

**STATEMENT OF PURPOSE**

**December 2024**

# Statement of Purpose

## Introduction

Evolve Fostering’s vision is to provide safe and secure homes for children 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. Evolve Fostering are proud of their record of stability in caring for children and the achievements made by the children with whom they have cared for.

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

The Evolve Fostering team are committed to providing the best possible care to children and are guided by the following core values:

* Providing the best care for children by ensuring their needs are central
* Working in partnership with families, placing authorities and other professionals to achieve the best outcomes for our children;
* Communicating with honesty and transparency to develop a culture of trust;
* Embracing diversity and inclusion.

## Our Mission

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 care experienced children by working in genuine partnership.

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 give each child a loving home in a family environment that excels in meeting their personal, social, health, developmental and educational needs.

We aim to achieve this objective in the following ways:

## Supporting and developing our carers to deliver effective and high-quality care to children.

We aim to provide carers with continuous learning and development opportunities relevant to the role they are undertaking. This will include ongoing support and training from Aspire Psychological Services to ensure therapeutic care is provided.

Carers will receive regular supervision and be able to access 24-hour support from people who know them and the children they care for.

Children will be carefully matched to live with the carer who can best meet their needs.

We will value diversity and aim to recruit foster carers from diverse backgrounds in recognition of the diverse needs of the children entering foster care.

## Make a positive difference in the lives of the children we care for.

We aim to provide children with homes where carers are aspirational about their futures.

We aim to provide children with a safe and stable base from which they can thrive and develop.

We recognise that children are experts on themselves, therefore should be actively involved in decision making about their lives.

# SERVICES PROVIDED

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

Each fostering household is supported by the following Professionals/roles from within the team:

## SUPERVISING SOCIAL WORKERS

Our supervising social workers link to a maximum of 10 fostering households enabling them the capacity to fully support the carers and the children they care for. They are experienced and suitably qualified Social Workers with a sound knowledge of child development. Their input includes:

* One monthly recorded supervision with foster carers, typically this will take place in the foster carers home;
* An additional monthly visit may be undertaken as necessary, and children may be seen on these occasions;
* Liaison with local authority social workers responsible for the child
* Contributing to the child 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 of children are met;
* Participating in an out of hours’ rota to provide 24-hour support to foster carers.
* Advocating on behalf of the child 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 to achieve better outcomes in their education. In specific circumstances, or where necessary or appropriate, Evolve Fostering can access an education advisor from the Virtual Schools who can guide the supervising social worker and/or the foster carer to:

* Research into suitable school placements and advocate for the child 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 and support them during exclusions.
* Monitoring educational outcomes.

## HEALTH ADVICE

Our supervising social workers support includes guiding and advising the foster carers to:

* Ensure that each child 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 and monitor outcomes;

## 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 20 years’ experience of working with children across a range of settings (both in the public and independent sectors) and with children 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;
* Promote stability for children;
* Achieve a consistent shared understanding of the complex needs of the childrenwhich informs care planning and aids recovery;
* Support 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 North East region with the aim of assisting those local authorities who are part of the Tyne Tees Consortium to meet their placement “sufficiency” expectations.

We receive enquiries about becoming an 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](http://www.BetaCareServices.com) 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 (Skills to Foster) 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 for a final decision to be made. 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 being cared for 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 recognising the role they undertake.

# PLACEMENTS PROVIDED BY EVOLVE FOSTERING

We will provide a range of fostering placements, 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; 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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# MANAGEMENT STRUCTURE

**David Bartlett**: Director and Responsible Individual

**Charley Wake**: Director and Registered Manager

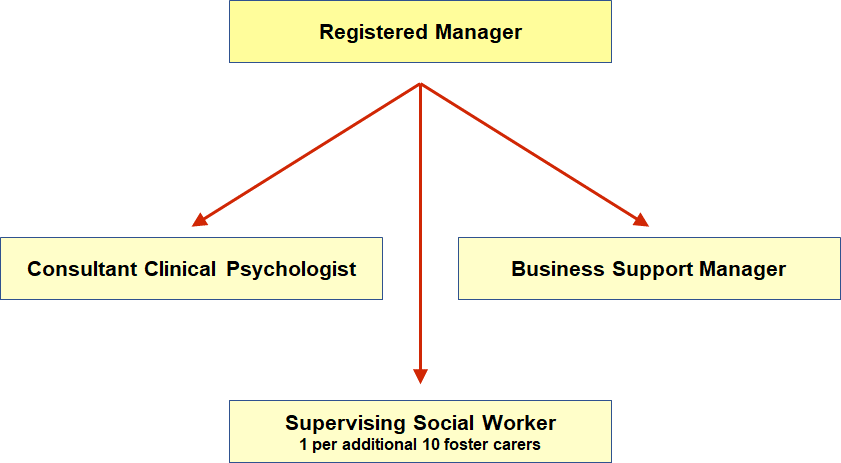
**Yvonne Bartlett**: Director and Agency Decision Maker

## ORGANISATIONAL STRUCTURE

**Responsible Individual/Director** David Bartlett

**Registered Manager/Director**  Charley Wake

**Service Manager/Director** Yvonne Bartlett



# COMPLAINTS AND COMPLIMENTS

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.

# 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:

## SAFEGUARDNG

Evolve Fostering 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 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 will respond to any such incidents robustly.

Evolve Fostering 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; 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 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 child being cared for.

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 to meet the individual needs of the child 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.

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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 their families; local authorities) or those who have a legitimate interest.

# CONTACT DETAILS FOR THE OFFICE

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