



STATEMENT OF PURPOSE

Statement of Purpose

Introduction

Evolve Fostering's vision is to provide placements for children and young people with a level of support which maximises the chances of stability and successful outcomes.

The Evolve team includes professional carers, social workers, support workers and a consultant clinical psychologist.

The focus of everyone involved in the placement process is the specific needs of each individual child or young person. Evolve Fostering care are proud of their record of stability in placements and the achievements made by the children and young people with whom they have worked.

We are proud to work in partnership with Aspire Psychological Services, whose Director is also our consultant clinical psychologist.

I believe that the Evolve Fostering's Statement of Purpose is an accurate reflection of the work and aims of our organisation.



David Bartlett
Director/Responsible Individual
Evolve Fostering

MISSION STATEMENT

Our Values

Every aspect of our operation and development is guided by our core values:

- Young people's needs are central;
- To provide the best service for children/young people, foster carers and placing authorities;
- Working in partnership with placing authorities is key to achieving best outcomes for our children/young people;
- Training is key to achieving good foster care outcomes;
- By adopting a rigorous matching process, we will achieve more stable and successful foster care placements.

Our Mission

Remaining true to these core values throughout our mission is to:

- Provide a safe, empathic, nurturing foster care placement for all looked after children within our care, enabling them to thrive and achieve a more secure path in life;
- Recruit, assess, train and support individuals/families enabling them to provide the very highest quality foster care environments for young people placed with them;
- Nurture the professional development of both staff and foster carers by providing first class mandatory training and individual pathway programmes;
- Offer our foster carers a support structure that is both professional as well as sympathetic to their individual styles of care;
- Progress the agency, allowing staff and foster carers to help facilitate young people to grow and develop by encompassing the Every Child Matters five outcomes;
- Continue to develop and promote a close professional working relationship with all stakeholders within the young person's care package.

Our ambition is to provide the best service for children, carers and placing authorities. Our motivation is the belief that better lives, better opportunities and better outcomes can be secured for looked after children and young people by working in genuine partnership with a focus on the following themes:

- Child-centred philosophy
- Partnership approach
- Support for carers
- Commitment to training, the value of education and a learning culture
- Continuous improvement

Our founding principles of best practice, best value and keeping children's needs firmly at the centre, will continue to be instrumental in providing services of the highest quality.

AIMS AND OBJECTIVES

Our objective is to offer each child or young person a placement that meets their personal, social, health development and educational needs.

We aim to achieve this objective in the following ways:

- A team who view each child and young person from a holistic viewpoint, not solely focused on social work or pedagogical theories. This provides an integrated approach with significant input from our consultant psychologist;
- A focus on continuous improvement, quality assurance and meeting or exceeding the National Minimum Standards for foster care;
- Careful matching of each child/young person with the foster carer who can best meet their needs;
- Providing 24-hour support to foster carers;
- Actively encouraging children and young people placed with our foster carers and carers own children to give their views on our service, via consultations and group activities, etc;
- A commitment to training for all our foster carers and staff;
- Respect for individual differences and strengths including recognising issues of gender, religion, ethnic origin, language, culture, disability and sexuality in all placements;
- A service which actively values diversity and aims to recruit staff and carers from a wide range of ethnic, cultural and religious backgrounds.

SERVICES PROVIDED

Evolve Fostering offers a full range of short term or long-term placements for children and young people aged 0-18 years.

Each placement is supported by the following Professionals/roles in the team:

SUPERVISING SOCIAL WORKERS

Our social work staff link to a maximum of 10 foster carers for them to be able to spend enough time in supporting the carers and the children in placement. They are experienced and suitably qualified Social Workers. Their input into placements include:

- One monthly recorded supervision with foster carers, typically this will take place in the foster carers home;
- An additional monthly visit is undertaken as necessary and young people may be seen on these occasions;
- Liaison with local authority social workers responsible for the child/young person;
- Contributing to the child/young person's statutory reviews and supporting foster carers at such meetings;

- Making unannounced visits to foster carers in line with the current legislation;
- Reviewing carers in line with legislation at least once a year.
- Liaising with other professionals to ensure health, education and support needs are met;
- Participating in an out of hours' rota to provide 24-hour support to foster carers and placements.
- Advocating on behalf of the child/young person when appropriate to do so.

