



STATEMENT OF PURPOSE

Fostering Services

National Minimum Standards

INTEGRATED SERVICES PROGRAMME (SUSSEX, HAMPSHIRE & DORSET)

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INTEGRATED SERVICES PROGRAMME

STATEMENT OF PURPOSE

Fostering Services National Minimum Standards

1. THE AIMS, OBJECTIVES AND PRINCIPLES

ISP provides high quality child care (in family settings), education and therapy for children and young people whose development has been impaired by abuse, trauma and deprivation.

ISP aims to enable children and young people to get to know who they are and to grow and live in harmony with themselves and others.

How?

By providing:

- A community of adults who demonstrate, through their working relationships with one another, a model of integration.
- A place where children and young people who are emotionally fragmented can achieve personal integration.
- Opportunities for children to experience stable family environments by recruiting, training and developing high quality Foster Carers.
- A commitment to carry out research and to campaign to influence social policy, child care practice and the wider environment for children.

What are the values that underpin our work?

Each individual is unique and has an inherent right to develop their potential, regardless of their previous life experience.

Children have the right to be looked after by adults who offer them respect, concern, affection and experiences appropriate to their individual needs.

Adults need to respect the significance for the child of their birth family, their race, culture and religion and their area of origin.

ISP encourages continued personal growth within an enriching environment for living, learning and developing together.

This is done by providing:

- Liaison between Local Authority partners, children, families, foster families, Social Workers, Therapists and schools
- Foster families

- Therapeutic support for children and adults
- Speech and Language Therapy
- Education Psychology
- Respite Care
- Transport and Escort
- Contact Supervision
- Education and training for children and adults
- Opportunities for young people to prepare for independent living
- Family placements for parents and babies/young children

2. THE STANDARDS OF CARE TO BE FOLLOWED

ISP is committed to complying with the standards set out in the UK National Standards for Foster Care. These standards are consistent with the National Minimum Standards in Fostering (2011) which form the basis of the regulatory framework under the Care Standards Act 2000.

A Senior Manager is responsible for the management, compliance and monitoring of all standards which are allied to the Fostering Service Regulation 2011.

Regular monitoring, which contributes to assessing the effectiveness of the organisation, is carried out by the Senior Management Group, the RI, Lead Therapists and Head of Education in the following areas:

- All matters listed in Schedule 6 (Regulation 35 (1))
- Notification of events listed in Schedule 7
- Other significant events relating to ISP Monitoring

There is an existing complaints procedure which is available for children, young people, Carers and Local Authorities.

Child Protection Procedures

ISP has adopted Working Together to Safeguard Children 2015 guidelines for safeguarding including Child Protection. ISP also has its own Child Protection reporting procedure provided to all staff and Foster Carers.

The Working Together to Safeguard Children guidelines refer to all staff and foster carers. Reference is also made, as required by The Children Act 1989, The Children Act 2004, and the Local Safeguarding Children Boards Regulations 2006 and "Working Together to Safeguard Children 2015".

The ISP Child Protection Procedures lay down a clear format for the reporting of any Child Protection matter to the ISP Child Protection Co-ordinator and has been shared with a representative from the local Area Child Protection Committee. The ISP Child Protection Co-ordinator is a senior and experienced Social Worker.

The overriding aim of the use of the guidelines and procedures is to ensure the protection of children. On receipt of any allegation, ISP seeks instruction from the child's Placing Authority and if it is a child related complaint from the LADO. ISP also liaises and consults with the appropriate host Local Authority's Social Services Department.

In addition to this, for recruitment and selection of all staff ISP has adopted the principles of Warner, Bichard and The Children Act 2004 to safeguard and promote the welfare of children by ensuring all checks and references comply with regulations. Thus ISP has effective recruitment and HR procedures in place for all new staff and volunteers to ensure that they are safe to work with children.

ISP has an allotted Safeguarding Administrator who is responsible for the co-ordination of police checks, Local Authority checks, references and all employment safeguards.

