



STATEMENT OF PURPOSE

INTEGRATED SERVICES PROGRAMME ISP MIDLANDS REGISTRATION

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Contents

Section

1. The Aims, Objectives and Principles	Page 3
2. Status and Constitution	Page 5
3. The Standards of Care to be followed - Including the recruitment and approval of foster parents	Page 5
4. The Service - Including the training and review of foster parents	Page 7
5. Contact Details	Page 12

INTEGRATED SERVICES PROGRAMME

STATEMENT OF PURPOSE

Section 1 **THE AIMS, OBJECTIVES AND PRINCIPLES**

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. 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 Therapeutic Model

Children who are referred to ISP have had a painful history that is very likely to have deeply impacted upon their development. Our basic assumption is that these children will need therapeutic care if we are to best enable them to reach their potential emotionally, socially and educationally. The children will, by definition, have experienced things as having gone very wrong in their lives and are likely to have been very traumatised by this. It is accepted that the practical management of the very difficult behaviour that is often a child's response to this trauma will often be a great challenge to those charged with their development whether that be within care, education or therapy. We see our task as that of providing an integrated service connecting with the child or young person who is likely to be in a state of panic and distress. We aim to contain, understand, empathise and best manage their behaviour as we gradually enable them to feel safe and able to develop within long term meaningful relationships.

Within ISP we aim to provide an integrated service with this concept of therapeutic management at its heart and as the guiding principle to our work. We define this in terms of adopting a reflective stance in our thinking about each child individually from the start. Our belief, based on extensive research into attachment and the effects of trauma, is that the capacity to establish and sustain a reflective state of mind is the result of effective parenting, and provides the basis for the development for the child of resilience in the face of adversity. It underpins ISP's direct work with children and ISP's response as a whole. We hold a therapeutic management stance which means that we feel that a 24/7 approach is best taken to include the child's care, education and therapy, and this approach is built into the systemic practice within ISP Midlands.

We recognise that the most crucial relationship for the child is within the foster family and a great deal of care and attention needs to be made to ensure this is a meaningful developmental relationship. We recognise how everyday caring experiences can be used therapeutically, which is especially relevant for children who have not received good enough parenting during infancy and early childhood. We want foster parents to realise that by looking after a child 24 hours a day they are in a strong position to meet their emotional needs. Although much therapeutic care occurs naturally within the fostering environment, we do not assume that this will simply happen but presume this relationship will need continuing care and attention. Our intention is always to try to be proactive rather than reactive to the challenges and difficulties that may be encountered.

Secure Base Model:

ISP has adopted the Secure Base model (BAAF), an attachment-based approach, as a foundation to the work we do providing a framework for caregiving using the caregiving cycle and Secure Base star.

We achieve this by providing the following:-

- A community of adults who demonstrate, through their working relationships with one another, a model of integration and who also have a belief in the importance of understanding the meaning of behaviour as a form of communication often used by children who cannot find other ways of communicating their confusion and distress.
- A place where children and young people who are emotionally fragmented can achieve personal integration.
- Opportunities for children to experience safe and stable family environments by recruiting, training and developing high quality Foster Parents.
- A place where children and young people can feel valued for who they are, they are helped to make effective choices and helped to understand their feelings and the feelings of those around them.
- 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
- Therapeutic support for children and adults
- Speech and Language Therapy
- Education Psychology
- Life Story Work
- 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 birth parents and babies/young children

Section 2 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 became a part of the Polaris community in 2020.

ISP Registered Manager – Hayley Haughton
ISP Responsible Individual – Pradeep Heera

Section 3 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.

- The Registered Manager is responsible for the management, compliance and monitoring of all standards which are underpinned by the Fostering Service Regulation 2011 and The Care Planning, Placement and Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013.

Regular monitoring, which contributes to assessing the effectiveness of the organisation, is carried out by the Registered Manager and the Quality and Risk team 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

The Registered Manager will also write Regulation 35 and NMS25 reports to analyse the Midlands registration. This will ensure ongoing development of the service for children and young people, foster families and ISP staff.

Policies

ISP has a comprehensive suite of policies which are available on – line to all staff and parents and are updated regularly. This means staff, foster parents and partner agencies have access at all times to ISP policies. The policies are working documents and should be read in conjunction with, and reference to, each other.

Safeguarding Procedures

ISP is committed to safeguarding and promoting the well-being of children and young people who are placed in our care, so that they can live a healthy and happy childhood that is safe and positive, free from harassment and bullying.

ISP has adopted Working Together to Safeguard Children 2018 (DfE) guidelines for Safeguarding including Child Protection. The Working Together to Safeguard Children guidelines refer to all staff and foster parents. Reference is also made, as required to The Children Act 1989; The Children Act 2004; the Local Safeguarding Children Boards (LCSB) and Working Together to Safeguard Children 2018.

