supervising social workers and a system of peer support, which includes a paid sleepover provision.

Types of placements provided are:

Short Term

We recognise that these may vary in their duration and are often linked to further assessments of the child and other family members, in connection with court proceedings. Many carers consider longer term leading on from short-term placements.

Long Term/Permanency

Foster carers can take individual children or sibling groups on a long-term basis whose Care Plans stipulates permanence. These placements are carefully matched and ratified in conjunction with the responsible local authority.

Planned Breaks/Sleepover Support

Many carers can provide planned breaks either on a regular basis or one-off holiday breaks. Such breaks can take place during the week or over a weekend. We are sensitive to the use of language and refer to these placements in the agency as sleepover support. Any sleepover support provided must be in the child's best interest and is provided to improve the stability of the child's care arrangements.

Sibling

Foster carers can provide care for sibling groups. Additionally, due to our aspiration to have a small group of carers to take sibling groups across several families will allow for siblings to be part of an extended family thereby increasing family time opportunities.

Solo

If the placing authority requires the child to be the only child or youngest/oldest child this would need to be specified at the referral stage to enable this to be matched accordingly.

Parent and Child/Children

We can provide foster carer support to parents who receive support and guidance to help develop parenting skills with very young children. Foster carers can also assist local authority social workers with their assessments by providing information relating to parenting capacity.

Unaccompanied Children and Young People

Foster carers undertake essential training that would allow them to care for children who arrive in the UK without a family or guardian.

Emergency

Foster carers can provide emergency care at very little notice from the local authority.

Children with Complex Needs

Foster carers can provide care for children who have complex needs relating to disability, health needs or behaviour.

Staying Put

We recognise the importance of continuity and continued family life for our young people moving into independence. Carers are prepared to consider Staying Put. Fostering2Inspire are committed to supporting our carers who choose to offer Staying Put placements to young people. We are additionally committed to considering Shared Lives for young people with additional needs who require longer term placements into adulthood.

Standards of Care:

On approval, each of our fostering families undertakes an induction and are given a foster carer handbook outlining their role and expectations of the service. They are additionally asked to sign up to our professional Code of Conduct, our Data Protection, Confidentiality Policies and Personal Development Plans.

Foster Home and Environment:

Our foster carers provide a safe, clean, stimulating environment for our children and young people. They have their own bedroom (unless it has been agreed with the local authority that they can share with a sibling or for temporary holiday accommodation). Our carers understand the importance of promoting education, health, leisure activities, culture and identity. Each child and young person have access to safe IT use and internet access.

Safeguarding:

Foster carers undertake regular relevant training including Child Protection & Safeguarding, Safer Caring and Managing Allegations, De-escalation and Child Sexual Exploitation. They understand the risk of complaints and allegations and each fostering household has a Family Safer Care Policy. After the placement of a child or young person Individual Safe Care Policies/Risk Assessments are formulated in accordance with the Care/Placement/Pathway plan and in consultation with the local authority children's social worker.

Health:

All children and young people are registered with a G.P., dentist and optician. Our carers carefully record and monitor medication. Medication training is provided to our foster carers.

Fostering2Inspire promote healthy lifestyle that includes a healthy diet and regular activities that help build self-esteem, confidence and resilience in our children and young people.

Education:

Our carers understand the importance of promoting education that meets the needs of our children and young people to attain their potential. Each child and young person placed with Fostering2Inspire carers has a Personal Education Plan (PEP) that is requested from the placing local authority and our carers are expected to be involved in its formulation and monitoring.

Family Time with Birth Family:

Foster carers understand the importance of regular, safe contact with extended family members, and they are prepared to encourage a child/young person's attendance at family time sessions. Transport to and from local contact events can be provided through negotiation with our foster carers.