The Process for Recruiting and Approving Foster Carers

ISP is committed to the recruitment of high quality Foster Carers upon initial enquiry who can meet the needs of children referred to ISP. ISP has a carefully designed selection process. Upon initial enquiry, Prospective Foster Carers are sent details of the organisation and information about how to become Foster Carers for ISP. Within 10 days, a member of ISP will contact them and if appropriate to proceed, will take further information about their family over the phone. ISP then arranges an Initial Visit to the prospective carers home to discuss any further queries on either part. Once this stage is successfully completed, prospective carers will be invited to attend the ISP Skills to Foster Training. Following this, a health and safety visit takes place and a detailed assessment is undertaken by an independent Social Worker reporting to the ISP Fostering Team.

Stage 1 and Stage 2 of Assessment: In accordance with The Care Planning, Placement and Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013, which amended the Fostering Services (England) regulations 2011, the process ISP follows for assessing a person's suitability to foster consists of two stages. These stages are carried out concurrently, but the information required for Stage 1, as defined in Schedule 3 Part 1 of the 2013 Regulations, is sought as soon as possible. The decision about whether an applicant has successfully completed Stage 1 is made within 10 working days of all the information required being received. If during Stage 1 it is decided that an applicant is not suitable to foster, the applicant is informed and reasons are given. Once Stage 1 and 2 are completed and providing all safe care checks are satisfactory, the Foster Carers will then attend the Fostering Panel which will make recommendations regarding Approval of the Foster Carers. The ultimate responsibility for Approval lies with the ISP Agency Decision Maker.

Post approval Foster Cares are inducted by the Centre Manager; are expected to follow the ISP Training Pathway, and meet the Training Support and Development Standards (TSDs). This is monitored by the Fostering Panel. Post approval, the Foster Carers will be expected to undergo training as Probationary Foster Carers until they have successfully completed the training and induction programme in addition to meeting the training support and development standards and requirements (TSDS.)

3. THE SERVICE

ISP provides family based child care services for children referred by Local Authorities.

The services are as follows:

a) Foster Carers

The first, fundamental step in establishing an integrated programme of care is to provide the child with a safe and nurturing home environment within a foster family. To function as an effective foster carer, you should also have access to help, support and

guidance. At ISP we are committed to providing our Foster Carers with first class training and advice, enabling them to develop the skills to create safe and nurturing family homes for the children they care for. ISP foster carers are recognised as fellow practitioners and their contribution is fundamental to the whole organisation.

Outcomes for Young People

Young people enjoy stable placements in families who promote their well-being.

b) The Placements Team

The centrally based Referrals Team works with the Local Authority to carefully match Foster Carers to meet the needs of the referred child. This is a collaborative process between Local Authorities, Fostering Advisers, ISP Social Workers, Foster Carers and Registered Managers. The Head of Placements oversees a team of eight Placement Officers who are based in Milton Keynes. They have an excellent understanding of the needs of LAC and work closely with the Social Workers to establish good matches.

c) Placement Type

In order to fulfil the specific need, Local Authorities require for their children, we look to recruit, train and support carers from a range of backgrounds and we offer both short and long term care.

Short term includes:

- Emergency care
- Short term care
- Respite
- Bridging
- Parent and child

Long term includes:

- Permanent fostering
- Long term care

All placement options offer fostering experience to:

- Individual children
- Sibling groups
- Unaccompanied children
- Children with complex needs
- Children moving from residential

The journey to adulthood:

We very much support young people as they move into adulthood and find their independence. To this end we can also offer:

- Staying Put

Desired Outcomes for Young People

Placement choice.

c) The Fostering Services

The Fostering Social Workers based at ISP Sussex, provide:

- Recruitment and selection of Foster Carers
- Assessment and preparation for the ISP Fostering Panel

- Training and development through the Foster Carer career grade system
- A comprehensive training package for Foster Carers
- Individual or group-based support for “Children Who Foster”
- Annual Home Reviews

