STATEMENT OF PURPOSE

INTEGRATED SERVICES PROGRAMME

ISP Rainham
1263501

Contents

Section

1. The Aims, Objectives and Principles Page 3

2. The Standards of Care to be followed Page 5
   Including the recruitment and approval of foster parents

3. The Service Page 8
   Including the training and review of foster parents

4. Status and Constitution Page 17

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. To achieve this, we provide an approach to therapeutic fostering that is specifically designed to improve the psychological and emotional health and well– being of children and young people. Therapeutic concepts relating to the effects of trauma, abuse and neglect are used to enable staff and foster parents to view children's sometimes challenging behaviour as communication of confusion and distress in their internal world rather than simply as behaviour to be managed.

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, sense of self and ways of being. 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 ways in which children will have had to adapt to survive these very difficult experiences means that they, and those charged with their development whether that be within care, education or therapy, need specialist training and ongoing support. We see our task as that of providing an integrated service connecting with the child or young person to work in an individualised way with the specific challenges they face. We aim to contain, understand, empathise and work with their adaptive survival strategies as we gradually enable them to feel safe and able to develop within long term meaningful relationships.

At ISP Rainham, we aim to provide an integrated service with this concept of holistic and personalised therapeutic relationships 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. For the child, this provides the basis for the development of resilience in the face of adversity, and it underpins ISP's direct work with children and our response as a whole. We recognise 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 Rainham.

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 invested to ensure this is a meaningful and sustainable developmental relationship, resilient to the inevitable ups and downs. We recognise how everyday caring experiences can be harnessed for therapeutic means, 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 and reparative 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, support 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 Rainham has adopted the Secure Base model (BAAF), an attachment-based approach, as part of the foundation to the work we do. It articulates the necessary qualities we know our foster parents need to embody to give children the best opportunity to begin to feel safe enough to try and trust adults again. However, we understand that more than this will be needed to enable children to reach their full potential.

The values that underpin our work:

- Each individual is unique and has an inherent right to develop their potential in ways that have meaning and purpose for them.
- 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.

We achieve our aims by providing the following:

- A community of adults who, through their working relationships with one another, demonstrate empathy, understanding, reflexivity and a model of integration.
- A place where children and young people who may be emotionally fragmented can achieve personal integration.
- Opportunities for children to experience stable family environments by recruiting, training and developing high-quality foster parents who understand our therapeutic principles. We have developed our very own Therapeutic Pathway of training that aims to build upon foster parents' skills and knowledge around key therapeutic principles. It has been designed by our Head of Therapy, Dr Suzannah Hill, in consultation with foster parents, staff and our young people, and is guided by the latest evidence-based therapeutic parenting approaches.
- The first stage of the programme introduces the essential therapeutic skills needed day-to-day as a foster parent, before moving on to the more advanced therapeutic knowledge and strategies that will underpin their practice. The final level is more

practical, offering feedback and support as foster parents apply all these learnings in real time.

- Our Therapeutic Pathway programme sits alongside our mandatory training as well as the additional training courses we offer. Many of the mandatory courses are available online via our 'Learnative' website, which means that our face-to-face training can focus on the therapeutic sessions.

Services we provide:

- Foster families.
- Partnership working and liaison between local authority partners, children, families, foster families, social workers, therapists and schools.
- Therapeutic support for children and foster families.
- Speech and Language Therapy.
- Education Psychology.
- Respite care.
- Transport and escort services when needed.
- 'Family Time' supervision.
- Education and training for children and foster parents.
- Opportunities for young people to prepare for independent living.
- Family arrangements for parents and babies/young children.

Section 2

THE STANDARDS OF CARE TO BE FOLLOWED

ISP is committed to complying with the standards set out in the Fostering Services: The National Minimum Standards (2011 and 2013) 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 Regulations 2011 and The Care Planning, Placement and Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013.

The Central QA Team work alongside the RM to support them to monitor and audit:

- 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 be writing joint Reg. 35 / NMS 25 reports to analyse the Rainham Registration to ensure continuous improvements

Policies

ISP has a comprehensive suite of policies which are available online to all staff and foster parents and updated regularly at a minimum timeframe of 3 yearly or as needed following

review of practice matters. This means staff, parents and partner agencies always have access 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 wellbeing 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 recognises the risks posed by child criminal exploitation, child sexual exploitation, county lines activity, online abuse, radicalisation and other forms of extra-familial harm. Staff and foster parents receive training and guidance to identify, prevent and respond to these risks.