Our Children and Young People

Children's Guide:

Fostering2Inspire have a clear commitment to the welfare of children and ensuring the 'inclusivity' of our children and young people in decisions that affect their lives. We have a Children's Guide that is given to each child and young person entering a Fostering2Inspire foster placement. The guide outlines our service provision, how their wishes and feelings are important to us, answers to frequently asked questions and how to access the complaints procedure. The children's participation groups are involved in reviewing this and includes the children's drawings.

Participation and Consultation:

Our supervising social workers and foster carers offer a befriending service to our children and young people. As the agency grows children's participation workers will be instrumental in offering a listening ear and helping the supervising social workers promote a sense of belonging for our children and young people.

Fostering2Inspire recognise the importance of participation in developing the service provision so that inclusion, and consultation are at the heart of everything we do. Care Leavers offered the service a unique insight into the lives of looked after children and they were instrumental in the shaping and development of the services provided by Fostering2Inspire. We hold quarterly participation groups with our children and young people.

Examples of how our Care Leavers and fostered children and young people contribute to Fostering2Inspire:

- Involvement in the recruitment of staff and foster carers.
- Development of the Children's Guide and other service resources.
- Involvement in training of new and experienced foster carers.

- Children have formed panel questions for applicants in assessment and foster carers first annual reviews.

Safeguarding Children from Bullying

Fostering2Inspire are committed to safeguarding children from bullying and for creating a culture which positively encourages acceptable behaviour and reduces or prevents the likelihood of bullying.

All children and young people have a right to feel confident that this is a safe and healthy environment.

We want to ensure that all children and young people remain safe from bullying behaviour and have the opportunity to thrive and prosper, emotionally and socially.

When bullying is encountered, the Agency will ensure that the procedures are in place to allow:

- Reporting and recording of the incident;
- Having concerns or incidents of bullying properly monitored;
- Ensuring appropriate action is taken in response to incidents of bullying and that these are followed up.

This will ensure that people feel listened to and understand that their concerns have been and will be taken seriously.

The Agency will provide guidance and training that encourages an understanding and appreciation of what bullying is and how it impacts on self and others.

Support Groups:

Fostering2Inspire recognises the important contribution our birth children and looked after children can offer to both each other and to the development of our quality service. A support and participation group are managed by the supervising social workers on behalf of our children and young people. The agenda for these groups is agreed in conjunction with the birth and fostered children and young people.

Our children and young people's achievements are also recognised within celebration events. Our foster carers are encouraged to highlight achievements thereby ensuring our children and young people are given opportunities throughout the year to succeed.

Support Services Provided

Fostering2Inspire Yorkshire have a commitment to provide our foster carers, children and young people the best possible support to promote family inclusion and placement stability.

Payment of a fostering allowance:

All our foster carers receive competitive allowances to offer our children and young people quality caregiving. Foster carers are advised by their supervising social workers what part of their allowance should cover caring for the child/young person.

We ensure all our foster carers are also members of The Fostering Network and are covered by legal protection insurance. The fostering service additionally offers independent support to foster carers who are subject to allegations.

Allocation of a Supervising Social Worker (SSW):

Each fostering family has an allocated supervising social worker. The SSW undertakes supervisory visits designed to offer opportunity to discuss the progress of our children and young people in placement, any safeguarding/safe care concerns, and training and development opportunities. We strongly believe in reflective practice and our experienced SSW's are skilled in developing foster carers' professional skills and practice.

The frequency of our supervisory visits will be dependent on need and experience of our carers but will be at least monthly or as per supervision agreement. Our SSW will additionally provide a weekly telephone or Teams/FaceTime call with each carer.

Matching and Placement:

Each referral from local authorities is given careful consideration by the service. Placements are only offered and agreed following careful matching, taking into consideration the child/young person's needs and the experience and skills of the foster family. Consideration is also given to the importance of the child/young person remaining in school and having continued contact with extended family members.

Our foster families working together offers a greater opportunity for siblings to remain in regular contact even where they do not live in the same fostering household. We endeavour to ensure siblings, who cannot live together are placed with foster carers who have a working relationship with each other.

