

NORTH LINCOLNSHIRE COUNCIL

**ADULT AND CHILDREN'S SERVICES
CABINET MEMBER**

FOSTERING SERVICE STATEMENT OF PURPOSE

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To seek the approval of the revised Statement of Purpose for fostering in North Lincolnshire

2 BACKGROUND INFORMATION

- 2.1 The Fostering Service is required by The Fostering Services Regulations 2011 and the National Minimum Standards (Fostering Services) – updated and introduced 1 April 2011 - to have in place a Statement of Purpose that is kept under review and where appropriate revised .
- 2.2 The Statement of Purpose is an integral component of the three yearly inspections of the service undertaken by OFSTED. The next inspection of the service is due in 2012.

3. ISSUES FOR CONSIDERATION

- 3.1 Following the appointments of Service and Team Managers and fostering social workers recently to the Fostering Services team, the Statement of Purpose for Fostering has been reviewed and amended in accordance with statutory duties placed on local authorities by the regulations and minimum standards detailed above. The key changes are listed in Appendix 1 attached.

4. ANALYSIS OF OPTIONS

- 4.1 The Fostering Services (England) Regulations 2011 require that the Fostering Service Statement of Purpose is reviewed and where appropriate revised to reflect any changes in staffing, practice or procedures.
- 4.2 If the Statement of Purpose is not updated and approved as above, the service will not meet its regulatory requirements
- 4.3 To meet these requirements, the Statement of Purpose may be accepted without changes, or amendments as deemed appropriate by the cabinet member will be included in the Statement of Purpose.

5. RESOURCE IMPLICATIONS (FINANCIAL STAFFING, PROPERTY, IT)

5.1 None

6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 – CRIME AND DISORDER, RISK AND OTHER)

6.1 The Statement of Purpose is a requirement under the Fostering Service (England) Regulations 2011.

7. OUTCOMES OF CONSULTATION

7.1 Children and foster carers are regularly consulted in the delivery of the service. Their views are thus reflected in the Statement of Purpose.

7.2 The Government launched the Foster Carers' Charter in March 2011. It was jointly produced with fostering organisations, charities and children in care. Recognising the invaluable work of foster carers, it sets out clear principles. These are based on the core belief that children come first, how foster carers should be treated, and the pivotal role played by carers in helping children achieve to their full potential. The most recent consultation with foster carers and children and young people in care was as part of the development of the North Lincolnshire Foster Carer Charter.

7.3 As part of that consultation and in terms of service delivery, foster carers expressed a number of expectations which included them receiving support, feedback, information, relevant and multi agency training, prompt decisions, recognition of long service, more and appropriate out of hours support, respect, efficient transport, efficient communication, loyalty/advocacy, prompt financial payments and reimbursement, day care for under three year olds, and being regarded as part of the professional team.

7.4 Children and young people stated that their expectations in terms of delivery of service from the Fostering Services Team were safety, security, contact with birth family, support, appropriate boundaries, preparation for adulthood, support with education, emotional support, delegated authority to be given to foster carers, their own space, a stable environment, to be listened to, loved, encouraged, consulted with, respected, treated the same as everyone else, to have an opinion, to have their health promoted, as well as being believed and understood.

7.5 At a recent "meet the Fostering Services Managers" evening, foster carers stated that they would like a dedicated out of hours service tailored to meeting foster carer needs as well as a supervising fostering social worker that was able to offer high quality service as and when required. They also identified that they would like training and support in relation to supporting care leavers with accessing benefits and support as well as the more experienced foster carers being linked as mentors to newly approved carers.

8 RECOMMENDATIONS

- 8.1 That the Children's Services Cabinet Member approves the revised Fostering Service Statement of Purpose.

DIRECTOR OF CHILDREN AND YOUNG PEOPLE'S SERVICE

Civic Centre
Ashby Road
Scunthorpe
North Lincolnshire
DN16 1AB

Author: Tracy Eaden

Date: 21/11/2011

Background Papers used in the preparation of this report: The North Lincolnshire Fostering Service Statement of Purpose



North Lincolnshire Council
Children and Young People's Service

The Fostering Service Statement of Purpose 2012 – 2013

**North Lincolnshire Fostering Service Team
Church Square House
30 – 40 High Street
Scunthorpe
North Lincs.
DN15 6NL
Telephone 01724 296500.**

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This information can be made available in other languages, in large print, Braille or on audiotape. Please phone 01724 296500 if you need any of these or any other help to access North Lincolnshire's service

1 INTRODUCTION AND CONTEXT

- 1.1 This document is produced in compliance with the Care Standards Act 2000, Fostering Services: National Minimum Standards (NMS) 2011 and Regulation 3 of the Fostering Services Regulations 2011.
- 1.2 All information is correct as at 1st January 2012 and has been approved by North Lincolnshire Council elected members.
- 1.3 This document will be revised annually. Significant in year changes will be put in writing to the Office for Standards in Education (OFSTED).
- 1.4 The Fostering Services Team delivers a fostering service on behalf of North Lincolnshire Council. All involved in the planning and delivering of care, work together as a team around the child (TAC) where all views, wishes and feelings are taken into account including those of the child or young person and their parent(s) and carer(s). The Fostering Service is registered with;

OFSTED
Piccadilly Gate
Store Street,
Manchester
M1 2WD

Telephone 0300 123 1231

Email enquiries@ofsted.gov.uk

- 1.5 North Lincolnshire Council believes that family care is the best provision of alternative care for most children or young people who become looked after by the Local Authority. It has therefore recently invested heavily in the development and expansion of its fostering provision.
- 1.6 Furthermore we are of the view that a high quality of care is best achieved by providing a foster care service that protects children, promotes their rights and maximizes their life chances. This is an exciting period of change for the fostering service and the plans for change are reflected both in our statement of purpose and development action plan.
- 1.7 North Lincolnshire Council has agreed with its partners a vision for all children and young people living in North Lincolnshire and this vision is expressed through the North Lincolnshire's Children's Trust Children and Young People's Plan (CYPP) and the council's Striving for Excellence Improvement Plan

2 CHILDREN AND YOUNG PEOPLE'S PLAN (CYPP) AND STRIVING FOR EXCELLENCE IMPROVEMENT PLAN

2.1 The North Lincolnshire Children and Young People Plan (CYPP) sets out the strategic direction for the transformation of services for children, young people and their families or carers in North Lincolnshire. It sets out the Children's Trust vision for the future, the values and principles as well as key priorities. The vision, values and key priorities are a major component part of the golden thread running through our fostering service.