ISP has adopted Working Together to Safeguard Children 2019 (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 Partnership Board (KSPB), Kent and Medway Safeguarding Children Procedures and Working Together to Safeguard Children 2018.

ISP has its own safeguarding procedures, which are provided to all staff and foster parents. The ISP safeguarding procedures lay down a clear format for the reporting of any safeguarding matter to the Registered Manager and Head of Safeguarding for ISP, both of whom are qualified and experienced social workers. The Registered Manager is also the Designated Lead for Safeguarding for ISP Rainham.

The ISP safeguarding procedures set out a clear process for the reporting of any Child Protection matter to the Registered Manager and head of Safeguarding (a former LADO) for ISP, both of whom are qualified and experienced social workers. The Registered Manager is also the Designated Safeguarding Lead for ISP Rainham.

Complaints

ISP has a complaints policy for both foster parents and staff, with contact details of the complaints officer. This is accessible through our website or by asking a member of staff. Children and young people also have access to a complaints policy. Information on how to make a complaint can be found in the Children's Guide; Children can also make a complaint via the i-space website and leaflets are available on the notice board in centre. The Children's Guide also contains information about children's rights, advocacy services, independent support, the role of the Independent Reviewing Officer (IRO), Ofsted and the Children's Commissioner.

The Process for the recruitment, approval, retention and training of foster parents

ISP is committed to the recruitment of high-quality foster parents who can meet the needs of children referred to ISP and it operates within the Safer Recruitment Policy and thus has a carefully designed selection process. Upon initial enquiry, the enquiries team discuss with prospective foster parents' details of the organisation and information about how to

become foster parents. This is an initial screening process and where appropriate the enquiries team then suggest an Initial Visit to the prospective foster parent's home. Once this stage is successfully completed, prospective foster parents will be invited to attend the ISP Skills to Foster Training. Following this, a detailed Form F assessment is undertaken by an independent social worker reporting to the Fostering Social Worker. Some assessments may commence prior to the prospective foster parent attending Skills to Foster Training if they can demonstrate appropriate skills and knowledge. The assessment process includes a health and safety risk assessment.

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 usually 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, and 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 parents will then attend the Fostering Panel which will make recommendations regarding approval of the foster parents. The ultimate responsibility for approval lies with the ISP Decision Maker

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.

Post-approval, foster parents receive an induction by the centre team and are expected to follow the ISP Therapeutic Training Pathway which incorporates the TSDS. The foster parent's training is monitored through the foster parent review process, with Panel oversight at year 1 Panel return.

Review Process

The Fostering Team is responsible for co-ordinating and allocating the reviews of approval (Annual Reviews), which are carried out at least 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 3

THE SERVICE

ISP provides family-based childcare services for children referred by Local Authorities.

Overview of the services provided

ISP Rainham is a multi-disciplinary team comprising practitioners in social work, therapy, education and foster care.

It is managed by a qualified and experienced social work manager, Naomi Wilkinson, who is responsible for overseeing all the Registration's activities and ensuring that Fostering Regulations and Standards are met or exceeded.

The recruitment and assessment of foster parents, Panel functions, Annual Reviews and training are administrated from ISP Head Office in Sittingbourne, Kent. Supervised family time and transport services can also be provided as appropriate. The Registered Manager ensures that all foster parents receive the appropriate services and support, tailored to the circumstances of each foster family and the young person.

ISP Rainham

The Rainham Centre is the "hub" of the services for the child and the foster parents. Each foster parent is attached to the Centre which they attend for regular discussion groups, training and other events. ISP Rainham has its own complement of ISP supervising social workers, fostering advisers, educationalist and therapists, all of whom are co-ordinated and managed by the Registered Manager who is, in turn, a qualified Social Worker with management qualifications and experience. The Administrative support network within the centre provides a thorough framework ensuring good communication between departments at all times.

The centre is also used for providing family time for children and young people with their birth families, training, meetings and therapy sessions.

<u>The services available are as follows:</u>

1. Foster Parents

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 professionals 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.

Services for foster parents.

- Support/Discussion Groups including topical conversations
- Individual supervision from their own dedicated Supervising Social Worker
- A dedicated Fostering Advisor who is/has been a foster parent themselves.
- 22 nights paid respite
- Reflective Practice groups – led by a therapist
- Teaching Advisory Service to support with all educational issues
- Out of Hours
- Training including Mandatory and Therapeutic Pathway
- Charms Log in to enable Foster Parents to see and log important information
- Annual Review carried out by an independent Social Worker
- Membership to Foster Talk
- Fostering Mentor during their first year of fostering
- Dedicated team, including administrators to offer help and support.
- Competitive pay

Allowances

- Travel Allowance
- Holiday Allowance
- Clothing Allowance
- School Uniform Allowance
- Out of School allowance
- Maintenance allowance to cover the costs of caring for the child.

