



*Making Social Care
Better for People*

inspection report

FOSTERING SERVICE

Children Of All Nations (COAN)

**Acorn House
74-94 Cherry Orchard Road
Croydon
Surrey
CR9 6DA**

Lead Inspector
Barry Khabbazi

Key Announced Inspection
5th February 2007 09:30

The Commission for Social Care Inspection aims to:

- Put the people who use social care first
- Improve services and stamp out bad practice
- Be an expert voice on social care
- Practise what we preach in our own organisation

| Reader Information | |
|---------------------------|---|
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This is a report of an inspection to assess whether services are meeting the needs of people who use them. The legal basis for conducting inspections is the Care Standards Act 2000 and the relevant National Minimum Standards for this establishment are those for *Fostering Services*. They can be found at www.dh.gov.uk or obtained from The Stationery Office (TSO) PO Box 29, St Crispins, Duke Street, Norwich, NR3 1GN. Tel: 0870 600 5522. Online ordering: www.tso.co.uk/bookshop

Every Child Matters, outlined the government's vision for children's services and formed the basis of the Children Act 2004. It provides a framework for inspection so that children's services should be judged on their contribution to the outcomes considered essential to wellbeing in childhood and later life. Those outcomes are:

- Being healthy
- Staying safe
- Enjoying and achieving
- Making a contribution; and
- Achieving economic wellbeing.

In response, the Commission for Social Care Inspection has re-ordered the national minimum standards for children's services under the five outcomes, for reporting purposes. A further section has been created under 'Management' to cover those issues that will potentially impact on all the outcomes above.

Copies of *Every Child Matters* and *The Children Act 2004* are available from The Stationery Office as above

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SERVICE INFORMATION

Name of service Children Of All Nations (COAN)

Address Acorn House
74-94 Cherry Orchard Road
Croydon
Surrey
CR9 6DA

Telephone number 020 8405 9747

Fax number 020 8405 9747

Email address

Provider Web address

Name of registered provider(s)/company (if applicable) Miss Angela Jacqueline Johnson

Name of registered manager (if applicable) Mrs Paulette Rose Murray

Type of registration Fostering Agencies

SERVICE INFORMATION

Conditions of registration:

Date of last inspection 14th November 2005

Brief Description of the Service:

Children of All Nations is a small Independent Fostering Agency.

This is a fairly new agency which has been accommodating children for about a year now.

The agency is based in the London Borough of Croydon but also serves the wider community. Children of All Nations aims to provide a fostering service to all groups in the community, but also intends to specialise in providing a service to children with learning disabilities.

SUMMARY

This is an overview of what the inspector found during the inspection.

This was the second inspection for this agency since being registered. There were not any children placed at the first inspection last year, and there were 4 children placed by the time of this inspection.

Bearing the above in mind, the last report recorded that the agency's pre-planning has been detailed and comprehensive. This comprehensive pre-planning enabled the agency to meet many of the standards required at an early stage.

All the key Standards, new key Standards, and those Standards pertaining to previous requirements were assessed at this inspection.

This inspection occurred over one week and was carried out by one inspector. Four part days were spent at the service's premises, interviewing staff/management and examining files. Three days were spent inspecting 'off site', contacting or visiting foster carers and children placed, or reading questionnaires and other documentation taken away.

The agency was found to be professional and well managed with many areas of good practice. Although this first inspection {with children placed with foster carers } contains a number of requirements, most of these are of a minor nature and do not necessarily refer to poor care practice.

The provider and the manager took the inspector's advice positively and are committed to providing a high quality service.

The inspector is therefore confident that the requirements will be implemented in a timely fashion.

All the children and foster carers involved, and all the fostering service staff, are thanked for their participation in the inspection process.

What the service does well:

The agency has demonstrated that pre-planning is one of its strengths, with comprehensive policies, procedures and pro- forma being produced. Many of the documentation already produced goes beyond the minimum required under the Fostering Standards and shows foresight in planning for the future.

This has helped the agency meet many Standards in this, its first inspection with children placed.

The agency request three references instead of the required two.

This is currently a small organisation and it is the provider's aim to keep the agency small. This can create the benefit of all staff being well known to the foster carers and children, and foster carers and children are also well known to all staff.

The management team have a good background and knowledge of children with special needs.

The director also conducts foster carer visits to add an additional layer of monitoring.