All Fostering Social Workers across ISP meet regularly with the Director of ISP/RI to review practice and ensure consistency. They are instrumental in ensuring that ISP keeps abreast of any changes in fostering legislation, regulations and guidance, working alongside others to monitor and drive the quality and development of the fostering service.

d) ISP Centres

ISP has three centres, two in Sussex, located in Burgess Hill and Battle and the third Centre, Hampshire and Dorset located in Ashurst in the New Forest. The Registered Manager, ISP Sussex is responsible for overseeing all three centres, ensuring that industry regulations and standards are met and exceeded. A Centre Manager will manage the Hampshire and Dorset Centre and will report directly to the Registered Manager.

The Centres provide the “hub” of the services for the child and the Foster Carers – each Foster Carer belongs to a Centre which they attend for regular discussion groups, training and other events. Each Centre has its own complement of ISP Social Workers, Fostering Advisers and other appropriate disciplines, all of which are co-ordinated and managed by a Centre Manager who is, in is a suitably qualified Social Worker with management qualifications and/or Registered Manager experience. Each ISP Centre acts as a base for regular interaction between Foster Carers and their Supervising Social Workers, Fostering Advisers and Education/Therapy specialists. The Administrative support network within the centres provides a thorough framework ensuring good communication between departments at all times.

Outcomes for Young People

Young people participate in the organisation and contribute to ISP’s development.

e) The ISP Senior Practitioner/Supervising Social Worker

The Senior Practitioners and Social Workers at ISP are all experienced and qualified. At ISP we aim to take a collaborative approach with foster carers in order to identify how the multi-disciplinary centre teams and other ISP Services can best provide appropriate input to the placement, ensuring there is access to the range of disciplines within ISP. Additionally, good links have been forged with local colleagues and excellent placements and supervisors have been provided for social work students.

f) Fostering Advisers

ISP is committed to the continued professionalism of foster care. Our Fostering Advisers provide expertise, advice and consultation within the multi-disciplinary teams at the ISP Centres. They also offer advice and practical assistance to foster carers, as part of the multi-disciplinary team, creating a working relationship which facilitates and encourages the practice and professional development of each foster carer.

g) Education Co-Ordinator

h) Team Therapists

i) ISP Central Office

Located in Sittingbourne, Kent, ISP Central Office provides some centralised functions, support and guidance to all our regional centres located throughout Kent, Sussex, London and Buckinghamshire. These include the Finance Team, Health and Leaving Care, Training and Developments, Enquiries and Recruitment Team. Each of the ISP disciplines is represented by a Senior Manager who, together with our Agency Director and Operations Director provides strategic guidance for all of ISP's activities and future cohesive development.

j) Health and Leaving Care

At ISP we have a Principal Adviser who works across all areas. The Principal Adviser has developed effective tools and systems to enhance interventions with young people and monitor the organisation's effectiveness. The Adviser has also developed professional relationships with key community partners (e.g. LAC nurses), devised and delivered training programmes for foster carers and staff. This role ensures that ISP formulates and maintains important links to relevant community resources and keeps abreast of local and national policies and initiatives. Further that ISP staff and carers are supplied and equipped with information and knowledge in these key areas, as well as understanding and fulfilling their roles and responsibilities in relation to the children and young people in placement.

Desired Outcomes for Young People

- To learn and develop the skills required for everyday life
- To successfully manage the transition to adulthood

k) Therapy

At ISP, we have long been committed to, and continuously strive to promote, a therapeutic fostering service. Our aim is to provide a service in which all those involved in a child's care, education and therapy work closely together to provide an integrated service and therapeutic package around the individual child. This is an inclusive therapeutic management approach in which we acknowledge the importance of close professional network relationships and pay a great deal of attention to the fact that the daily routines and care experienced by children are of primary importance and have the potential in themselves to be emotionally containing and profoundly therapeutic. Thus our therapists offer much more than individual therapy to children. Many are members of the centre teams, and work alongside colleagues from social work, fostering and education to help maintain reflective thinking and facilitate training, case discussions, supervision groups, to be a resource to foster families, foster children and staff throughout the organisation.