EDUCATION ADVICE

Each child of school age placed is provided with an Education Plan. This aims to ensure that they have the necessary input, support and guidance to achieve their potential in school. Foster carers will also be provided with support and advice to ensure that they are able to assist the child/young person to achieve better outcomes in their education. In specific circumstances, or where necessary or appropriate, Evolve Fostering can access an education advisor/mentor who can guide the supervising social worker and/or the foster carer to:

- Research into suitable school placements and advocate for the child/young person to secure a place based on their educational needs;
- Access in class support;
- Ensure support at home is provided on educational issues in conjunction with the foster carer;
- Ensure regular contact takes place with the school staff to monitor progress.
- Assist in the preparation of Personal Educational Plans.
- Advocate for the child/young person and support during exclusions.
- Monitoring educational outcomes.
- Encourage out of school hours learning and organise events during school holidays.
- Support young people in their transitions from school to further education, employment and independent living.

HEALTH ADVICE

Our supervising social workers input into placements includes guiding and advising the foster carers to:

- Ensure that each child/young person is registered with all relevant health professionals – GP, Dentist, Opticians;
- Ascertain a child's immunisation status where required;
- Identify any health needs;
- Liaise with other health professionals involved with the child/young person and monitor outcomes;
- Ensure each child/young person has a Health Plan;
- Ensure each child/young person has a Health Passport.

CONSULTANT CLINICAL PSYCHOLOGIST

We access consultant clinical psychologist support services from Aspire Psychological Services Ltd. The lead consultant clinical psychologist is Dr Nikki Hill who has over 10 years' experience of working with children and young people across a range of settings (both in the public and independent sectors) and with children and young people with highly complex social, emotional, behavioural and mental health needs.

The ability to provide psychological services will help to:

- Improve positive outcomes for the children/young people and their families;
- Promote placement stability;
- Achieve a consistent shared understanding of the complex needs of the young people which informs care planning and aids recovery;
- Provide an opportunity for preventative, early assessment, care planning and intervention;
- Support staff teams and foster carers in their roles and develop their confidence and knowledge.

These are achieved via:

- Consultation, advice and support
- Specialist training
- Assessment, formulation and intervention/care planning
- Direct intervention

STAFF SUPERVISION, TRAINING AND DEVELOPMENT

All professional staff receive monthly supervision provided by their line manager or independently accessed if appropriate. Non-professional staff are supervised at least quarterly. All staff are provided with a personal development plan which covers safeguarding and risk management as well as areas for development, strengths and career progression. The company will fund external training for staff where this is in the best interests of both the staff member and the agency.

PROCEDURES FOR RECRUITING, TRAINING, APPROVING, SUPPORTING AND REVIEWING CARERS

Evolve Fostering uses local advertising in its recruitment of new carers. We recruit from across the Tees Valley region with the aim of assisting those local authorities who are part of the Tees Valley Consortium to meet their placement "sufficiency" expectations.

We have received enquiries about becoming a Evolve Carer from people who have heard about us 'by word of mouth' or by recommendation from other professionals. We additionally have a website www.Evolvefostering.co.uk which generates carer enquiries.

Following a telephone conversation and completion of an initial questionnaire with a duty social worker, an information pack is sent out giving prospective carers information about the agency and the process of assessment.

A social worker will visit any prospective carers to hold further discussions; ask and answer additional questions and to make an initial assessment of the premises and the applicant's suitability to foster.

If both parties wish to continue a second visit is undertaken with an experienced foster carer to provide further insight and the opportunity for more questions from the applicants.

The following process is undertaken if it is agreed that the prospective foster carer wishes to continue their interest and the Agency feels that they are suitable:

- Initial training (6-8 days or home study with attendance at study groups) must be attended (including partners). No assessment will proceed if this requirement is not fulfilled;
- All statutory checks are undertaken, and references taken (Stage 1);
- An Assessment is undertaken by a suitably qualified social worker (Stage 2);
- Once the assessment is completed it is reviewed by the manager and, if appropriate, is presented to the Evolve Fostering Panel;
- Applicants are expected to attend panel for the discussion of their assessment;
- The Fostering Panel is chaired by an independent person and includes members required by Fostering Regulations 2011;
- The Panel makes a recommendation to the Agency Decision Maker. The recommendation is shared with applicants at the time of panel;
- Following approval, all foster carers are expected to attend post approval training, and this is monitored by the Fostering Panel via the carers annual review;
- All foster carers are reviewed on an annual basis as a minimum requirement in accordance with the Fostering Service Regulations 2011. As part of the review process, feedback is sought from foster carers, their children, the child/young person in placement and the placing local authority social worker. All reviews, to include amendments changes of registration etc, are presented to the Evolve Fostering Panel for a recommendation as to whether amendments are appropriate and whether the foster carer should continue to be approved. This is also an opportunity to give foster carers positive feedback for the work they have done with children and young people in placement.