2.2 North Lincolnshire Children's Trust is a partnership of professionals from all agencies, who work together to improve outcomes for children, young people and their families. The Children's Trust vision is one of **"Safe Children, Supported Families, Transformed Lives"**

2.3 North Lincolnshire Children's Trust has identified six strategic priorities which are reflected in the Children and Young People's plan. The six priorities are:-

2.3.1 Raise Aspirations

2.3.2 Children and Young People Feel Safe and are Safe

2.3.3 Best Start

2.3.4 Close the Gap

2.3.5 Celebrate and Engage Children and Young People

2.3.6 One Vision One Workforce

2.4 North Lincolnshire Council introduced a Striving for Excellence Improvement Plan for Children and Young People's Services in November 2010 and its intention was to build on the six strategic priorities of the CYPP as detailed above. A number of improvements have been achieved and includes:-

- An increase of 4% for children achieving a good level of development at Early years Foundation Stage.
- An increase in the percentage of pupils at Key Stage 2 making two levels of progress in English and maths
- An increase of 7% for pupils achieving 5 or more A*-C GCSE grades including English and maths.
- An increase of 13% for pupils achieving 5 or more A*-G GCSE or equivalent

- An increase in the number of young people aged 16-19 years starting an apprenticeship from 44 to 424 in 2011
- Performance in the suite of National Indicators relating to social care has been consistently in the upper quartile and includes initial and core assessments being completed within timescales, stability of looked after children in placement, children placed for adoption within timescales, and child protection & children looked after reviews being held within timescales. Fewer children and young people are becoming subject to a second or subsequent child protection plan.
- An anti bullying tool kit for schools has been produced and distributed survey undertaken found that there has been a reduction in reports of bullying in the Autumn term of 2010.
- Learning outcomes for children in care has improved
- The educational achievement of young people with special educational needs has improved
- There has been a significant increase in the number of children and young people with disabilities accessing a wide variety of short breaks provision.
- There is now a single duty team in place for professionals and the public to access locality preventative/targeted services and child protection services.
- There is a safer recruitment strategy in place which ensures that all employees are CRB checked and these are renewed every 2 years and all staff are required to undertake child protection training.

2.15 The improvement priorities for 2011 – 12 as detailed in the Striving for Excellence Improvement Plan are as follows and are embedded in our aims and objectives:-

Strategic Priority	Action focus	
Raise Aspirations	1	Raise standards in attainment at primary phase (KS2) and secondary phase (KS4) As identified from our self assessment and the Children's Service Assessment letter
	2	Improve inspection outcomes for primary and secondary schools As identified from our self assessment and in our Ofsted Performance Profile

Strategic Priority	Action focus	
Children and young people feel safe and are safe	3	To remodel the common assessment (early intervention process) in line with Munro recommendations
Best Start	4	Improve inspection outcomes for childminders As identified in our Ofsted Performance Profile
Close the gaps	5	Improve the education progress/attainments of children in care As identified from our self assessment or our previous improvement plan
	6	Closing the gaps between the attainment of vulnerable learners and their peers at post 16 level 3 As identified from our self assessment and our Children's Service Assessment letter
Celebrate and engage children and young people	7	To improve service provision to and case management of young offenders so that more achieve a positive outcome As identified in the outcome of the Her Majesty's Inspectorate of Probation Inspection
One Vision One Workforce	8	To review and redesign professional development to underpin implementation of a single and child centred system As a requirement of National policy development

3 AIMS AND OBJECTIVES OF THE FOSTERING SERVICE

3.1 The services aims and objectives are underpinned by the CYPP 6 key priorities as outlined in Section 2, and the NMS core values as follows:-

The Values which underpin the Fostering Service are as follows:

- The child's welfare, safety and needs are at the centre of their care.
- Children should have an enjoyable childhood, benefiting from excellent parenting and education, enjoying a wide range of opportunities to develop their talents and skills leading to a successful adult life.
- Children are entitled to grow up in a loving environment that can meet their developmental needs.

- Every child should have his or her wishes and feelings listened to and taken into account.
- Each child should be valued as an individual and given personalised support in line with their individual needs and background in order to develop their identity, self confidence and self-worth.
- The particular needs of disabled children and children with complex needs will be fully recognised and taken into account
- The significance of contact for looked after children, and of maintaining relationships with birth parents and the wider family, including siblings, half-siblings and grandparents, is recognised, as is the foster carer's role in this.
- Children in foster care deserve to be treated as a good parent would treat their own children and to have the opportunity for as full an experience of family life and childhood as possible, without unnecessary restrictions.
- The central importance of the child's relationship with their foster carer should be acknowledged and foster carers should be recognised as core members of the team working with the child.
- Foster carers have a right to full information about the child.
- It is essential that foster carers receive relevant support services and development opportunities in order to provide the best care for children.
- Genuine partnership between all those involved in fostering children is essential for the NMS to deliver the best outcomes for children; this includes the Government, local government, other statutory agencies, fostering service providers and foster carers.

3.2 North Lincolnshire Council is committed to providing foster care as one of a full range of accommodation options for children who need to be cared for away from home. Recruitment of foster carers will be in line with the Council's strategy to meet the sufficiency duty under Section 22G of the Children Act 1989, as amended by the Children and Young Persons Act 2008 and the Sufficiency Statutory Guidance on Securing Sufficient Accommodation for Looked After Children 2010.

- 3.3 The overall intention of foster care is to provide a family based alternative home to care for children and young people who:
- Are not able to live at home with their parents.
 - Are not able to live with their relatives or friends (who are not approved as foster carers).
 - Are not able to live independently in their own accommodation.
 - Can not be secured permanence through adoption.
- 3.4 In general foster care should provide care, which meets the needs of children in care, for planned periods of time. In some cases, young people may stay in foster care until they move into independent accommodation.

We aim to:-

- 3.4.1 provide a safe, secure and enabling environment for children in care for varying lengths of time, including short breaks, dependent upon their assessed needs. To this end foster carers will be appropriately assessed, trained and supervised in order to provide high quality care that values diversity and individual identity as well as promoting healthy development and emotional security.
- 3.4.2 promote and safeguard the child or young person's physical and emotional welfare and therefore all applicant foster carers will be required to provide satisfactory criminal record bureau checks (CRB's). Applications will not be considered from anyone or their household members who have committed offences specified under regulation 26(7)(b) of the Fostering Service Regulations 2011. All applicants must also have satisfactory medical reports and will not be considered to foster children less than five years of age if they smoke. Furthermore Allegations of abuse or neglect against a foster carer will be investigated according to the procedures developed with the Local Safeguarding Children Board (LSCB) and in consultation with the Local Authority Designated Officer (LADO).
- 3.4.3 promote contact between the looked after child or young person and their birth family and friends, in line with the child's care plan. The fostering service acknowledges the importance of family and friends of a looked after child or young person and foster carers are expected to encourage and facilitate contact.

- 3.4.4 ensure that children who are admitted to our care are returned to their own family and community networks at the earliest opportunity, whenever it is safe to do so. Where reunification to the child or young person's family is not in the child's best interests, we will endeavour to work with everyone concerned to help the child or young person move on to become part of a stable and permanent, alternative family.
- 3.4.5 provide each child in foster care with the opportunity, through health care, education and social and leisure activities, to develop to their full potential and achieve the five outcomes of staying safe, being healthy, enjoying life and achieving their aspirations, enjoying economic wellbeing and making a positive contribution to society.
- 3.4.6 encourage children and young people in foster care to access community resources and facilities. Foster carers will be financially supported to encourage looked after children partake in community and out of school hours leisure activities.
- 3.4.7 ensure that all children & young people in foster care have written placement and care plans which detail how the child or young person's needs are to be met. These plans are reviewed on a regular basis.
- 3.5 North Lincolnshire Council believes that children are best placed within their own family and community networks whenever it is safe and possible to do so. Friends, relatives or significant people that have been approved as specific carers for children and young people will have access to the same support systems as non-relative foster carers.
- 3.6 North Lincolnshire Council celebrates diversity and will not act in a discriminatory manner in relation to issues of age, gender, sexuality, disability, race or religion. The needs of individual children are considered as paramount and each case will be considered on the basis of how individual children's needs can be most appropriately met.
- 3.7 **Foster Carers' Charter:**

North Lincolnshire Council acknowledges the excellent care, support and commitment shown by North Lincolnshire Foster Carers. The Foster Carer's charter demonstrates and recognises the joint responsibilities to the children and young people in care, and builds on the success and achievements of fostering in North Lincolnshire.