Our foster carers and supervising social workers understand the importance of care planning and being proactively involved in meetings such as the placement planning meeting and subsequent looked after child reviews.

Our supervising social workers ensure they visit our children and young people regularly to build a positive working relationship but also to seek their wishes and feelings. Our foster carers are also trained to advocate professionally and appropriately on behalf of our children and young people.

Training and Development:

All foster carers must be committed to the ideology of providing an extended family for our children and young people. They additionally must recognise the importance of peer support.

Fostering2Inspire is committed to investing in training and development of both our carers and workforce as we recognise the importance of learning to support the best interests of vulnerable children and young people. Supervising social workers ensure the foster carers' training and development needs are an integral part of their supervisory visits. The following is an example of the face-to-face and online training provided by Fostering2Inspire:

Pre-approval Preparatory Training:

A three-day Skills to Foster™ course including the topic areas: What the foster carer does; identity and life chances; working together; safer caring; understanding the needs of children and transitions takes place during the assessment period.

Post approval Training:

Carefully selected induction training programmes must be completed in the first 12 months following approval and this includes the Training, Support and Development Standards (TSDS).

All carers are trained in **PACE** (Playfulness – Acceptance – Curiosity – Empathy). The social work model is used in our practice and is integral to the care we provide our children and young people.

The PACE model of Playfulness, Acceptance, Curiosity and Empathy helps carers form secure attachments with the child and build a safe space for open communication. This creates the ideal environment for positive behaviour change.

Other mandatory courses for our foster carers include:

- Attachment
- Child Protection & Safeguarding (Level 1)
- Equality and Diversity
- First Aid
- GDPR for Foster Carers (e-learning)
- Health and Safety Fostering (e-learning)
- Managing Difficult Behaviour & De-escalation
- Medication Foundation Fostering (e-learning)
- Safer Caring & Managing Allegations

Annual Reviews and Fostering Panel:

All foster carers are reviewed each year by an independent fostering reviewing officer. Consultation with carers, children and young people as well as local authority social workers is made. The first annual review is presented to the fostering panel within 12 months of approval.

The review provides an opportunity for the service and carer(s) to reflect on the past year and plan for the year ahead. The review recommendations are presented to the Agency Decision Maker for final approval.

Where Fostering2Inspire have concerns regarding the continuation of approval, whether via an investigation or quality of care, the concerns will be discussed initially in an annual review meeting and any recommendations will be considered subsequently by the fostering panel.

Following a decision not to approve or de-registration by the Agency Decision Maker, the foster carer has the right to make representations to the service or apply to the Independent Review Mechanism for a review.

When foster carers either retire or resign from Fostering2Inspire, this is reported to the fostering panel and formally recorded in the panel minutes.

Support Groups:

A monthly reflective practice group will take place. The aim of this group is to build positive relationships and strengthen the effectiveness of families in supporting each

other and looked after children and young people. The groups aim to share practice issues, gain peer support, and receive information from the service.

Foster carers, children and young people meet regularly for events and fun activities generally organised by the agency in collaboration with the foster carers and their fostered and birth children.

Out of Hours:

We have an “Out of Hours” 24 hours / 7 days a week support and advice telephone service for foster carers. In exceptional cases, and if required, the duty worker will visit the foster carers’ home.

There is additionally a senior manager available to ensure the out of hours’ worker has access to a manager in the case of an emergency.

Recruitment and Assessment of Prospective Carers

Fostering2Inspire are committed to an open and transparent recruitment strategy and process that hopes to attract, assess, train and approve high quality foster carers. Our carers also come from diverse backgrounds that offer different strengths and experience for our children and young people. We have policies and procedures for the safe recruitment of carers.

We expect at least one carer in the household to be available full-time as a primary carer or have the flexibility to work part-time and be able to prioritise the fostering task.

Foster carers must have at least one good sized spare bedroom.