PLACEMENTS PROVIDED BY EVOLVE FOSTERING

We will provide a range of placements available both in terms of age range (0-18 years) and level/nature of need or ability. However, in each case we will require

sufficient information to provide an appropriate match with our available foster carers and a risk assessment to ensure the safety of the child or young person; the foster carer and all household members. Subject to this we will provide the following:

- Planned short term, task centred placements;
- Planned long term placements;
- Sibling group placements;
- Parent and Child placement. All our carers who undertake such placements will have had specific post approval assessment training;
- Placements for Children with disabilities;
- Emergency placements where sufficient information is available for us to match appropriately with our Carers.

STATUS AND CONSTITUTION

Evolve Fostering is the trading name for Beta North Ltd. It a private limited company registered in England at Companies House.

Evolve Fostering is registered, regulated and inspected under the Fostering Services Regulations 2011 and National Minimum Standards by OFSTED. Copies of Inspection Reports and all other public documents can be obtained on request or direct from OFSTED.

Our Inspection office can be contacted through:

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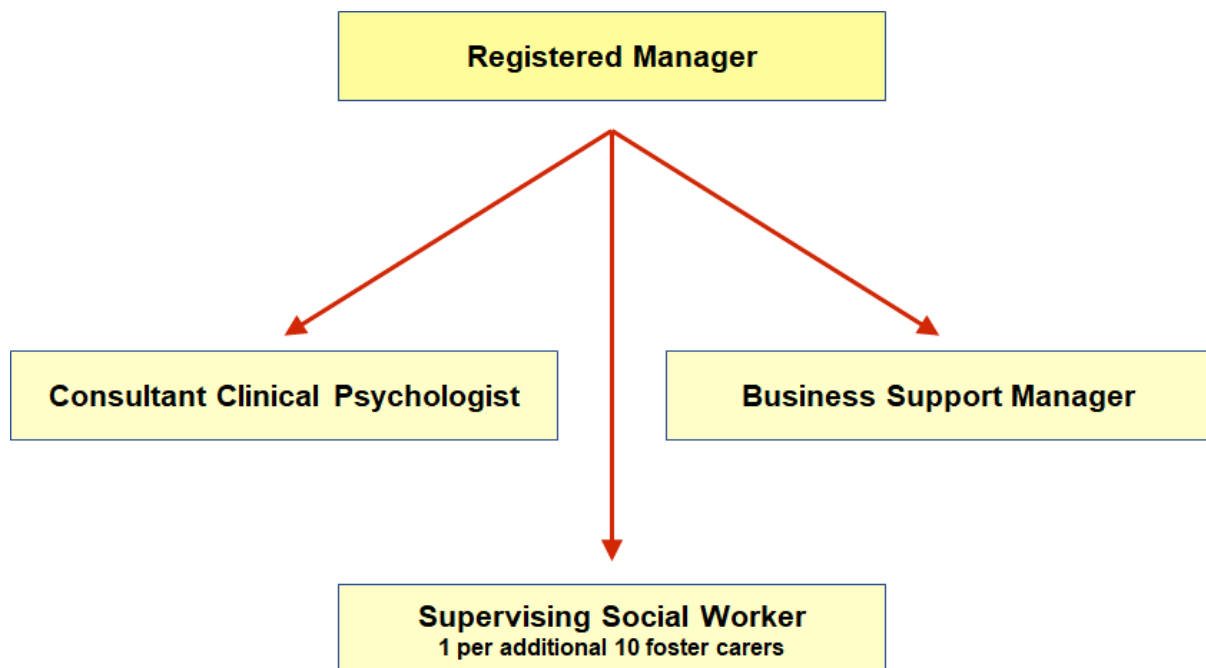
Email: enquiries@ofsted.gov.uk

MANAGEMENT STRUCTURE

David Bartlett: Director and Responsible Individual
Charley Wake: Director and Registered Manager
Yvonne Bartlett: Director and Agency Decision Maker

ORGANISATIONAL STRUCTURE

Responsible Individual/Director (with caseload) David Bartlett
Registered Manager/Director (with caseload) Charley Wake
Service Manager/Director Yvonne Bartlett



COMPLAINTS AND COMPLIMENTS

COMPLAINTS

Evolve Fostering records complaints, compliments and other feedback and seeks to achieve continuous improvement in all aspects of the service. Complaints are dealt with in house and resolved informally wherever possible. Any complaints which cannot be dealt with in this way are referred for formal investigation by an independent person in accordance with our complaints procedure. A copy of the complaints procedure is available on request by any stakeholders. Evolve Fostering did not receive any complaints for the period December 2016 to December 2017.

