

**FOSTERING REGULATIONS 2011: PART 2 (Regulation 3)
NATIONAL MINIMUM STANDARD: 16**

Statement of Purpose: Updated June 2024



This Statement of Purpose set out below is formally approved by the WellCare Fostering Service 'Responsible Individual', John Dilleyston. Who has the responsibility of ensuring that the Statement is reviewed, updated and modified where necessary, at least annually, and, in line with FSR Regulation 4(a) FSR 2011 and NMS 16, ensuring that WellCare Fostering Service policies, procedures and written guidance to all staff and foster carers, accurately reflect this statement of purpose. The 'Responsible Individual' is responsible for providing Ofsted with a current copy of the Statement of Purpose, and for advising Ofsted (within 28 days) of any revisions made by WellCare Fostering Service to either document, as provided for at Regulation 4(b) FSR 2011.

Mission Statement

Wellcare Fostering Services Ltd aims to maintain a quality and professional fostering service. Our Statement of Purpose relates to the Fostering Service that will be provided by Wellcare Fostering under the Fostering Services Regulations 2011 (FSR) the Children's Act 1989 and 2004 update and the National Minimum Standards (NMS) 2011. The Statement will be reviewed annually and updated as necessary. Wellcare Fostering Services undertake to provide a wide range of family placements to meet the needs of Looked After children. Our service is founded on the philosophy that *CHILDREN NEED MUCH MORE THAN A HOME*. We aim to provide a Fostering Service that gives commissioning Local Authorities best value. We endeavour to deliver a service that is flexible and committed to meeting the needs of Children and Young People in care.

Status and Constitution

Wellcare Fostering Services Ltd is a private Independent Fostering Agency established in April 2004. Wellcare Fostering Services is a limited company registered under the Companies Act 1985 (Company Registration No: 4963908: Previously known as New Fostering Standards).

Wellcare Fostering Services complies with the requirements of the FSR 2011 and the NMS 2011 for Fostering Services for the wellbeing of Children and Young People. We are committed to supporting foster carers to provide equal opportunities for Children and Young People in their care. Children and Young People should be able to achieve their potential in good health, education, money management, positive personal relationships and having productive use of their free time.

As a service we endeavour to be a preferred fostering service provider to Commissioning Authorities and provide a high standard of care





to Children and Young People with varying needs. We continue to have a positive professional relationship with a number of local authorities, and we review our policies and procedures regularly to ensure good practice and best value to Commissioning Authorities.

Management Structure

Name	John Dilleyston
Designation	Executive Director Responsible Individual – Agency Decision Maker
Qualification	C.Q.S.W., Certificate in Multi-Problem Family Therapy, Certificate in Management Studies, Certified NLP Practitioner. Diploma in Hypnosis.
Profile	<p>John Dilleyston obtained a CQSW in 1983. Prior to qualifying as a Social Worker he had experience as an English teacher in Italy, a College Counsellor in America and as a Residential Social Worker in an Observation & Assessment Centre. Since qualifying he has, opened, and managed a Crisis Intervention Unit, worked as a Field Social Worker in a Children & Families Department involving Child Protection and Looked After Children, as a Team Manager, Reviewing Officer and been a member on the Local Area Network Children’s Fund committee. In addition, he is a qualified NLP Practitioner and has gained a Certificate in Management from Oxford Brookes University.</p> <p>His initial involvement with Wellcare was in chairing the Fostering Panel. In 2006 he became the Registered Fostering Manager. From September 2010 to March 2011, he worked with the new Fostering Manager in the transition of the service.</p> <p>On the 1st of April 2011, John became a Director of Wellcare Fostering and took up the position of Director of Operations, Responsible Individual and Agency Decision Maker and has overall responsibility for the Service.</p>
Name	Katie Digby
Designation	Fostering Manager
Qualification	BA (Honours) In Social Work (2012)
Profile	Katie is a qualified Social Worker with vast experience in front line Social Work. Katie is a confident and motivational Manager with the key focus of developing best practice. In joining Wellcare the direction is for Katie to be responsible for managing a team including the individual performance management and professional development of staff. This will



	<p>include establishing regular individual and group supervision arrangements, mentoring and coaching staff, and setting and monitoring developmental targets and objectives whilst balancing this with the development of staff skills and ongoing training and development needs.</p> <p>Key Skills:</p> <ul style="list-style-type: none"> • Extensive experience in understanding London Child Protection thresholds in conjunction with the London Child Protection Procedures. Five years front line experiences in referral and assessment. The most recent specialism is understanding and responding to, young people's experiences of significant harm beyond their families. Implementing support and interventions to reduce the risk of harm because of contextual safeguarding concerns for young people in the borough of Redbridge. • Confident and responsive in quick timescales to identified cases of concern. This is not restricted to the children on our caseload, but also the staff within the service. Ability to utilise support but also challenge areas of concern that could potentially result in a risk to others through the actions and decision making of volunteers, students, qualified Social Workers, and commissioned staff. • A robust understanding of the safeguarding policies required within a service. Ability to adapt and implement such policies in the workplace. Ensuring that these are easy to understand and follow with clear guidance on whom to consult with queries.
Name	Vida Yankson
Designation	Deputy Manager
Qualification	BA (Honours)in Social Work(2018)
Profile	