Carers may be single, married, in a civil partnership or living together. If our prospective carers are in a relationship, they must have been living together and have a stable relationship. Driving is desirable but is essential for rural carers.

Application and Assessment:

All enquiries are carefully screened, and initial visits undertaken by experienced, qualified supervising social workers.

Those carers invited to apply by Fostering2Inspire complete an application form together with accompanying check documentation. All assessments are conducted by qualified social workers. As part of the assessment the prospective carers are expected to complete a 3-day preparatory training event; Skills to Foster. Our experienced carers will also be expected to attend additional training specific to their role and responsibilities.

The assessment will include information such as individual background histories, previous relationships, support networks, interviews with everyone in the household and any adult children living independently, family lifestyle including identity and religion, motivation to foster, parenting skills and relevant experiences.

Alongside the assessment, all statutory checks and references are processed to establish suitability to foster including a full health medical and an enhanced DBS in accordance with Schedule 3 of the Fostering Services Regulations 2011.

Foster Panel Approval:

In line with the Fostering Services Regulations 2011 each assessment report and first annual review report are presented to Fostering2Inspire independent Panel. The Panel is made up of at least five members who have a variety of expertise and knowledge including health and education, being foster carers for another provision, or having the experience of being a care leaver.

The Panel provides an independent quality assurance role, considering the approval of applicants and continuation of foster carers' approval. The Panel makes a recommendation to the Agency Decision Maker who subsequently makes the final decision to approve.

Each panel member undertakes training relevant to their role and the service additionally provides an appraisal process to review individual practice and progress.

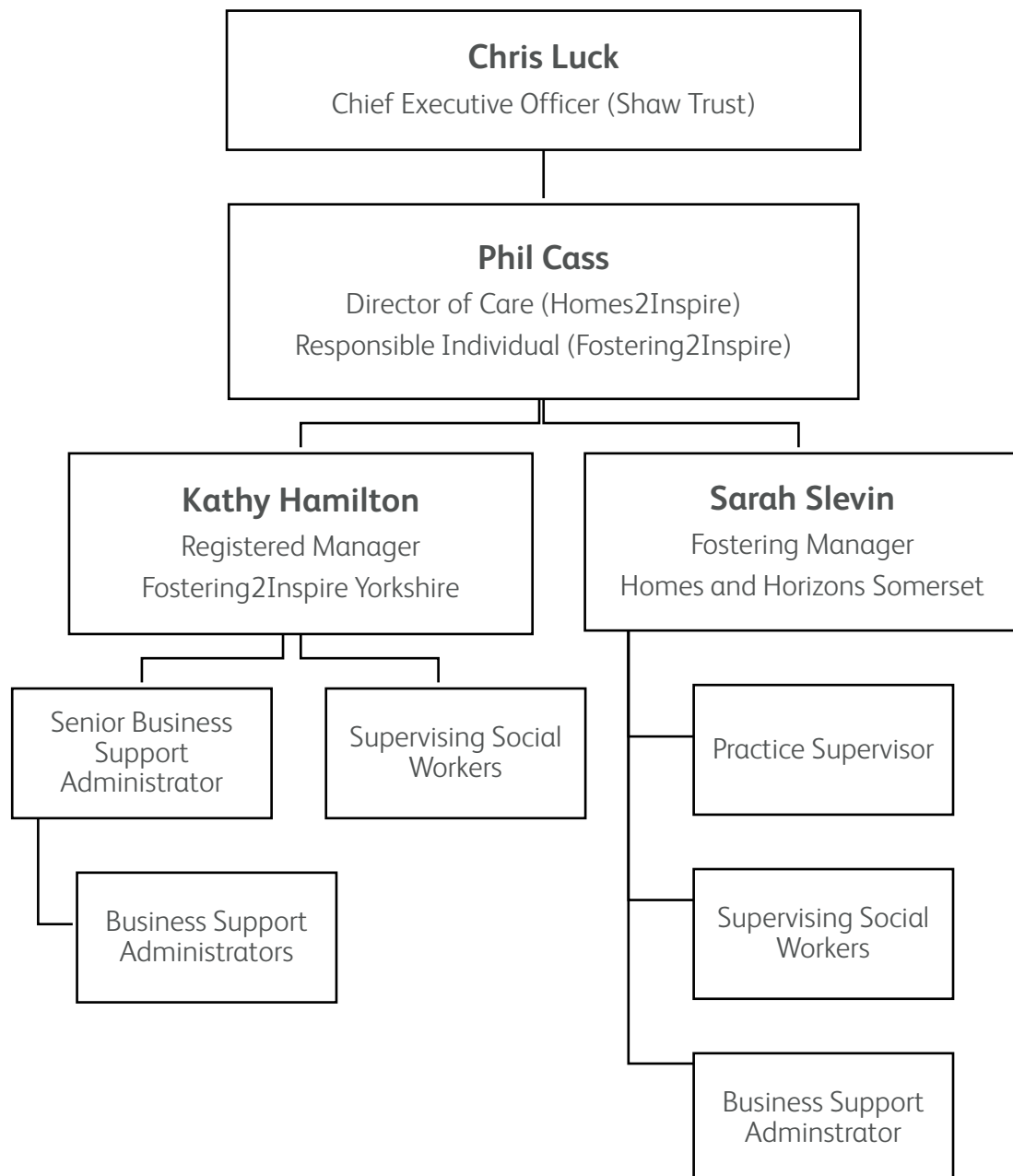
Following approval foster carers are informed in writing of their approval and their status including age range and number of children.