The Government launched the Foster Carers' Charter in March 2011. It was jointly produced with fostering organisations, charities and children in care. Recognising the invaluable work of foster carers, it sets out clear principles. These are based on the core belief that children come first, how foster carers should be treated, and the pivotal role played by carers in helping children achieve to their full potential.

North Lincolnshire has embraced the principles of the Charter and through consultation and involvement of children, young people and foster carers has developed the '**North Lincolnshire Foster Carers' Charter**'.

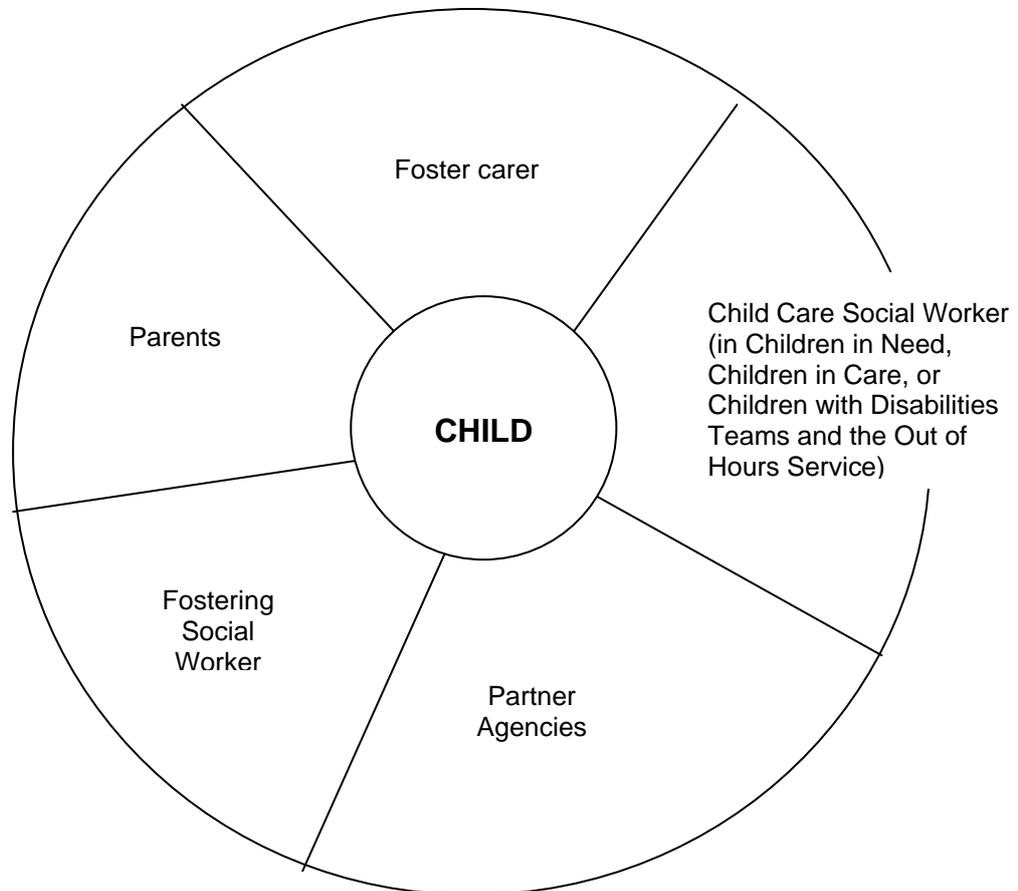
This Charter builds on the existing solid foundations and ongoing commitment by North Lincolnshire Council to its Foster Carers. This is through:

- day-to-day support, events and activities for foster families.
- listening to both carers and children. Children's and young people's views will be sought on all decisions concerning their daily lives and the future. Children and young people are actively encouraged to attend planning meetings and reviews. Where decisions are made which are not taken in line with the child's or young person's wishes a clear explanation will be given.
- placing a high value on the contribution of carers in all areas.
- having high aspirations for all children in our care.
- further development and expansion of foster care in North Lincolnshire.

4 FACILITIES AND SERVICES

- 4.1 Foster carers are recognised as core members of the team around the child (TAC) with an important contribution to make in the planning and decision making about the child or young person in their care. The TAC will also include the child's parents, child care social workers and Fostering Social Workers alongside all other partnership agencies, for example colleagues who work within education, health or other specialist services, as shown in the diagram below.

4.2 Team Around The Child:



- 4.3 To enable Foster Carers to work as equal partners as described in the diagram above, the Fostering Service aims to provide a high quality responsive child centred service in relation to its 4 core functions.

These are

- 4.3.1 To recruit new Foster Carer applicants from within the local community. The aims are to increase the number of foster carers in our locality to ensure that children and young people requiring foster care remain as near to their families as possible and to offer a wider foster placement choice for all children requiring alternative care provision including teenagers and children with complex care needs.

- 4.3.2 To prepare applicants, through training, to be able to effectively manage the fostering task.
- 4.3.3 To assess each applicant comprehensively, in line with the competency framework, to ensure that they are suitable and able to carry out the role.
- 4.3.4 To supervise Foster Carers to ensure that they are supported, fully informed and trained to the CWDC Training, Support and Development Standards, to enable them to competently, confidently and safely fulfil their role.

5. TYPES OF FOSTERING PROVISION OFFERED BY NORTH LINCOLNSHIRE COUNCIL:

In order to maximize the fostering services flexibility in responding to the individual needs of children requiring alternative care, there are a number of different types of foster placement available in North Lincolnshire. Foster carers can be approved for one or more of the following types of foster care placements:-

Mainstream Short Term Fostering

Provides care for children and young people - from one overnight stay up to 2 years, depending upon a child's individual circumstances and the legal situation. Short-term fostering involves working closely with social workers, other professionals, parents and extended family members. Applicants wanting to consider short-term fostering need to be able to move children on: either back to their birth families, or on to other forms of permanency such as adoption, Special Guardianship or long-term fostering.

Mainstream Long Term Fostering

For children and young people who cannot return home or to birth family members but for who adoption, Special Guardianship or residential care is not appropriate. This type of fostering requires a careful matching process where the assessed needs of the child or young person are matched to an identified carer who has the abilities to meet those needs long and to prepare them for independence.

Mainstream Short Breaks Fostering

A short break for mainstream children involves caring for a child for a weekend on a regular or impromptu basis in order to support parents or carers who need a break in order for them, to continue for the child or young person on a permanent basis.

Short breaks could also involve caring for a child whilst other foster carers are away on holiday.

Butterflies Short Break Scheme

This scheme provides care and support for children and young people with disabilities. This can include day-care or a limited number of overnight stays per month, consistently caring for the same child. It gives families a much-needed break and offers “time out”. Children are specifically matched to carers based upon the child’s individual needs. This scheme has been developed through recent investment by the council to provide for children with disabilities and their families requiring additional support.