Training occurs every two months and all foster carers attend.

What has improved since the last inspection?

A Children's Guide to the service has now been produced and this is now available in alternative formats and relevant languages. This will help the children placed to have information about the service, their rights and who they can contact for support.

The Statement of Purpose now records the service that can be provided, any limitations based on its resources, the qualifications and experience of staff, the number of foster carers and the number of children placed.

A Restraints Policy has been produced that provides guidance on acceptable and unacceptable forms of restraint, and recording guidance. All foster carers should now be aware of their responsibilities and limitations in this area.

Fire protection equipment has been put in place in foster carers' homes.

All staff including the manager now have regular professional supervision.

The complaints procedure and the children's complaints procedure now contain details of how to also make complaints to the Commission.

The agency has ensured that all panel members are aware of all the policies affecting them. For example, the procedure that covers decision-making where all the members of the panel are not in agreement.

What they could do better:

More diligence is needed with staff vetting. In particular, the required references must always be acquired.

More diligence is needed with panel member vetting. In particular, references and proof of identification must always be acquired.

The registered manager needs to have a NVQ 4 qualification in management or equivalent.

First aid training should occur for all foster carers as planned.

The agency must not place a child without sufficient Looked After children's documentation (LAC) being provided by the placing authority to enable the agency to know what the child's assessed needs are, and know whether it can meet all that child's needs. {See also suggestion 1- Standard 24 + 8.}

Good practice suggestions

{the following are good practice suggestions only}

To facilitate the above requirement the agency could implement a written procedure and policy for a staged escalation of action where the children's LAC documents are not forthcoming from the local authority, which concludes with an official complaint to the local authority concerned.

Suggestion under 8- although this Standard is currently met, once the service expands a more consistent approach will be needed to meet all the cultural needs encountered. It is therefore suggested only at this stage that to provide a more consistent and informed approach to providing information to foster carers where there is a gap in knowledge of the culture, religion or race of a child, a transracial/transcultural central information database could be set up. This information database could include the following information: Brief descriptions of the main religions, information about associated places of worship, cultural music, art, clothing and hair care {including commercial outlets}, books regarding culture and religion, cultural role models, training courses available, resources, community groups, cultural media, embassy and consulate information, and places to acquire further information.

Please contact the provider for advice of actions taken in response to this inspection.

The report of this inspection is available from enquiries@csci.gsi.gov.uk or by contacting your local CSCI office.

DETAILS OF INSPECTOR FINDINGS

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Scoring of Outcomes

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Being Healthy

The intended outcome for this Standard is:

- The fostering service promotes the health and development of children.(NMS 12)

The Commission considers Standard 12 the key standard to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at the outcome for Standard:

Standard 12

Quality in this outcome area is **adequate**

Children's health needs are generally effectively identified, and the fostering service generally promotes the health and development of children well.

EVIDENCE:

The fostering agency is informed about health services and specialist services in the area. The agency benefits from a nurse on the panel {see Standard 30} and access to medical advice from a doctor.

Health audits of children placed occur monthly.

Evidence was provided to confirm that foster carers are given information as to their responsibilities for promoting the health of the children placed. This is recorded in the hand book and is also covered by the supporting social worker. The agency also requires foster carers to supply information regarding health developments for reviews. This was confirmed by foster carers in discussions with them. Children's questionnaires also confirmed that health needs are being met.

There are systems in place to facilitate foster carers to provide details of the health needs of the child placed. Once a child is placed the assessment of the written health record for each child placed in their care can be evaluated.

The foster carers' role in promoting the health of any child placed is covered in the Foster Carers Hand book. This includes registering a child with a doctor and dentist, taking a child to any health appointments including opticians when required, giving attention to day to day health issues including diet, hygiene and health promotion, and acting as an advocate on the child's behalf.

Foster carers demonstrate an understanding and implementation of their role in promoting the health of children placed.

Each foster carer has received training in health and hygiene issues and first aid training is planned.

However, the first aid training has not occurred yet. As dates for this are planned the following recommendation will be made instead of a requirement to reflect this:

First aid training should occur for all foster carers as planned.

In addition the lack of placing authority information that the agency need to identify all a child's needs, also affects the outcome of the 'health' Standard 12. {See Standards 24 and 8 for details and where a requirement regarding this is made.

The agency addressing both the above shortfalls should produce a 'good' outcome in this area.