Staffing Structure

Shaw Trust and Fostering2Inspire employs a highly experienced and qualified workforce, who have worked in a variety of settings including the local authority, and the private/public sector. Fostering2Inspire employs qualified social workers who have a vast knowledge and experience of the fostering sector both with local authorities and private providers.

Key Personnel and Management Structure:



Responsible Individual / Director of Care – Philip Cass

Philip joined Homes2Inspire in May 2022, having previously worked for Ofsted as a Social Care Regulatory Inspector and Regional Inspection Manager. Philip has over 20 years' experience in children's social care, including management and senior management roles in the public and private sector.

Agency Decision Maker (ADM) – Komal Rattan

BSC (Hons) in Social Work and Applied Social Studies (2009) University of Bath

Registered Independent Social Worker with 15 years' experience in working with children and their families. Komal has worked in Independent Fostering Agencies, conducting high quality Form F assessments along with supervising and supporting Foster Carers during their fostering journey. Komal has experience of being a childcare social worker and Senior practitioner and has a wide range of experience in all fields of children and families social work with a specific grounding in child protection, children with disabilities and children in care. Along with experience of working with Special Guardians, Kinship carers and Foster Carers.

Komal now works as an Independent Reviewing Officer, for foster carers and as a Vice Chair at Local Authority Fostering Panels.

Registered Manager – Kathy Hamilton Fostering2Inspire Yorkshire

Kathy has been a qualified Social Worker since 2002. She has worked in safeguarding children's team as a frontline social worker and has significant fostering experience within an Independent Fostering Agency as a Senior Supervising Social Worker, Panel Advisor, Fostering Service Manager and Operations Manager. Kathy has been the Registered Manager since June 2021.

Qualifications

1999 – 2002	First Class BA Hons Degree in Social Work
1999 – 2002	Diploma in Social Work
2003	Post Qualifying Award 1
2010 - 2013	Social Work Practice Education Stage 1 & 2
2023	City and Guilds level 5 (NVQ) in Leadership for Health and Social Care and Children and Young People's Services

Sarah Slevin – Fostering Manager Homes and Horizons - Somerset

Sarah has been a qualified Social Worker since 2013. She has worked in safeguarding children's teams as a frontline social worker, consultant social worker and team manager within safeguarding and fostering services. Sarah joined the Shaw Trust in July 2022.