Friends and Family/Connected Person Foster Care

Increasingly, and whenever possible, children who require alternative care are placed with friends or extended family members, such as grandparents, aunts, uncles, close neighbours and so on. These placements often work well for children, as they go to live with people they already know. Friends and family foster carers are only assessed and approved when children are subject to interim or full care orders.

5.1 Admission Criteria and process

Children & young people will be admitted into Foster Care following an assessment that has deemed that they are

- Unable to live with their own family
- Unable to live with family and friends who are not Foster Carers

Except in emergency or urgent situations, referrals for Fostering services will be made by the Child’s Social Worker via the Duty Team, for consideration at the weekly Placement Panel.

Following the recommendations of that meeting the Fostering Service will carry out a matching process to match the child’s needs with the most appropriate Foster Carer. This will be recorded on an Initial Placement Matching and Risk Assessment form. The Foster Carer will be contacted and given full information to allow them to make a decision about whether to accept the placement.

Emergency admissions are accepted, following the agreement of three Service Managers, they must agree that admission to accommodation is in the best interests of the child. Procedures require the gathering of a basic minimum of information before settling the child into the home. An emergency-planning meeting is held the next day in order to complete the normal CiC care planning process. All emergency admissions to foster care are taken to the next Placement Panel for ratification.

5.2 Post admission

Through careful planning and consultation with child's social worker, parents, foster carers and other agencies we aim to provide each child with the opportunity, through health care, education and social and leisure activities, to develop to their full potential and achieve the five outcomes of staying safe, being healthy, enjoying life and achieving their aspirations, enjoying economic wellbeing and making a positive contribution to society as follows:-

Be Healthy

- 5.2.1 We aim to ensure all young people receive good quality health assessment, advice and care and that they have the information they need to make informed choices regarding their health, understand positive health strategies and are able to take control of their own health needs. A joint protocol has been established between Children's and Young People's Service and the Health Service outlining everyone's roles and responsibilities in ensuring that the health needs of children in care are a priority.
- 5.2.2 We ensure all young people have an identified doctor, have regular dental checks, regular optical checks and health treatment when needed. We aim to ensure that health strategies do not just concentrate on treatment, but include preventive measures and young people are empowered to take on positive attitudes to health.
- 5.2.3 All young people have an individual health assessment, carried out by the Doctor or designated nurse, and an individual health care plan is put in place with agreed strategies to meet any health care needs.
- 5.2.4 Foster Carers have direct access to the Children in Care Nurse who is available to assist with any health care or support issues.
- 5.2.5 Health Information Events are held at a local sports hall and are available to all children in care. A variety of health promotion and health information is available to young people and their carers and the Children in Care Nurse is available to offer general advice or arrange any further appointments as

necessary. A sex and relationships counsellor, as well as a drugs advisor attends the event to talk to the children and young people to give advice and guidance. Young people are able to take part in sports taster sessions and have the opportunity to use the climbing wall. General 'fitness' tests are also available in a fun and relaxed manner, e.g. blood pressure tests and lung capacity tests. These events are both fun and informative.

5.2.6 A multi agency CAMHS action plan has been agreed to ensure that comprehensive, dedicated, integrated psychological provision is accessible for Children in Care. This includes CAMHS screening for all Children in Care, 6 years and above for any mental health issues to be highlighted (early identification). Referrals are also made in a timely manner through a structured referral process to ensure that any mental health issues identified are addressed. These referrals are monitored on a monthly basis by staff in the Fostering Service, CiC Team and CAMHS. CAMHS and the CiC Team have also developed psychological well-being groups for Children in Care. These groups are facilitated by 2 Case Managers from the CiC teams alongside 2 assistant psychologists from CAMHS under the supervision of a Clinical Psychologist.

5.2.7 We have continued to develop with CAMHS the Tiered Fostering model. This establishes a support network around the placement utilising the Foster Carer, the Social Worker, Fostering Social Worker, Clinical Psychologist and other relevant people (i.e. education) based on the individual needs of the child. With this approach regular meetings are held in the Foster Carer's home.

5.2.8 Staffs from the Children In Care (CIC) Team have established a multi-agency substance misuse practice group. This group monitors a database of Children in Care who smoke and misuse substances. A substance misuse screening process has been developed in order to capture the early identification of Children in Care using alcohol, smoking and other substances. Where it has been identified that a child or young person smokes, they have a smoking cessation consultation plan. To achieve this, smoking cessation pathways to intervention have been established. Age appropriate literature has been developed in order for Children in Care to be fully aware of the risks of smoking.

Stay Safe

5.2.9 We ensure that children in foster care are cared for in a safe and secure environment. Safe Care Policies are completed for each fostering household, along with individual Safe Care Plans for each child in placement.

- 5.2.10 A Home Safety Checklist is completed with the Foster Carers annually. This includes health and safety within the home, e-safety and transport checks such as driving licences, MOT certificates and car insurance. A separate pet assessment is carried out for those carers that have pets.
- 5.2.11 Appropriate equipment is provided to Foster Carers to ensure children and young people are transported safely, i.e. car seats. Additional equipment is provided according to the needs of the child, i.e. stair gates, high chairs and specialist equipment for children with disabilities.
- 5.2.12 Information within the Foster Carer Handbook sets out policy and procedures around health and safety. We ensure that children and young people and Foster Carers are supported with advice and guidance to help them develop skills to stay safe.
- 5.2.13 We have in place a framework for dealing with and reducing incidents of bullying and aim to ensure children develop self-esteem to have the internal resources to avoid being bullied and can access external support.
- 5.2.14 Child Protection, E-Safety and First Aid training is mandatory and will be offered to all foster carers as part of the annual training programme.

Enjoy and Achieve

- 5.2.15 We aim to ensure that all young people receive good quality education, which is tailored to their individual needs. To ensure this happens we have developed joint protocols between Children and Young People's Services and Education Services to ensure that the educational needs of children in care are a priority.
- 5.2.16 We make contact with individual teachers and ensure that all young people have a Personal Education Plan which includes their educational attainment and projected attainment plus any further assessments that may be needed. Based on this, we ensure each young person can achieve his or her best-projected educational attainment. Where necessary and appropriate we will work with colleagues, with educational responsibilities, to obtain additional help and support for fostered children to help them to achieve in school. Following the publication of 'Creating Success for Children in Care' we are using the North Lincolnshire protocols, procedures and guidelines for improving the education and health of children in care.

- 5.2.17 We support young people's education by attending meetings with schools, parents' evenings and events. We also promote attendance out of school activities. Foster Carers are invited to the child's Personal Education Plan meeting which takes place in line with statutory reviews within North Lincolnshire. Foster carers are involved in discussions regarding Personal Education Allowance.
- 5.2.18 We ensure that there is space within the foster placement for young people to complete their homework, encourage education as a positive process and provide incentives for young people to achieve educationally.
- 5.2.19 To help children achieve educationally an Education Manager for Children in Care is employed to work with all schools and agencies to ensure that the education for Children in Care is the most appropriate and the highest possible standard.
- 5.2.20 Young people are encouraged to participate in sporting and recreational activities that they are interested in. In addition extra allowances are available to Foster Carers to enable young people to take part in a wide variety of hobbies and activities that meet their needs and interest.