The ISP therapists consist of a well-established and multi-disciplined group of professionals, representing a cross section of clinical expertise and experience such as:

- Child & Adolescent Psychotherapy
- Systemic Family Therapy
- Cognitive/Behavioural Therapy
- Play Therapy
- Psychotherapy
- Art Therapy
- Speech and Language Therapy

Desired Outcomes for Young People

For children and young people who have experienced harrowing circumstances, therapy can offer the most effective route to help them overcome their fears and

express their emotions. Therapy can contribute to promoting and developing emotional resilience. Ultimately, ISP hopes to give children the ability to grow and mature into well rounded adults.

l) Transport

Where appropriate, transport is provided for young people having contact with family members or friends.

In certain circumstances, transport is also provided for attending therapy and other appointments, although generally this is seen as part of the foster carer's duties. Our drivers are all sensitive to the needs of the children and the emotional pressures they may feel. The drivers also receive training and regular supervision.

m) Respite Care

Respite is an important part of ISP's philosophy of care. All Foster Carers are expected to make use of respite on a regular and planned basis, not exceeding 22 nights per year except in exceptional circumstances.

ISP takes very seriously the respite experience of all children and young people and accordingly operates a thorough planning, preparation and consultation process with Carers, children and young people and the Local Authorities. All young people are encouraged to complete a feedback form following respite in order to take their views into consideration and contribute to monitoring this service.

n) Contact Supervision

ISP has a range of comfortable and welcoming facilities where children can meet with their families in a safe and supervised environment. We provide Contact Supervisors who can produce written reports for the Local Authority and who are skilled at ensuring the safety and well-being of children whilst putting families at ease. They attend relevant training and receive supervision.

Outcomes for Young People

Wherever possible, young people enjoy positive contact with their families, enhancing their identity.

o) Education

ISP Education is made up of the following services:

- The education support programme in Sussex provides an outreach service to children attending mainstream schools ensuring all children are enrolled in an educational facility and are supported to do the best they can
- Individually tailored packages for children and young people who require individual learning environments, and young people who are progressing from school to further education, all individually costed.

ISP is committed to ensuring all children and young people have access to education, enabling them to learn and realise their full potential. ISP aims to meet the educational needs of each child and young person through identifying an educational environment that is appropriate to their individual needs, abilities and aptitudes.

ISP's Educational Teams monitor and where appropriate co-ordinate the education of all children and young people placed with the organisation. To do this effectively involves effective liaison with the child or young person's mainstream school or

college. Sussex, Hampshire and Dorset have two Educational Co-ordinators who facilitate the above role.

Outcomes for Young People

- Young people are enrolled in an appropriate education facility and enjoy good attendance
- Young people received additional educational support, ensuring they have the best chance of achieving their potential
- Young people take part in extracurricular activities and hold “offices” in school
- On leaving school, young people go on to further education or employment

p) Covid19

In these current times we are following our Covid19 contingency plan. All front line staff / keyworkers have been provided with Personal Protective Equipment. All current Safer Care Plans and Risk Assessments for all families and children have been written in conjunction with the Covid19 Contingency Business Plan. Agency and Team based weekly tracking to take place on staff, carers/adopters and children/young people who are affected by the virus or are self-isolating for precautionary reasons. To be completed and updated weekly by the Agency and Team Heads and emailed to the Business Support Team for collation of information. Agency to provide Updates on the company’s current plans. Information and advice on symptoms, self-isolation and support.

4. STATUS AND CONSTITUTION

Integrated Services Programme is registered in England, with a company number 02820208. As an unlimited company having a share capital all of which is held by ISP Childcare Ltd (registered in England 08494425)

ISP Registered Manager Sussex

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Tracy Livesey

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Further Contacts:

The Office of the Children's Rights Commissioner

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