COMPLIMENTS

We have received compliments from our carers for our inclusivity and support.

We have also received compliments for the agency and individual carers from North Yorkshire County Council and an Independent Reviewing Officer.

POLICIES AND PROCEDURES

Evolve Fostering has detailed and systematic standard operational procedures for both staff and carers. Copies are available for any partner/stakeholder to view. The following are the introductions to some of the more critical policies:

SAFEGUARDING

Evolve are required to prepare and implement a written policy which is intended to safeguard children placed with foster carers from abuse or neglect and set out the procedure to be followed in the event of any allegation of abuse or neglect. To achieve this Evolve has a range of policies and procedures which contribute to our overall safeguarding strategy, beginning with a robust recruitment and selection process for staff and carers, through to managing allegations against foster carers, whistle blowing and Internet and mobile phone safety. These policies and procedures are mandatory and must be adhered to by all managers, staff (this includes all employed/casual staff and volunteers) and foster carers.

It is a fundamental principle of Evolve Fostering that the safety, welfare and best interests of each child or young person should be safeguarded and promoted at all times. Failure on the part of any member of staff to report any incident of abuse or suspected abuse of any child placed with Evolve Fostering may be grounds on which disciplinary proceedings may be instigated.

Evolve Fostering will ensure the agency policies, procedures and processes promote the essential safeguards identified in Working Together to Safeguard Children 2018.

EQUALITY AND DIVERSITY

Evolve Fostering is committed to the principle of equal opportunities in both the delivery of its services and the employment of staff and foster carers. This policy document is compiled in accordance with National Minimum Standards; The Fostering Services (England) Regulations 2011; and The Equality Act 2010.

Equality of opportunity means that service users, applicants and employees will be treated equally and fairly regardless of their colour, race, nationality, ethnic or national origin, religion, gender, marital status, sexuality, disability, age, or any other 'Protected Characteristic' as identified in the Equality Act 2010 which came into force on 1st October 2010.

Evolve seeks to create an environment in which services and employment are provided without fear of discrimination and is opposed to all forms of unlawful and unfair discrimination or harassment of any kind.

We recognise that we are living in a diverse society and we take this into account when providing a fostering service. The agency does not tolerate discrimination against foster carers, staff or children and young people and will respond to any such incidents robustly.

Evolve will fully implement the requirements of the Disability Discrimination Acts 1995 and 1998; The Equality Act 2010; the Sex Discrimination Acts 1975 and 1986 and the Race Relations Act 1976 Amendment Regulation 2003, together with all associated regulations and codes of practice.

PARTICIPATION/CONSULTATION

The aims of our participation strategy are to empower and include our stakeholders in the development of our service and therefore improve the quality of care we offer children and young people; improve the quality of service we offer our foster carers; and be responsive to our customers in relation to the service they require.

The views and opinions of our children and young people as well as our foster carers are of prime importance in our agency development.

We aim to ensure that we listen to our stakeholders so that they may influence practice and strategic decision making in the organisation. There are three strands to our participation strategy:

- Establishing and developing a culture of participation;
- Using participation to monitor and develop the quality of care;
- Using participation to influence the strategic direction of Evolve Fostering.

MATCHING/PLACEMENT PLANNING

It is the policy of this agency to make placement plans which represent best matching practice, they will clearly identify the child's needs as being paramount and the foster carer will be in full agreement prior to any placement being made.

It is the responsibility of the placing authority to provide the necessary information to facilitate rigorous matching and placement processes.

The agency's placement planning pack, includes a 'Delegated Authority Form' and has been designed to give everyone concerned a working agreement aimed at providing clear evidence that the needs of the child have been fully addressed; that the foster carers are capable of meeting those needs and agree to do so; that separate and joint responsibilities are clear and unambiguous and that the placement is agreed as constituting a safe and viable match. The placement plan will also include a clear statement concerning the financial support for the placement as well as clarity regarding arrangements in respect of the child's education and school transport.

The placement plan will highlight any gaps identified in the match and how these will be addressed.

Upon approval each foster carer receives a Foster Carer Handbook. This contains policies and procedures specific to them (e.g. Health and Safety, Safer Caring, Behaviour Management etc.) as well as guidance, contact information, financial information and their Foster Carer Agreement.

Evolve Fostering is happy to discuss any of the above information with those who are clients or stakeholders (e.g. foster carers; the child or young person or their families; local authorities) or who have a legitimate interest.

CONTACT DETAILS FOR THE OFFICE

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