Make a positive contribution

- 5.2.21 We ensure that children and young people in foster care have active involvement in formulating their plans, in reviewing and planning the service they receive and in commissioning new services.
- 5.2.22 We use restorative approaches in dealing with challenging behaviour and potential offending.
- 5.2.23 We consult with children and young people in foster care on issues in relation to being in care.
- 5.2.24 Foster carers promote personal, social and independence skills with the young people in their care.

Achieve economic well-being

- 5.2.25 We ensure plans and supports are in place to enable children and young people in foster care to continue in education, attend college or gain employment.
- 5.2.26 We promote independence skills with children and young people in foster care.

6. CAPACITY

6.1 Number of foster carers

As of the 1st December 2011 North Lincolnshire Council had 84 approved foster families. Of these 68 are mainstream foster carers, 5 are friends and family carers (connected people), 7 are carers offering short breaks under the Butterflies scheme and 4 carers are mainstream carers and offer short breaks in addition. The fostering Service is also offering support to 8 carers with a Special Guardianship Order (S.G.O)

6.2 Number of children looked after in foster placements

As of 1st December 2011 North Lincolnshire Council cares for 137 children in foster care placements.

It is anticipated that on average a full time Fostering Social Worker will support up to 20 foster carers or undertake approximately 3 assessments at any one time. They will also have input into the recruitment, selection and training of foster carers.

7. RECRUITMENT, PREPARATION AND ASSESSMENT OF FOSTER CARERS

An ongoing recruitment strategy and programme of events is in place to work with our partners in the community to raise the profile of the Fostering Service and to encourage members of the North Lincolnshire community to apply to become Foster Carers.

Activities that are identified within the strategy include :

- a recent investment in 5 additional members of staff to join the team.
- Planned recruitment drives within the local community over the year.
- Articles in the local 'Direct' magazine
- Good news stories from existing Foster Carers published in the local press, to inform the public on the role of a foster carer and the rewards that it can offer.
- Attendance at community events.
- Publicised road show events at venues within the local authority.
- Posters in the local community, e.g. doctor's surgeries, community centres, strategic points within the community etc.

- Representatives from the team and North Lincolnshire's cohort of foster carers have appeared on local TV and local radio stations.
- The deployment of banners at key points across North Lincolnshire.
- Slots on North Lincolnshire Council's website
- Awareness raising on all North Lincolnshire Council's employee's desktops

Through effective management and analysis of data and performance; the Fostering Service is able to identify any shortfalls in the types of Foster Care required in order to meet the needs of the children that are assessed as needing Foster Care. The recruitment strategy is adjusted to take this into account. During this year recruitment activity will concentrate on recruiting Foster Carers who are able to provide mainstream foster care for teenagers, short breaks foster care for children with disabilities and foster care for children and young people with complex care needs as well as carers motivated to provide short term care for babies and children with alternative permanency plans including adoption or long- term care for older children .

The Fostering Service has developed timescales for responding to enquires about the service, these are displayed below

- Telephone Enquiries
A Duty Officer is available during normal office hours, Monday to Friday, to answer any enquiries. Enquiries will be answered during office hours on the day the enquiry is made and paperwork will be dispatched by post on the same day.
- Web Based Enquiries
Alternatively, enquirers can down load the information and online information is accessed via a link given on the web page. There is a short film accessible on line for prospective Foster Carers to watch providing them with information from current North Lincolnshire Foster Carers.
- Follow up contact will be made within 2 working days to arrange for an initial visit at a mutually convenient time. During this visit detailed discussions take place about the benefits and implications that being a Foster Carer can have.

7.1 Preparation of New Foster Carers

After an initial visit, if applicants wish to proceed, they are allocated a place on a 'Skills to Foster Course'. This course helps to prepare applicants to be able to deal with the variety of issues that they may face if they become Foster Carers. During this training course applicants have the opportunity to meet current Foster Carers and children in foster care, to discuss any issues with them.

North Lincolnshire Council currently facilitates four training courses per year, but frequency is varied in line with demand.

7.2 Assessment of Foster Carers

Following the completion of the Skills to Foster Course the applicant is subject to a formal assessment called the Form F assessment. North Lincolnshire Council has adopted the BAAF competency based assessment process. The assessment focuses on safeguarding children and promoting their welfare, explores different aspects of the applicants' life and asks them to explain and evidence the parenting skills that they have. The assessment process is thorough and detailed; it should take 8 weeks on average to complete. The report is then written up and applicants have the opportunity to comment on anything that is written about them.

Once the assessment has been completed the report is submitted to the Foster Panel. This independent panel comprises of people from a variety of backgrounds with various experiences of the fostering process, and is chaired by a social work consultant who is independent of North Lincolnshire Council. The Foster Panel considers and recommends the approval, or not, of all Foster Carers. Their recommendations and reasons are passed to the Head of Safeguarding Practice who is the Senior Officer designated as the Agency Decision-Maker and with whom the decision-making responsibility rests.

All foster carers will receive information about expectations, remunerations and council policies and procedures and they will be expected to comply with these.

All Foster Carers are subject to an annual review of their status as Foster Carers. This is a formal review of the work that they have undertaken during the year and is an opportunity to reflect on achievements and learning. Again a report is produced that is presented to the Foster Panel and Agency Decision-Maker as above.

Additionally all Foster Carers registrations are reviewed and all mandatory checks are renewed. Again a report is produced that is presented to the Foster Panel and Agency Decision-Maker as above.

North Lincolnshire Council have recruited a permanent Independent Reviewing Officer (IRO) to chair Foster Carer reviews, the position is based at the Independent Review Team. The IRO will see children and young people independently as part of the Foster Carer Review.

8. SUPPORT AND SUPERVISION OF FOSTER CARERS

8.1 Access to support and Supervision

All foster carers will receive regular supervision and support as well as access to training to enhance the quality of care given. All foster carers will have access to a rolling programme of bespoke training as identified during supervision. North Lincolnshire Council believes that it is important that Foster Carers are able to access support, at the time when they need it. Systems have been developed to ensure that support is available 24 hours a day 365 days of the year.

- **Fostering Social Worker** – After approval each Foster Carer is allocated a Fostering Social Worker. This worker will usually be the first point of contact for the Foster Carer during working hours and will offer support, advice, guidance and supervision regarding most matters to do with fostering and the care they give to the child. The Fostering Social worker will be responsible for the foster carer's supervision, support and development. Contact is maintained through home visits and regular telephone calls, texts and emails. The Fostering social worker is required to undertake a supervisory home visit on a monthly basis minimum. Support is also offered to the children of foster carers.
- **Duty Fostering Social Worker** - If their Fostering Social Worker is not available during office hours, a Duty Officer is always available at the Fostering Services Team office to deal with any urgent problems or issues.
- **Child's Social Worker** - Every child in care has an allocated Social Worker. This person will usually be the first point of contact for the Foster Carer for any information and advice on issues that relate to the child.
- **Child's Duty Social Worker** - If the child's social worker is not available during office hours, a duty worker is always available at the Children in Care Team office to deal with any urgent problems or issues.
- **Outside Office Hours** - If additional support is required outside of these times, it can be accessed by contacting the Out of Hours Team. This team is able to offer information advice and support on all social care issues.