Staying Safe

The intended outcomes for these Standards are:

- Any persons carrying on or managing the service are suitable. (NMS 3)
- The fostering service provides suitable foster carers.(NMS 6)
- The service matches children to carers appropriately.(NMS 8)
- The fostering service protects each child or young person from abuse and neglect.(NMS 9)
- The people who work in or for the fostering service are suitable to work with children and young people.(NMS 15)
- Fostering panels are organised efficiently and effectively.(NMS 30)

The Commission considers Standards 3, 6, 8, 9, 15 and 30 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for the following Standard(s):

Standards, 3, 6, 8, 9, 15, and 30:

Quality in this outcome area is **poor**.

This judgement has been made using available evidence including a visit to this service.

All people providing and managing the service are suitable.

The fostering service provides suitable foster carers.

The match of children to carers would be improved by the agency ensuring it has all the information {LAC documentation} about a child that is required.

The fostering service's policies and procedures protect children from abuse.

The people working in the agency are generally suitable to work with children but could not be proven to be fully suitable as some vetting was not available.

The fostering panel is organised efficiently and effectively.

EVIDENCE:

All the people running the service are suitable to run this service. Indeed, good practice in effective pre-planning are cited in the summary of this report. There are systems to renew police checks and telephone enquiries are made to follow up references. The staffing records for all staff were seen and it was evident that the recruitment process for staff remains clear and appropriate records are retained from the interviews. In addition where providing transport is a possibility copies of the foster carers' MOT and insurance were in the files examined.

Some shortfalls in the management of vetting records are recorded under Standards 15 and 30 do also create a minor shortfall under this Standard 3, with regards to management ensuring that all required vetting checks are completed. See Standards 15 and 30 for details.

Foster carers had been informed that they might be interviewed as a part of the inspection process. The foster homes' visited were indeed healthy and nurturing environments and could accommodate all who lived there. They were adequately furnished and maintained to high standards of cleanliness and hygiene. There were places to do homework and bathing and toilet facilities were good. There was a health and safety policy in the handbook giving foster carers some guidance of their responsibilities in this area.

The last inspection report contained the following requirement under Standard 6:

Fire protection equipment must be in place in foster carers' homes before any placements are made.

By the time of this inspection, fire protection equipment had been installed in the foster carer's home referred to. The requirement and this Standard are now therefore currently met.

Matching processes and practices were generally appropriate. However, Standard 8.3 states that matches should be achieved by means of information sharing.

There was much of the required written information {Looked After Children's documentation} missing from files sampled. This lack of information about the child creates shortfall in the matching process and this Standard.

However, the following requirement has been made under standard 22 which refers more directly to the need for this documentation and therefore a separate requirement is not needed under Standard 8.

The following requirement has now been made under Standard 24.

The agency must not place a child without sufficient Looked After children's documentation being provided by the placing authority to enable the agency to know what the child's assessed needs are, and know whether it can meet all that child's needs. { see also suggestion 1- Standard 24}

New suggestion Standard 8 –

although the transracial/cultural element of this Standard is currently met, once the service expands a more consistent approach will be needed to meet

all the cultural needs encountered. It is therefore suggested only at this stage that to provide a more consistent and informed approach to providing information a transracial/transcultural central information database be set up. This information database could for example include the following information: Brief descriptions of the main religions, information about associated places of worship, cultural music, art, clothing and hair care {including commercial outlets}, books regarding culture and religion, cultural role models, training courses available, resources, community groups, cultural media, embassy and consulate information, and places to acquire further information.

Foster carers reported that they are usually provided with all the relevant information required under Standard 9, to enable them to care for children safely. The fostering service monitors the unauthorised absence of children in fostering placements to identify any trends that may emerge.

The foster carers who were contacted or visited were aware of permissible sanctions they can apply to children. There is a specific bullying policy and guidance to foster carers. There is a policy to follow in the event that children go missing.

The last inspection report contained the following requirement under Standard 9:

The Restraints Policy must provide guidance on acceptable and unacceptable forms of restraint, and recording guidance.

By the time of this inspection, a Restraints Policy and guidance on acceptable and unacceptable forms of restraint, and recording guidance, had been implemented. This requirement and this Standard are now therefore currently met.

The staff files and recruitment records were all inspected and it was evident that the recruitment process for staff is clear and appropriate records are retained from the interviews. Enhanced Criminal Record Bureau checks were in place for all staff. Copies of qualifications were also copied on files. All staff files had copies of proof of identification but some references were missing.