I am a long serving team member and registered qualified social worker with extensive experience in fostering services, dedicated to continuous personal development. I aim to build a solid, and long-long term placement for children in care. I enjoy supporting and advising carers around care needs of the children. I have a meaningful relationship with the foster carers household and offers consistent support. I have developed significantly since joining WellCare and for the past two years, I have been taking on more responsibilities and supporting students, SW (Junior staff) and Registered managers in the past.

I forge strong working relationship with other professionals teams, collaborating with care reviews to deliver successful outcome for all children placed with the foster carers. I have a solid knowledge of the legislations. National Minimum Standards 2011) NMS. I am adaptable, empathic: and able to build and maintain trust while communicating with sensitivity.

Key skills

- Collaborative, process-driven, and compliant, in my approach to ensure carers have care plans and Delegated Authority form that offer real support and outcomes for individual child.
- In-depth knowledge of fostering regulations and guidelines. Ability to work in accordance with the legislation that governed the placement.
- Ability to identify placement that seems fragile and worked jointly to minimise placement breakdown.
- Collaborated with carers to ensure children placed in their care needs are met under NMS.



Wellcare Fostering Aims

The main aim of Wellcare Fostering Services is: **“To make a positive difference to Looked After Childrens lives”.**

To do this Wellcare Fostering Services aims to have a range of foster placements to meet the diverse requirements of Children and Young People who are Looked After.

The foster placements will promote and value Children’s and Young People’s diverse needs and in doing this will consider the Social GRRRAAACCCCEESSS that exist for the children placed, foster carers, parents and professionals which will help us in terms of working collaboratively with others in supporting a child- these considerations include:

- Gender identity
- Geography
- Race
- Religion
- Age
- Ability

- Appearance
- Culture
- Class
- Caste
- Ethnicity
- Education
- Economics
- Spirituality
- Sexuality
- Sexual Orientation

Wellcare Fostering Services placements aim to also safeguard and promote child focus placements. Services to be provided:

- Short term
- Task centred.
- Emergency
- Bridging
- Respite
- Parent and child
- Permanence
- Facilitate rehabilitation home to families.
- Preparing young people for independence

Wellcare Fostering Objectives

1. To employ suitably qualified and experienced staff. Team members will receive regular supervision and regular training.
2. Ensuring that the team has the necessary skills and knowledge to meet the tasks, role and responsibility to do the job.

3. Monitoring of staff performance will be maintained through monthly supervisions and staff appraisals which will be conducted yearly.
4. Safer recruitment of foster carers is important and there are processes in place to ensure that the information provided by prospective carers is verified and assessed in full.
5. There will be specific recruitment campaigns that will target foster carers who are able to care for children and young people with a diverse range of needs.
6. Foster carers will receive appropriate training. The training will enhance the skills and knowledge of foster carers so that they provide high quality care to meet the needs of children and young people placed with them.
7. Provide training and help develop foster carers' skills and knowledge, as recommended by TSDS, to meet the needs of placed children and young people
8. The maintain protected workloads for the Wellcare Team which will enable time and space to offer the level of support and supervision required in promoting safer placements and a safer agency.
9. Ensuring that foster carers have access to ongoing learning around how to meet the health and educational needs of children and young people. This can be met through group and 1:1 training/ Supervision and online learning.
10. Foster carers to meet all statutory requirements regarding the health of children and young people.
11. Foster carer to promote the educational achievement of Looked After children by attending parents evening and all other school meetings relating to children.
12. Foster carers to meet all statutory requirements in promoting children and young people's learning, personal and social development through constructive use of their free time and partaking in leisure activities.
13. Foster carers will be expected to take children and young people to leisure clubs and after school activities.
14. Wellcare Fostering will work in partnership with their foster carers by consulting with foster carers, valuing their contribution,

remaining competitive with allowances, and paying them on time.

15. Wellcare Fostering will work in partnership with Local Authorities to provide a service that is accountable and gives best value and transparency in our service, structures, finances, and policies.

Principles and Standard of Care

1. The principles on which Wellcare fostering services will operate are in accordance with:

Children Act 1989 / 2004

The Care Standards Act 2000

Fostering Services (England) Regulations 2011(As amended in 2013)

Fostering Services: National Minimum Standards 2011

Working Together 2018

London Safeguarding Children Procedures

<https://www.londonsafeguardingchildrenprocedures.co.uk/>

GDPR 2018

Equality Act 2010

2. Wellcare Fostering sets out to meet the National Minimum Standards set out within the Care Standards Act 2000 and Fostering

Regulations 2011.