- **Newsletter** - a newsletter for children in care and foster carers is produced quarterly and will offer news, views, developments and celebrations.
- **Health and Specialist Clinical Psychology Advice** - Support will be offered to foster carers to ensure that they meet the health needs of the child or young person in their care. This will be through guidance and training from the fostering team and by the specialist services of the nurse for looked after Children, including the TFC service offered by the Childr and Adolescent Mental Health Service (C.A.M.H.S).
- **Looked After Children in Education Team** - Foster carers will be supported to meet the educational needs of children and young people in their care, by all partners including the Looked after Children in Education team, led by a virtual head teacher for looked after children.
- **Foster Carer's Support Group** - support can be accessed by attending the Foster Carer's Association group or contacting a group member.
- **Fostering Service Bi-monthly meetings** – all foster carers are invited to attend these meetings or have their views represented by members of the Foster Carer's Association.
- **Fostering Network membership** - All Foster Carers are given annual membership of the Fostering Network. This is an independent organisation that offers carers support advice and guidance on fostering issues including when allegations or complaints are made about a foster carer.
- **Foster Helpline** – This is provided by Fostering Network for all approved foster families to access telephone advice and support when required.
- **Children and Young People's Guide** - North Lincolnshire Council believes that children have a right to information and support throughout the fostering process. All children, allowing for age and understanding, are provided with either a copy of a 'Children's Guide to Living in a Foster Home' or 'Living in a Foster Home, a Young People's Guide' depending on their age. These guides give simple but clear information around what it is like to live in foster home.

8.2 Allowances

North Lincolnshire Council believes that Foster Carers should be reimbursed for the costs of looking after a child and provides a range of allowances and financial incentives to enable them to do this. Payments will be made to foster carers in a timely fashion and in accordance with government guidance.

- **Foster Care Allowance** - The Council has assessed what it believes to be the weekly cost of caring for a child and created an allowance that is paid to all carers to enable them to do this. Foster Carers and Connected People Carers receive an enhanced allowance as they are required to carry out extra duties associated with looking after children for the Local Authority such as attending Looked After Children's (LAC) Reviews, LAC Medicals, Personal Education Plan (PEP) meetings, receiving statutory home visits and completing the Family and Friend's Training, Support & Development Standards workbook. This is called the Boarding Out Allowance. Included in this allowance are extra payments for special events such as holidays, birthdays and Christmas, or other religious festivals. Special Guardians (SGO's) are paid the basic weekly allowance excluding additional task enhanced payments.
- **Additional Allowances** - At times Foster Carers are asked to carry out tasks that are in addition to what are agreed as normal fostering tasks. When this occurs, additional allowances can be paid. Foster Carers can receive up to 5 additional allowances at a time.
- **Interest Free Car Loans** - In order to enable Foster Carers to transport children safely, interest free care loans are available so that Foster Carers can purchase safe and appropriate vehicles. This does not include connected persons carers or SGO's.
- **Insurance Scheme** - At times all children can have accidents that cause damage. When such damage occurs carers are initially asked to claim on their own household insurance. Any excess payments or increase in premiums that results from this can be reclaimed through North Lincolnshire Council's scheme. In the event of the carers insurance not covering the loss or damage, a claim can be submitted for consideration by the Fostering Service insurance agents.

- In order to encourage young people to participate in sporting and recreational activities an additional payment may, in certain circumstances, be made to Foster Carers to enable the child or young person to participate in hobbies and activities such as horse riding, dancing or other sporting activities etc.

8.3 Support Events

The Fostering Service recognises the importance of facilitating support events to allow Foster Carers, children and young people to socialise and relax in an informal setting. Various events are held throughout the year, including:

- **Day out to a theme park** - This traditionally takes place in May or June and allows foster families the opportunity to meet together and experience a day out at a theme park. In recent years Flamingo Land has proved to be the favourite, as it caters for all age groups.
- **Funday** - This event takes place mid September and involves a wide range of activities and fun events. This may include a BBQ, disco/karaoke, various inflatables, magic show, clowns, circus skills and craft activities. Each year we have a theme and fancy dress is encouraged for all.
- **Carers Christmas Party** – This event is for the Foster Carers, Fostering Social Workers and Social Workers, it is an opportunity to socialise and get into the Christmas spirit. Previous party themes have been a murder mystery evening, a games evening etc.
- **Children’s Christmas Party** – This is held in December at a local Community Centre that has two rooms available for our use. We split this event into a traditional party with party games that is aimed at younger children and a disco for the teenagers. Both parties will take place at the same time in the Community Centre and include a buffet for the children. Father Christmas visits the party to deliver Christmas selection boxes to the children and young people.
- **Pantomime** - This event takes place at the local theatre on the morning of Christmas Eve and is integral to our Christmas celebrations.
- **Annual Art Exhibition** – young people in care are invited to produce art using different medias to be exhibited at The Grove. This can include drama, poetry, dance and paintings. The latest art exhibition attracted over 80 pieces of work and focused on nature, the weather and the body.

- **Art Workshops** – due to the success of the Art Exhibition, we now organise regular Art Workshops where the children produce works of art, cards, gifts, etc.
- Other workshops are run throughout the year in consultation with children and young people in care, for example recent workshops have included ‘make a film in a week’.

8.4. Support Groups and Consultation activities for foster carers and looked after children

The Fostering Service recognises the importance of involving Foster Carers in the development of the service. A number of systems have been developed that enable carers to contribute to these developments, they also give and receive support from other foster carers.

- **A Foster Carer’s Association** is well established in North Lincolnshire. The Association is a group of Foster Carers that elect their own Chair to represent North Lincolnshire Foster Carers. They act as a consultation, information and advice body and are able to liaise with the Fostering Service on any issues that affect foster carers. They hold regular support group meetings and social activities.
- **Bi-monthly Meetings** - The Fostering Service facilitates a bi-monthly evening meeting with Senior Managers and is open to all Foster Carers. The aim of the meeting is to offer carers the opportunity of discussing issues with senior people within the organisation and to allow information and ideas to be exchanged. The evenings are also used as training events and various people such as representatives from the education department, representatives from the Transport Team, the Duty and Assessment Team, the Contact Team, the Children’s Advocate and the Children in Care Nurse have all previously been invited to talk about the work they do.
- **Children in Care Council for younger children.** In October 2005, the Fostering Services Team developed an active consultation and participation group, ‘The Garage Patch Kidz’ (now known as GPK) which is a part of the Children in Care Council. The group consists of children and young people aged 8 -13 years and include children who are fostered, children who foster, privately fostered children and adopted children. The group meet fortnightly, during term time. They have been consulted on various issues that are relevant to young people living in care.

- The Garage Patch Kidz (GPK) have attended several national consultation events arranged by Dr Roger Morgan the Children's Rights Director for England. The theme of the last event was young people's thoughts on key issues included in the draft – National Minimum Standards i.e. whether they are good enough and how they can be improved.
- **Children in Care Council for older children.** This group known as BIZZ was established in 2007, it is a group of children and young people who are in care or are care leavers. The government requires that every local authority sets up a Children in Care Council to act as a forum, and provide views on strategy, service delivery, life in care and specific issues. It will be the means by which children's and young people's views are presented directly to those responsible for corporate parenting, including the Director of Children's Service, lead member, elected members, the Chief Executive and senior management. The current membership includes children who are fostered, young people who live in residential homes and care leavers.
- **Creative Conversation events** - North Lincs. Council has established a creative conversation forum between the Children in Care Council and Senior managers directly involved with the strategic and operational development of services for children in care. Children in Care and care leavers have the opportunity to discuss any topics relevant to their health, wellbeing and care and will shape future service delivery.
- **Annual Health Day** – Young People are encouraged to plan and participate in this event. The focus is on relevant health topics and representatives from other agencies attend to offer support and advice on a number of health related such as drug and alcohol misuse, teenage pregnancy, developing and maintaining a health lifestyle and keeping yourself safe.
- **Support Group for Sons and Daughters of Foster Carers** – as part of the services Development Action Plan, sons and daughters are to be consulted with. The aim is to identify an appropriate support group and a series of events that they feel will be of benefit to them.