Desired Outcomes for Young People

Young people enjoy safe and stable homes with a family who are appropriately trained and skilled, to promote their well-being, supporting them to become confident individuals able to integrate well into the wider community.

2. Referrals Team

The Referrals Team, based at ISP Head Office, work 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, therapists, advisory teachers and managers.

Desired Outcomes for Young People

Placement choice
Well matched foster placements

Placement Type

In order to fulfil the specific needs 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
- Short breaks
- Bridging
- Parent and child

Long term includes:

- Permanent fostering
- Long term care

Parent and Child placements:

ISP offers Parent and Child Placements. Foster parents have specific training, and careful matching is undertaken to appropriate foster families.

Desired Outcome for parent and child

- All parents and children are enabled to engage in a supported environment for the parenting capacity of the parent to be assessed and supported and the best outcome for the child to be identified.

All placement options offer fostering experience to:

- Individual children
- Sibling groups
- Sanctuary-seeking children
- Children with complex needs
- Children moving from residential
- Staying Put

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 support with independence skills, accessing further or higher education and transitioning to independent living and the emotional impact around this. We have access to the Polaris Academy which hosts webinars and virtual work experience events for young people including children in our care and birth children

Desired Outcomes for Young People

- Family choice
- Well matched to foster families
- Young people participate in the organisation and contribute to ISP's development, thus ensuring ISP remains child-focussed and relevant to the aspirations of young people.

3. The Enquiries Team

There is a dedicated Enquiries Team based at ISP Head Office, who are responsible for responding to initial enquiries from prospective applicants.

4. The Fostering Services

The Fostering Services Team at ISP Head Office, Sittingbourne:

- Commissions Form F assessments.
- Oversees a Quality Assurance function of the assessments in preparation for the ISP Fostering Panel.
- Oversees the training and development of foster parents through the carer grade system.
- Provides individual or group-based support for 'Children Who Foster'
- Commissions reviews of approval (Annual Home Reviews) and provides a quality assurance function of both the report and the foster parents
- Liaises regularly with the Registered Manager.
- Manages the Fostering Panel Process

The centralised Fostering Team is led by the Registered Managers for ISP Rainham and Teynham in partnership.

The Registered Manager is instrumental in ensuring that ISP keeps abreast of any changes in fostering legislation, regulations and guidance via liaison with the Director of ISP. This is supported by our central QA team.

Outcomes for Young People

Young people participate in the organisation and contribute to ISP's development, thus ensuring ISP remains child focussed and relevant to the aspirations of young people. ISP actively seeks and values the views of children and young people through consultation events, surveys, participation activities, feedback opportunities and service reviews. Their views inform service development, training and quality improvement.

5. The ISP Principal Social Worker/Supervising Social Worker

The Principal Social Worker and Social Workers at ISP are all experienced and social work qualified. At ISP we aim to take a collaborative approach with foster parents in order to identify how the multi-disciplinary centre teams and other ISP Services can best provide appropriate input to the child/young person and family, ensuring there is access to the range of disciplines within ISP. Additionally, good links have been forged with local colleges and universities, to which we offer student social work placements and also access their services for the social work apprenticeship scheme.

6. 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 parents, as part of the multi-disciplinary team, creating a working relationship which facilitates and encourages the practice and professional development of each foster parent.

7. Centre Consulting Therapist

ISP Rainham has a Centre Consulting Therapist (CCT) who manages and assesses each referral of a child or young person for therapy (triage) and allocates them to a therapist who has the appropriate range of skills and experience. The CCT is also available to provide therapeutic consultation to Centre staff and identified support to our foster parents.

8. ISP Head Office

Located in Sittingbourne, Kent, ISP Head Office provides some centralised functions, support and guidance to our centres located in Kent. These include the Fostering Team and the Enquiries Team.

9. Outcomes for young people (health, leaving care, online safety)

At ISP, the Policy and Practice Advisor is responsible for developing effective tools and systems to enhance outcomes for young people and monitor the organisation's effectiveness. They have devised and delivered training programmes for foster parents and staff, developed a Life Skills Development Programme and maintain a website that provides a hub of information and advice for foster parents and young people (www.i-space.org.uk).