3. We strive to meet and surpass the National Standards for Foster Care. Wellcare has policies and procedures in place to meet its aims and objectives and these are updated accordingly.

4. The statutory responsibility for the child will always remain with the Local Authority. Any decisions affecting the Local Authority, or the child will be made in full consultation with the relevant Social Workers.

5. Wellcare Fostering Services will provide a dedicated Supervising Social Worker to liaise between the Foster Carers and the Local Authority to build a strong and mutually beneficial relationship that has at its core, the needs and the interest of the child.

6. We shall provide services to achieve the outcomes of Every Child Matters, originating from The Children Act 2004. These outcomes help us to support carers in caring for children that enables them to:

a. Be healthy

b. Stay safe

c. Enjoy and achieve.

d. Make a positive contribution.

e. Achieve economic well-being.

7. In addition to Every Child Matters, WellCare Fostering strives to ensure that children are able to achieve stability and continuity through carers that can provide a Secure Base. The Secure Base model is part of the annual training brochure and is necessary in helping foster

carers consider the following dimensions of the model:

Availability – helping the child to trust.

Sensitivity – helping the child to manage feelings and behaviour.

Acceptance – building the child’s self-esteem.

Co-operation – helping the child to feel effective and be co-operative.

Family membership – helping the child to belong.

The secure base is also a consideration during monthly supervision with foster carers.

8. At Wellcare Fostering Services safeguarding, emotional wellbeing, access to education, health and development of children in our care are always paramount.

9. Wellcare operates an equal opportunity policy for staff, children and foster carers. Positive action will be taken to promote a child’s or young person’s cultural and ethnic heritage using external sources. The same applies to the Wellcare Team which includes our foster carers.

10. Wellcare will meet all its legal obligations as laid out under the various acts –data protection and confidentiality, race relations, equal opportunity, Disability Discrimination Act 1995 (revised 2018) Children’s Act 1989 (revised 2004).

11. Support young people to experience fulfilling personal relationships and develop good saving habits leaving the placement with savings.

12. Children and young people in placement with our foster carers will receive a children’s guide about our service and what they can expect whilst living with one of the foster carers.

13. Children’s and young people’s views will be taken regularly regarding the care they receive from their foster carers and Wellcare as a

service.

14. Foster carers will be provided with a handbook of their role and responsibilities, policy and guidelines and practical advice.
15. Wellcare Fostering Services will value the opinions of foster carers, their families and children and young people so that they can inform the planning and delivery of the Fostering Service.
16. Wellcare Fostering Services will engage a properly constituted and independent Fostering Panel to consider Foster Carer assessments and make recommendations to Wellcare Fostering Services regarding the approval, reviews and matters of concern.
17. Management will make sure that there is consistency and continuity in the supervision, support and information to foster carers.
21. Wellcare Fostering Services will maintain separate and accurate records for children, foster carers and staff in line with legislation.

Service Provision

1. Wellcare Fostering Services will be assessing the suitability of individuals and their families to care for 'Looked After' children in their homes.
2. BAAF Fostering Assessment Format will be used to determine the suitability of foster carers. Completed assessments will be presented to Wellcare's Independent Fostering Panel for a recommendation on the applications suitability to foster. The assessment and panel recommendation will then go the Agency Decision Maker for a decision on the applicant's approval.
3. Wellcare Fostering Services will review all foster carers approval status annually or when there are changes in the foster carers' household or situation.
4. Wellcare Fostering Services will work in a way which provides healthy matching at the referral stage. Matching will consider how a foster carer can meet the child's cultural, religious, health, educational, behavioural and emotional needs.
5. Wellcare Fostering Services foster carers will provide daily records on children and young people in placement including parent

and children that are placed.

6. Wellcare Fostering Services and our foster carers will respect the children's information and maintain confidentiality.
7. Wellcare Fostering Services will deal with any child protection issues without delay and in line with agency's Safeguarding Policy and procedures.
8. Wellcare Fostering will provide appropriate training around the de-escalation of behaviour.
9. Wellcare Fostering Services will facilitate ongoing training for their foster carers. Foster carers will be required to complete the Training Support and Development Standards (TSDS).
10. Wellcare Fostering Services will maintain at least annual health and safety checks on all foster carers' homes to ensure that they remain safe.
11. Wellcare Fostering Services will provide monthly supervision visits to foster carers and maintain regular telephone contact.
12. Wellcare Fostering Services will support foster carers to work to the child's or young person's care plan and attend all appropriate meetings.
13. Wellcare Fostering Services provides 24-hour telephone support to foster carers.