9. FOSTER CARERS TRAINING

9.1 Core Training Elements - All potential foster carers must attend the Skills to Foster course as part of their assessment and training to equip them as proficient foster carers. There are core training elements in the Course that are considered essential for a Foster Carer to undertake. These are:-

- Role of the Foster carer
- Safeguarding Children
- Health and Safety

9.2 CWDC Training - All Foster Carers will be expected to complete CWDC Training, Support and Development Standards in order to demonstrate their ability to provide safe and effective foster care placements.

The standards support a three stage training framework for foster care.

- Pre approval – this accounts for 60% of the CWDC standards and potential foster carers must complete this prior to approval.
- Induction – post approval. All new Foster Carer approvals will be expected to complete the CWDC Training, Support and Development Standards within 12 months. All Connected People (family, friend and/or significant person) will be expected to complete these standards within 18 months of approval.
- Foster care development – the development and maintenance of a Persons Development Plan identifying and setting timescales for undertaking any relevant training.

9.3 Other training modules offered - Foster Carers will be expected to undertake training as and when required to enable them to meet children's needs. The Fostering Service produces an annual training programme, in consultation with carers.

The Foster Care Training Plan for 2011-2012 includes training courses and workshops available for Foster Carers on a wide range of relevant subjects as follows:-

- Child Protection and E safety
- Emergency First Aid

- Fostering Changes Programme
- Difficult and Disturbing and Dangerous Behaviour
- Razors Edge – dealing with Suicide and Self Harm
- Attachment and Development Day
- Domestic Violence – impact the on the child
- Mental Health and Resilience
- Healthier lifestyles for Children In care
- Managing Allegations Workshop
- Communicating and Direct Work With Children
- Education for Relationships and Sex
- Makaton
- Recording Skills for Foster Carers
- Basic Food Hygeine
- Autism Awareness
- Medication Training
- Child Development and Vulnerabilities in Babies
- Carers Workshops

North Lincolnshire Council Fostering Service has policies and procedures for the assessment, approval, support and supervision, training & development of all foster carers. These will apply to all foster carers. However family and friends/connected persons and short breaks carers will be treated in line with specific guidance and the agreed disapplication of certain regulatory requirements.

10. SERVICE MONITORING AND QUALITY MANAGEMENT

10.1 Supervision of Staff

All staff are supervised formally on a monthly basis when issues relating to individual foster carers, children in placement, fostering related matters, service delivery, training, career progression and corporate strategy & aspirations to improve service delivery are discussed. This is recorded and stored.

All staff are able to access their Senior Social Worker, Team Manager or Service Manager at all other times for the purposes of seeking guidance, support and advice in relation to any fostering related issue or corporate matter.

10.2 Placement sufficiency Planning –

Foster care recruitment drives occur regularly during the year. The frequency and focus of each drive is dictated by current as well as projected demand. The fostering Service Manager liaises with the Service Managers for Children in Need, Children in Care and Children with Disabilities teams to ensure that the likely short to medium terms placement requirements is predicted.

10.3 File Audit

Audits are undertaken by the Senior Social Worker, Team Manager and Service Manager on a monthly basis. Random Audits are also undertaken during supervision when specific issues are identified. Ad hoc Audits of quality of recording on files and supervisory visits as well as frequency of visits and contact with carers are also undertaken.

10.4 Management Reports and monthly Monitoring reports

Monthly, bi monthly and quarterly monitoring statistics and reports are prepared by the Team Manager and Service Manager. This includes number of carers recruited, number of carers attending the skills to foster course, the number of assessments currently being undertaken by the fostering service, frequency of visits, number of foster families approved at foster panel, number of foster families de registered at foster panel, number of foster carers being annually reviewed and reasons for delay, the frequency and nature/content of the Children in Care meetings, staff vacancies, staff sickness, compliments received, agenda and issues raised from foster carer bi monthly meetings, budget reports, health and safety related incidents, allegations, complaints, number of exemptions etc.

10.5 Panel reports

The fostering panel reports on issues of quality, timeliness and consistency through the panel advisor and written summaries prepared by the fostering panel chair and Agency Decision Maker.

11. NAME AND ADDRESS OF THE REGISTERED PROVIDER AND REGISTERED MANAGER

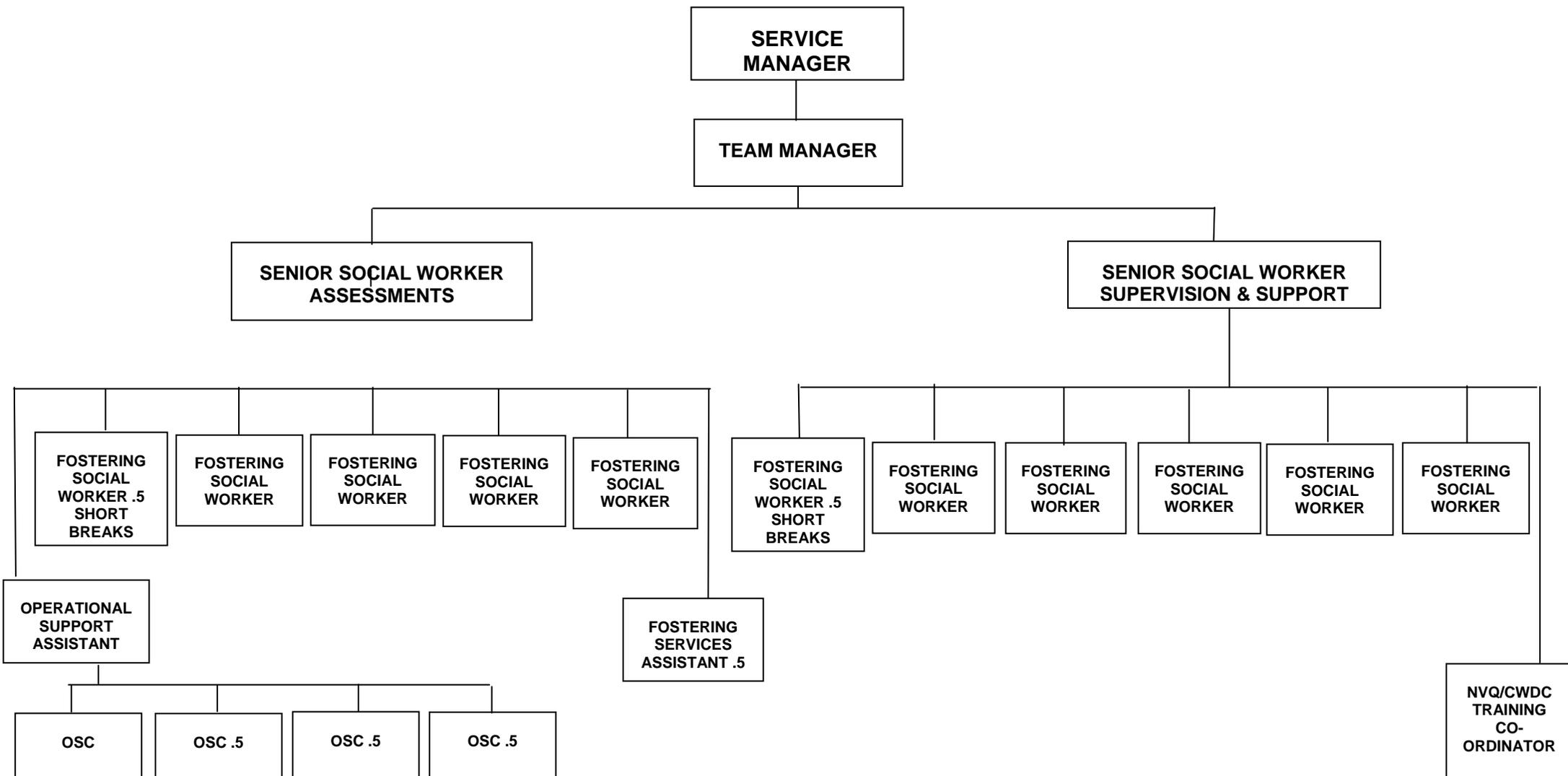
The Registered Provider: North Lincolnshire Council
Tracy Eaden The Grove 38 West Street Scawby Brigg North Lincolnshire DN20 9AN
The Registered Manager: North Lincolnshire Council
Claire Rogers The Grove 38 West Street Scawby Brigg North Lincolnshire DN20 9AN