As a CEOP Education Ambassador, they provide CEOP training for staff and foster parents within the registration and offer advice and guidance across the organisation. This enables the staff and foster parents to be 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 their care and the use of technology.

Desired Outcomes for Young People

- To learn and develop the skills required for everyday life
- To successfully manage the transition to adulthood
- To lead healthy lifestyles
- To keep safe

10. Therapeutic Provision

At ISP, we have long been committed to, and continuously strive to promote, a therapeutic fostering service. By this we acknowledge that the daily routines and care experienced by children can in themselves be therapeutic and boundaried. Thus, our therapists offer much more than individual therapy to children. ISP Rainham has an employed Centre Consulting Therapist who works alongside colleagues from social work, fostering and education in the Centre. They enable and facilitate reflective practice regarding individual young people ensuring the child is central to our thinking and planning.

We aim to develop professional network meetings around each child which form the hub of the work for the individual child. It is recognised that splits and difference of views can occur within such groups and the importance of working with these tensions is recognised so that a solid team is developed around each child. This creates the rich, holistic tapestry of care, education and therapy around the child that we call therapeutic management.

In addition, the Centre Consulting Therapist may provide training, case discussions, supervision groups, be a resource to foster families, foster children and staff, in addition to offering individual therapy when required.

We have also built up a pool of therapists to ensure we offer an appropriate range of therapies, which can be accessed as needed. The Agency Director, supported by the Head of Therapy for Polaris, oversees the whole group of employed and self-employed therapists to ensure that developments within the field of child therapy are included and understood and to help integrate therapeutic skills and techniques throughout the Centres.

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

- Child & Adolescent Psychotherapy
- Systemic Family Therapy
- Cognitive/Behavioural Therapy
- Play Therapy

- Art Therapy
- Music Therapy
- Speech and Language Therapy
- Educational Psychology
- Video Interactive Guidance

This range of disciplines is underpinned by a common understanding of the centrality of the therapeutic relationship in the healing of trauma, abuse, neglect, and the powerful experiences of shame that are associated with these.

Additionally, we have access to a qualified Speech and Language Therapist who supports a team of speech and language assistants to deliver strategies to foster parents, children and young people and education provisions connected to children and young people to support with their understanding and use of language.

We have also been accredited the 5 Communication Access Standards for Looked After Children and training in respect of this has been provided to Centre Staff.

Desired Outcomes for Young People

- For children and young people who have experienced harrowing circumstances, therapy alongside therapeutic fostering can offer the most effective route to help them manage their fears and regulate 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. The therapeutic support and skill raising given to all staff and foster parents will add to the specialised care received by the young people.
- To ensure inclusive communication for all.

11. Transport

ISP has a comprehensive transport service for children which can offer support for children and young people in attending school, therapy, meetings and family time where deemed appropriate. Generally, this is seen as part of the foster parent's duties, but we recognise that sometimes it is not possible for them to do this. Our drivers are all trained and sensitive to the needs of the children and the emotional pressures they may feel and follow a task specific training program which includes Safeguarding and First Aid amongst other specialist training.

Desired Outcomes for Young People

- To provide smooth transitions for the young people in our care
- To experience safe, reliable and smooth transitions to and from school, family contact and other appointments.
- To feel supported and secure during transport arrangements.
- To minimise disruption to education, therapeutic support and family relationships

12. Short Breaks (Respite Care)

Short breaks is an important part of ISP's philosophy of care. All foster parents are encouraged to make use of respite on a regular and planned basis, not exceeding 22 nights per year except in exceptional circumstances, which could include emergency respite, and this is needs-led.

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 local authorities. All young people are encouraged to complete a feedback form following respite to take their views into consideration and contribute to monitoring this service.

Desired Outcomes for Young People

To provide positive experiences of time away from their main foster parent for young people.

- To develop confidence in forming and maintaining positive relationships with trusted adults.
- To experience planned transitions that support their wellbeing and stability

13. Family Time (contact) Supervision

ISP has a range of comfortable and welcoming facilities in the Centres, providing a comfortable environment where young people can meet up with their parents, relatives or guardians. Specially trained ISP staff are always on hand to supervise Family Time, answer questions and involve children and parents in activities. We have designed the Centres warm, welcoming places with a variety of different rooms with different atmosphere; our rooms at Rainham are called 'Jeff's Place' and Neil's Suite. They offer a comfortable seating areas and tables that can be used for eating at or playing games and doing craft activities. In 'Jeff's Place' there is also a drinks station, and in 'Neil's Suite' there is a play and seating area that allows our younger children to enjoy more traditional play activities. Both rooms offer plenty of space for families to enjoy time together in a safe and supportive environment.