ISP also has its own Safeguarding reporting procedure provided to all staff and foster parents. The ISP Safeguarding procedure lays down a clear format for the reporting of any Child Protection matter to the ISP Safeguarding Lead.

The ISP Safeguarding Lead is an experienced Social Worker and has previously been employed as a Local Authority Designated Officer (LADO).

Complaints

ISP has a complaints policy for both foster parents and staff. Children and young people also have a complaints policy and we encourage access to this through either the children's website I-space or by using the information within the Children's Guide.

The Process for Recruiting and Approving Foster Parents

ISP is committed to the recruitment of high quality Foster Parents who can meet the needs of children referred to ISP. ISP operates within the Safer Recruitment Policy and has a carefully designed selection process. Upon initial enquiry, Prospective Foster Parents are sent details of the organisation and information about how to become Foster Parents 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 foster parents home to discuss any further queries on either part. Once this stage is successfully completed, prospective foster parents 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 follow for assessing a person's suitability to foster consists of two stages. These stages can be carried out concurrently, but the information required for Stage 1, as defined in Schedule 3 Part 1 of the 2013 Regulations, must be sought as soon as possible, and the decision about whether an applicant has successfully completed Stage 1 must be made within 10 working days of all the information required in that stage being received.

If during Stage 1 it is decided that an applicant is not suitable to foster, the applicant has no right to a review of this decision by the Independent Review Mechanism (IRM), nor to make representations to ISP.

However, if in Stage 2 a decision is made that the applicant is not suitable to foster then a brief report must be completed, the applicant advised and their comments sought within 10 working days.

On completion of the assessment, and providing all safe care checks are satisfactory, the Foster Parents will then attend the Fostering Panel which will make recommendations regarding registration of the Foster Parents. The ultimate responsibility for confirming, or further questioning, all Panel recommendations lies with the ISP Agency Decision Maker (ADM). Post approval, Foster Parents receive an Induction by the centre team and are expected to follow an ISP Training Pathway which incorporates the TSDS.

See Training Pathway for details.

Review Process

The Fostering Team is responsible for co-ordinating and allocating the Annual Home Reviews, which are carried out on an annual basis. We consider retention of foster parents to be crucial and to this end we provide good supervision, a comprehensive training pathway, a range of activities to show recognition and appreciation along with participation in the organisation's development.

Section 4 THE SERVICE

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

ISP Midlands have a multi-disciplinary team comprised of practitioners in social work, education, therapy and foster care.

The teams provide the support and supervision to the foster parents. The Centre is an integral part of the aims, objectives and principles of ISP and provide a secure base to enable the community of adults to meet, support, learn and reflect on their practice.

The Centre also offers a safe space for children and young people to attend therapy, have family contact and meet with other young people experiencing foster care.

The recruitment and assessment of foster parents, Panel functions, Annual Home Reviews and Training are all carried out in the Midlands Centre. Supervised contact and transport services can also be provided as appropriate. The Registered Manager ensures that all children receive the appropriate services and support, tailored to the particular circumstances of each foster family and the young person in placement.

The Responsible Individual supports the organisation and regional teams and offers advice, support and supervision.

The Registered Manager is responsible for overseeing the Centre and for ensuring that regulations and standards are met or exceeded.

The services are as follows:

Foster Family

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 parent, you should also have access to help, support and guidance. At ISP we are committed to providing our Foster Parents 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 parents are recognised as fellow practitioners and their contribution is fundamental to the whole organisation.

ISP strives to develop a therapeutic culture, including recognition of how everyday caring experiences can be used therapeutically, which is especially relevant for children who have not received good enough parenting during infancy and early childhood. We want foster parents to realise that by looking after a child 24 hours a day they are in a strong position to meet their emotional needs. A lot of therapeutic care can be offered within the family environment. This would include understanding how feelings of insecurity can be triggered by ordinary events, dealing with difficult behaviours that occur as a result, and then being ready to respond to the underlying need whenever the child feels less defensive.

Desired Outcomes for Young People

- To provide appropriately trained and skilled foster parents.
- Young people enjoy stable placements in families who promote their well-being. This enables them to become integrated as individuals and members of the wider community.

The Referrals Team

The centrally based Referrals Team works with the Local Authority to carefully match Foster Parents to meet the needs of the referred child. This is a collaborative process between

Local Authorities, Fostering Advisers, ISP Social Workers, Foster Parents and Managers. The Referrals Manager has many years' experience in the field and has an excellent understanding of the needs of Children Looked After, of Local Authorities and foster families.

Desired Outcomes for Young People

- Placement choice.
- Well matched foster placements.