12 RELEVANT QUALIFICATIONS

Registered Provider: Tracy Eaden
Diploma In Social Work (DIPSW) PQ1 Post Qualifying Certificate Post Qualifying Child Care Award (PQCCA) Post Graduate Diploma in Child Welfare and Social Work Studies CMI level 7 post graduate diploma in strategic leadership and management
Registered Manager: Claire Rogers
BA (Hons) Social Policy and Criminology Masters / Post Graduate Diploma in Social Work PQ1 (consolidation)

13. ORGANISATIONAL STRUCTURE

FOSTERING SERVICES TEAM



14. STAFFING QUALIFICATIONS AND EXPERIENCE

The fostering Service is delivered and managed by staff with the appropriate skills and knowledge to do so in an efficient and effective manner. All staff are fully vetted and selected as being suitable to work with children and young people. They are managed trained, supervised and supported in order to ensure that the best possible outcomes for children in care are achieved. All employees are provided with appropriate written contracts, job descriptions and conditions of service. Personnel records of those working within the Fostering Services Team are kept at the Human Resources office.

Appropriate checks are made on all colleagues in partnership agencies to ensure they are professionally qualified and appropriately trained to work with children and young people, their families and Foster Carers and have a good understanding of foster care

Where shortfalls in staffing levels occur there are contingency plans in place to resolve the situation, all members of the Fostering Services Team having a working knowledge of each other's roles. If the designated Fostering Social Worker is not available i.e. on leave, training or sickness then the duty system ensures that any issues of concern from any foster carer, social worker and other professionals are dealt with in a timely manner.

Post Title	Gender	Qualifications of Current Post holder	Experience
Service Manager	female	Diploma in Social Work PQ1 Post Qualifying Child Care Award Post Graduate Diploma in Child Welfare and Social Work Studies CMI Level 7 Post Graduate Diploma in Strategic Management and Leadership	20 years
Team Manager	Female	Masters of Arts and Post Graduate Diploma (Social Work) BA Honors Social Policy and Criminology PQ1 (consolidation)	9 years
Senior Social Worker	Male	Certificate in Social Services ILM Diploma in Management	34 years
Senior Social Worker		Vacancy	
Fostering Social Worker	Male	Diploma in Social Work PQ Award 1 Diploma in Health and Social Welfare OU	17 years

Fostering Social Worker (Part time)	Female	Diploma in Social Work BTEC Special Educational Needs	21 years
Fostering Social Worker	Female	Diploma in Social Work Diploma in Counseling ILM Introduction to Management	21 years
Fostering Social Worker	Female	BA Honors degree in Social Work	15 years
Fostering Social Worker	Female	BA Honors Degree in Social Work	9 years
Fostering Social Worker (Part time)	Female	Diploma in Social Work NVQ level 4 Working with Children and Young People	20 years
Fostering Social Worker (Part time)	Female	CQSW Diploma BTEC Counseling Diploma BTEC Life Coaching Skills	34 years
Fostering Social Worker	Female	BA Honors Social Work Studies	6 years
Fostering Social Worker	Female	BA Honors community Studies MA Social Work	4 years
Fostering Social Worker	Female	BA Honors Drama Masters Of Arts Social Work	4 years
Fostering Services Support Worker	Female	BA Honors Health Studies	3 years
Fostering Services Assistant	Female		9 years
NVQ/CWDC Training Coordinator	Male	NVQ level 4 Learning and Development B Tec National Certificate in Caring Certificate ILM Introductory Certificate in Management 730 Certificate in Teaching Adult Learners	20 years

15 COMPLAINTS, REPRESENTATIONS AND IMPORTANT CONTACT INFORMATION

At times, Foster Carers and children in foster care may feel unhappy about the services they receive. The Fostering Service works within North Lincolnshire Council's complaints procedures. In the first instance it is hoped that the Fostering Service would attempt to deal with any complaint or representation, however if this is felt inappropriate all foster homes have complaints information and leaflets that show how to complain and how complaints are dealt with. There are three stages to the complaint process and complainants have a right to contact the Local Government Ombudsman if they remain dissatisfied following completion of stage three.

All children in foster care have direct access to the Children's Advocate:

Bev Goulding
Hewson House
Station Road
Brigg
North Lincolnshire
DN20 8XJ

Telephone Number 01724 296639
Mobile 07717586247

The independent complaints officer is:

Julie Pointon
Hewson House
Station Road
Brigg
North Lincolnshire
DN20 8XJ

Telephone Number 01724 296426

OFSTED

This is the inspecting body for Fostering. The contact point for all questions, queries and complaints to Ofsted is via the central number, or you can email them.

Ofsted National Business Unit
Piccadilly Gate
Store Street
Manchester
M1 2WD

Telephone 0300 123 1231
Email enquiries@ofsted.gov.uk

Children's Rights Director for England

In addition to the North Lincolnshire complaints and representation procedures children, or adults acting on their behalf, have access to the Children's Rights Director for England.

The Office of the Children's Rights Director, St Nicholas Building, St Nicholas Street, Newcastle upon Tyne, NE1 1NB.

Free phone 0800 5280731

www.rights4me.org.uk

theteam.rights4me@csci.gov.uk

Cabinet Member for Children and Adult Services.

Rob Waltham
Conservative Group Office
Civic Centre
Ashby Road
Scunthorpe
DN16 1AB

Telephone: 01724 297614
Mobile: 07977987903
email: Rob.Waltham@northlincs.gov.uk

16 CONTACT DETAILS FOR THE FOSTERING SERVICES TEAM

North Lincolnshire Fostering Service Team
Church Square House
30 – 40 High Street
Scunthorpe
North Lincs.
DN15 6NL

Telephone 01724 296500.