Placements Provided

Wellcare Fostering Service recruit, train, assess, supervise, support and review foster carers. Wellcare Fostering Services provide foster care services to commissioning Local Authorities. Wellcare Fostering Service offers placements to all looked after children and young people from the ages of 0 to 18 years.

Wellcare understands that children and young people are best placed with their own family. When this is not possible suitable, alternative households are required to care for them. We aim to provide foster carers from a diverse population that will reflect and meet the cultural, ethnic, religious, physical and emotional needs of Looked After Children.

Matching

Wellcare Fostering Services will work with the Placing Authority to match children with foster carers that can meet their needs. Culturally matching children and foster carers is important however a healthy match that ensures the needs, behaviours, and experiences of children is key to helping them to make sense of their trauma.

Financial

Wellcare foster carers will receive a weekly fostering allowance that is paid into their bank accounts by BACS transfer. Information and guidance on allowances will be provided to foster carers in their Foster Carers Handbook.

Charges for the service will be made available to Local Authorities on request.

Complaints

Wellcare Fostering Services have a Complaints Procedure that will be made available to staff, children and young people, foster carers, placing authorities or anyone else wanting to make a complaint about the service.

Wellcare will act on complaints received very seriously. Decisions following any investigation will be adhered to; including the changing of policies and procedures to improve the service we provide.

Support for Foster Carers

Wellcare Fostering Service values the work of foster carers. We acknowledge that fostering can be extremely challenging but also rewarding.

Wellcare Fostering Service aims to provide appropriate support and guidance to foster carers so that they have the tools to provide a good quality of care to children and young people. All foster carers will have:

- An allocated Supervising Social Worker – monthly visits and regular phone calls
- Access to out of hours telephone support in addition to support during office hours and visits whenever necessary
- Monthly foster carer's Support Group
- Fostering Network Membership
- Foster Carers Handbook

- No reduction in allowance for siblings or long-term placements
- One week's Respite

Supporting Children and Young People

1. Children and young people will receive the Wellcare Fostering Services 'Children's Guide' within the first week of being placed with foster carers.
2. Children and young people will be consulted about the care they receive with Wellcare Fostering Services. At least annually, Children and Young People will be invited to comment on the services they are getting from Wellcare Fostering Services in a questionnaire that can be returned anonymously.
3. Wellcare Fostering Services is dedicated to helping Children and Young People placed with our foster carers to achieve the good outcomes and to enjoy a secure and stable home life.

Policies and Procedures

Foster Carers will be informed of Wellcare Fostering Services Policy and Procedures in their 'Foster Carers Handbook'. Foster Carers will receive a Handbook on approval.

The Handbook will have information on:

- Child Protection Procedures
- Safe Caring Policy
- Foster carer's daily logs
- Equal opportunity and valuing diversity
- Making a complaint
- Approval, review and termination of foster carers
- Behaviour management and absence from the carer's home without permission
- Foster Carers allowance

The foster carer's handbook will have more information that is relevant to the role. The policies in the Handbook will be reviewed regularly and updated as required.

Ofsted

Ofsted is responsible for inspecting Wellcare Fostering Services.

The Registered Manager of Wellcare Fostering Service will keep records of the Reg 35 procedures under the Fostering Regulations 2011, where matters relating to the agency will be monitored and the necessary notifications made to Ofsted.

Any serious concerns or matters of a child protection nature will be reported to Ofsted within 48 hours of the incident wherever possible. Outcomes of any child protection / LADO investigations will be recorded and Ofsted will be updated accordingly.

Ofsted can be contacted at: -

Piccadilly Gate
Store Street
Manchester

M1 2WD

Tel **0300 123 1231**

The Ofsted Inspector for Wellcare Fostering is:

Sandra Jacobs-Walls

Text phone/Minicom users: **0161 618 8524**

Email: enquiries@ofsted.gov.uk

Conclusion

Wellcare Fostering Services will be actively recruiting foster carers to meet the needs of children commissioning services.

We are committed to making positive placements and aim to reduce placement breakdowns by appropriately supporting foster carers through training, supervision and where necessary "hands on support". Whilst the growth of the agency is important, particularly in relation to ensuring there is sufficient, good healthy foster homes for children and young people, we do not wish to compromise the

quality and effectiveness of care that is available. We want our foster carers to truly empathise and start to understand what is going on for the children they care for. The ability to reposition themselves into the world of a child will help the carers to approach and respond in a way that is comfortable for the child and ultimately build on healthier relationships within the fostering household.

Looked After children and young people deserve to be placed with families that provide safe and nurturing homes. Wellcare Fostering services continues to believe that Children "Need More than a Home" and are "Dedicated to Achieve Positive Outcomes for Children". The Statement of Purpose is subject to continuous and annual review.