Placement Type

In order to fulfil the specific need Local Authorities require for their children, we look to recruit, train and support foster parents 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

The Enquiries Team

There is a dedicated Enquiries Team who are responsible for responding to initial enquiries from prospective applicants.

The Fostering Services

- The Fostering Social Workers based at ISP Centres
- Regular liaison with the Registered Manager
- Recruitment and selection of Foster Parents
- Assessment and preparation for the ISP Fostering Panel
- Commissioning Form F Assessments
- Training and development through the Foster Parent career grade system
- A comprehensive training package for Foster Parents
- Individual or group-based support for "Children Who Foster"
- Annual Home Reviews

All Fostering Social Workers ISP Midlands meet regularly to keep abreast of any changes to regulations, legislation and guidance.

The Centres

ISP Head Office

Located in Malvern View, Saxon Business Park, Hanbury Road, Stoke Prior, Bromsgrove, Worcestershire, B60 4AD. The Head Office provides some centralised functions, support and guidance to all our regional centres located throughout Kent, Sussex, London, Buckinghamshire, West Midlands and Cambridgeshire. These include the Finance Director, Human Resources and Marketing. The ISP Senior Leadership Team provides strategic leadership. ISP's Managing Director Tracey Livesey and Responsible Individual, Pradeep Heera, are members of this team. Other centralised functions include the Contracts Team based and Finance Team based within our Polaris community in Bromsgrove.

ISP Midlands

Foster Parents 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 Social Workers, Fostering Advisers, Advisory Teachers, Therapists and Support service staff. All of which are co-ordinated and managed by the Registered Manager who is appropriately qualified and experienced.

The Centre acts as a base for regular interaction between Foster Parents and their Supervising Social Workers, Fostering Social Workers, Fostering Advisers and Education/Therapy specialists. The Administrative support network within the centre provides a thorough framework ensuring good communication between departments at all times. There are 2 additional bases across the region in Coventry and Lichfield, where Group Supervision and training is facilitated more locally for foster parents.

The Centre is also used for activities for young people, eg. graffiti art, arts and craft groups and Young Peoples' Forums and to facilitate meetings and activities to encourage their participation in the evaluation and development of the service. Events are also delivered at venues across the region to capture maximum engagement. A range of outdoor activities are also delivered including picnics in the park, water activities, fun days and sports events.

Desired Outcomes for Young People

- Young people participate in the organisation and contribute to ISP's development and the Centres provide a secure base for this to happen

Supervising Social Worker

The Social Workers at ISP are all experienced and qualified. At ISP we aim to take a collaborative approach with foster parents in order to identify how the multi-disciplinary centre team and other ISP Services can best provide appropriate input to the placement, ensuring there is access to the range of disciplines within ISP.

Fostering Advisers

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

Policy and Practice Advisor

At ISP we have a Policy and Practice Advisor who works across all centres. This staff member 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 parents and staff and facilitated groups for young people. 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 foster parents 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.

The Policy and Practice Advisor has developed a resource for Children and Foster Parents called **I-Space**. This is full of relevant information for Foster Parents and Young People. She is also a CEOP Ambassador training others within the organisation to be champions in their own area.

Therapeutic Provision

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 team, 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
- Educational Psychology
- 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 integrated adults.

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 parent's duties. Transport is provided by foster parents who are able to support this service and are therefore trained to

manage any presenting challenges and sensitive to the needs of the children and the emotional pressures they may feel.

Respite Care

Respite is an important part of ISP's philosophy of care. All Foster Parents 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 foster parents, 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.

Desired Outcomes for Young People

- To provide positive experiences of respite / time away from their main placement for young people.

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.

Desired Outcomes for Young People

- Wherever possible, young people enjoy positive contact with their families, enhancing and exploring their growing sense of identity and culture.

Education

ISP Education is made up of the following services:

- Currently the majority of ISP children attend local mainstream schools. There is an education support programme in the Centre providing services 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 Advisory Teachers are based within the Centre. Their role is to monitor and where appropriate, co-ordinate the education of all children and young people placed within ISP Midlands. They regularly attend PEP meetings where current academic levels are monitored and Action Plans put in place. To do this involves effective liaison with the child or young person's school provision or college and the LEA.
- ISP Advisory Teachers deliver an Education Hub for foster parents, offering advice, guidance and specialist knowledge to ensure our young people achieve best education outcomes.

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.

Desired 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

Section 5 CONTACT DETAILS

To obtain any further information please write to:

Registered Office:

ISP Midlands

Senate House,

Saxon Business Park,

Hanbury Road,

Stoke Prior

Bromsgrove B60 4AD

Email: Midlands@ispfostering.org.uk

Website: www.ispfostering.org.uk

The Office of the Children’s Rights Commissioner

The Office of the Children’s Rights Commissioner

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20 Great Smith Street

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Email: info.request@childrenscommissioner.gsi.gov.uk

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