Qualifications

2010 BA (Hons) Criminology and Sociology

Fostering Principal Supervising Social Worker – Sarah Garnett

Sarah has been a qualified Social Worker since 2011. She has worked as a frontline Social Worker in Child Protection, an independent Social Worker in the capacities of expert witness and fostering assessor and a Recruitment Social Worker for an independent fostering provider. She has been with the agency since 2019.

Qualifications

2003 – 2006	BA (Hons) English Studies
2009 – 2011	MA Social Work

Fostering Senior Supervising Social Worker – Kirsty Horsfield

Kirsty has been a qualified Social Worker since 2010. Since this time Kirsty's experiences have been within the Independent Fostering sector, supporting, assessing, recruiting, and training foster carers.

Kirsty has worked as a Supervising Social Worker, Senior Supervising Social Worker and as Fostering Service Manager in her most recent role and has also been the Panel Advisor for fostering panels. Kirsty has been with Fostering2Inspire since August 2021.

Qualifications

2007 – 2010	Social Work BSc (Hons)
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Fostering Supervising Social Worker – Nadiya Begum

Nadiya has been a qualified Social Worker since 2021. She started her social work career as a frontline Social Worker in Children in Care. She has also worked in the Leaving Care Service.

Qualifications

2019 – 2021	MA Social Work
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2015 - 2018 Sociology BSc (Hons)

Fostering Supervising Social Worker – Jade Eyre (part-time)

Jade has been a qualified Social Worker since July 2023.

Jade has worked as a student with fostering2inspire from September 2022 prior to her employment in July 2023. Jade has experience in supporting and working with children with special educational needs. Jade also works as the agency's Outreach Aide.

Qualifications

2019 – 2023	MA Social Work
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Outreach Aide's

Each of our Outreach Aide's will have experience of working with children and young people.

Business Support Administrators

The fostering service is supported by appropriately qualified business support administrators.

All staff employed by the fostering service will have an induction. They will have monthly supervision with their line manager and an annual appraisal. Each staff member will have a Personal Development Plan detailing relevant training undertaken and their aspirations for future training opportunities that will aid their professional development.

Ofsted

The fostering service is inspected by Ofsted in accordance with the Fostering Services Regulations 2011 and the National Minimum Standards. The most recent inspection was undertaken in 2023, resulting in a judgement of 'Good', and subsequent

inspections will take place thereafter three-yearly. Copies of Ofsted reports are kept on the Ofsted and Fostering2Inspire websites.

Contact details for Ofsted:

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Website: www.shawtrust.org.uk

Children's Commissioner

The Children's Commissioner has a legal duty to promote and protect the rights of all children in England with a particular focus on children and young people with difficulties or challenges in their lives, and in particular those living away from home, in or leaving care, or receiving social care services.

Contact details:

If you have a general enquiry, or to get in touch with the Commissioner, please email using the form from the below website link or call switchboard on:

Tel: 020 7783 8330.

Website: childrenscommissioner.gov.uk

For written correspondence, the address is:

Children's Commissioner for England
Sanctuary Buildings
20 Great Smith Street
London
SW1P 3BT

Complaints:

We have a complaints policy and procedure, in line with the Fostering Services Regulations 2011.

If you wish to make a complaint or have any concerns about a child in care with Fostering2Inspire or otherwise, please contact Kathy Hamilton, Complaints Officer & Registered Manager.

Email: Kathy.Hamilton@fostering2inspire.co.uk
Tel: 07518 904 799

Safeguarding:

For any Safeguarding matters, please contact our Designated Safeguarding Officer – Kathy Hamilton, Registered Manager.

Compliments:

We are always happy to receive compliments about our service, and/or workforce including carers. If you wish to make a compliment, please contact our Registered Manager, Kathy Hamilton.

Email: Kathy.Hamilton@fostering2inspire.co.uk
Tel: 07518 904 799