Desired Outcomes for Young People

- Wherever possible, young people are encouraged to engage in family time with their families, enhancing and exploring their sense of identity and culture.
- To maintain and strengthen positive family relationships where appropriate.
- To experience safe, supportive and meaningful family time.

14. Education

ISP Education is made up of the following services:

- Most ISP children attend local mainstream schools, and there is an education support programme in each Centre providing services to children attending mainstream schools. This support ensures that all children are enrolled in an educational facility and supported to do the best they can.

In Kent, ISP has an independent school registered with the Department for Education (DFE, formerly DfES) and inspected by Ofsted. This is situated at the ISP Teynham site and caters for young people and children with emotional, social, behavioural and moderate learning difficulties. For those children and young people who find it particularly difficult to access school environments we now have a Restart program which runs from the school site and can offer support to help children and young people gain the relevant skills to transition back into education where they have had periods without education, not had or need to change educational provision. They also have another site based in Whitstable. The school offers placements for pupils from Year 3 to Year 12 and has a specialised ASD class group to ensure all pupils are taught in the best way to suit their needs.
Our pupils have access to all aspects of the National Curriculum with lessons tailored to their individual needs. We offer exciting practical opportunities for pupils and take full advantage of the vast natural spaces our school site offers.
All our teachers work with pupils in a therapeutic manner where academic achievement is as important as each pupil's emotional and mental well-being. ISP School sees pupils as individuals; this is reflected across the ethos of the whole school.

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 Rainham's Advisory Teacher is based within the Centre team and monitors, and where appropriate co-ordinates, the education of all children and young people placed within ISP Rainham. They regularly attend PEP meetings where current academic levels are monitored and action plans put in place. This involves effective liaison with the child or young person's school provision or college and the LEA. Our Advisory Teacher offers advice, guidance and specialist knowledge to ensure current protocols are followed and young people achieve best education outcomes.

Desired Outcomes for Young People

- Young people are enrolled in appropriate education provision and enjoy good attendance.
- 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 extra-curricular activities

- On leaving school, young people go on to further education or employment

15. Polaris Community

ISP is part of the Polaris Community; all of the agencies have retained their individual branding. ISP as such benefits from centralised functions namely HR, Finance, Marketing, Contracts, Learning and Development, Quality Assurance, Safeguarding and Foster Parent Recruitment.

The Polaris Community is signed up to the Armed Forces Covenant which offers guaranteed interviews for veterans, serving personnel and their immediate family members. ISP Rainham has good working knowledge of the culture and needs of military personnel.

Section 4

STATUS AND CONSTITUTION

Integrated Services Programme (company number 2820208) is an unlimited company registered in England. The immediate parent, by virtue of owning all of the share capital in Integrated Services Programme, is ISP Childcare Ltd (registered in England, company number 08494425)

Management Structure and Resources

The Senior Fostering Management Team meets monthly and has responsibility for the strategic direction, quality assurance and day-to-day management of the organization. The team consists of:

- Managing Director: Tracy Livesey
- Responsible Individual: Pradeep Heera
- Registered Manager: Naomi Wilkinson
- Senior/Principal Social Worker: Jo Selby
- Senior Administrator: Jane Edes

The Senior Fostering Management Team is responsible for the governance and oversight of the fostering service, as well as determining and reviewing the following:

- Safeguarding Children and Young People
- Strategic Vision
- Quality Assurance
- Annual Business Plan
- Financial Management
- Policies and Procedures
- Legal Compliance
- Culture and Values
- Overall Effectiveness of the Service

ISP Rainham
Naomi Wilkinson, Registered Manager
Pradeep Heera, Responsible Individual
URN: 1263501

To obtain any further information please write to:
Integrated Services Programme
The Old Church,
High St,
Rainham,
Gillingham ME8 8AY
Tel: 01634 376900

Email: rainham@ispfostering.org.uk **Website:** www.ispfostering.org.uk

FURTHER CONTACTS:

The Office of the Children's Rights Commissioner
Children's Commissioner's office,
11th Floor, 64 Victoria St,
London, SW1E 6QP

Email: **info.request@childrenscommissioner.gsi.gov.uk**
Web: **www.childrenscommissioner.gov.uk**
https://**www.childrenscommissioner.gov.uk/help-at-hand/**

Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD
Textphone 0161 618 8524
Email enquiries@ofsted.gov.uk
Website www.ofsted.gov.uk

i-space.org.uk - information and advice for foster parents and young people.