This was also the case last year for foster carers where only personal references from friends were available on two foster carers' files and no official employment references.

The following requirement was set under Standard 15 last year to address this shortfall:

One of the two references required must be from an employer.

Although this had been rectified for foster carers, as stated above, it was not the case for one of the social worker's files examined.

This requirement remains in force.

In addition the initial minor shortfall has now increased to a significant shortfall due to the identified shortfall remaining un-addressed, and due to the connected vetting requirement under Standard 30 remaining unaddressed, and also due to the new additional shortfalls identified this year under 'vetting'.

Written panel procedures were available and inspected. The panel members were suitable and a person with direct experience of fostering, a teacher, a nurse are on the panel.

The last report recorded that the chair of the panel was not aware of the procedure that covers decision-making where all the members of the panel are not in agreement.

The following recommendation was then set under Standard 30 to address this:

The agency should ensure that all panel members are aware of all the policies affecting them. For example, the procedure that covers decision-making where all the members of the panel are not in agreement.

Discussions with the panel chair at this inspection confirmed that this and other policies are now well known. This recommendation is therefore now met.

The last inspection report also recorded that one of the panel members did not have the two references required. The following requirement was set at that time:

No panel member may start work until all the checks required are completed. In particular all references.

This requirement remains unmet and in force. The reference required had not been acquired and in addition there were no identification checks for one panel member.

This unmet existing requirement therefore remains and the identified shortfall has increased.

Enjoying and Achieving

The intended outcomes for these Standards are:

- The fostering service values diversity.(NMS 7)
- The fostering service promotes educational achievement.(NMS 13)
- When foster care is provided as a short-term break for a child, the arrangements recognise that the parents remain the main carers for the child.(NMS 31)

The Commission considers Standards 7, 13, and 31 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for the following standard(s):

Standards; 7,13, and 31.

Quality in this outcome area is **good**

This judgement has been made using available evidence including a visit to this service.

The fostering service does value diversity.

The fostering service's policies and procedures promote educational achievement.

Standard 31 does not apply to this agency.

EVIDENCE:

The agency has a diversity policy and provides additional guidance in this area in the Foster Carers' Handbook. This is also covered in the initial training, 'Skills to foster' and in the recruitment process.

There are no children with significant or known disabilities currently receiving a service from this organisation. Children of all Nations aims to provide a service to all groups in the community, but also intends to specialise in providing a service to children with disabilities. The provider and manager's backgrounds contain generous experience in this area and should therefore facilitate good practice in meeting the needs of children with disabilities in the future.

Examination of policies and procedures indicated that systems are in place to support the children in their education and that they are given opportunities and encouraged to take part in activities and interests.

The panel has a teacher on it who can provide educational advice.

The fostering agency provides guidance and support to its foster carers about their responsibilities to the education of children via the Foster Carers' Handbook. This is also covered during supporting social worker visits and supervisions. Foster carer interviews identified that foster carers attend school functions and parents/carer evenings and pass on relevant information to reviews.

Standard 31 does not apply to this agency.

Making a Positive Contribution

The intended outcomes for these Standards are:

- The fostering service promotes contact arrangements for the child or young person. (NMS 10)
- The fostering service promotes consultation.(NMS 11)

The Commission considers Standards 10 and 11 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for the following standard(s):

Standards: 10 and 11.

Quality in this outcome area is **good**.

This judgement has been made using available evidence including a visit to this service.

The fostering service promotes and supports contact arrangements so that appropriate links can be maintained with birth parents.

The fostering service promotes consultation so that foster carers and children placed feel involved and listened to.

EVIDENCE:

Evidence from foster carers indicates that children are supported to maintain regular contact with their birth families and that this is actively encouraged where it is appropriate and safe to do so. Foster carers are expected to record and maintain records of the outcomes of birth parent visits.

There is guidance in the Foster Carers' Handbook about how to work with birth parents. Agreements on contacts are arranged in conjunction with the placing social worker and form part of the placement agreement. Contact can occur in the foster home where appropriate. Evidence from interviews indicated that the agency would ensure foster carers or designated staff would accompany children to other settings when required to ensure that contact takes place. The agency also have a room available to support supervised contact where required.

Guidance in the importance of listening to the views of children is provided in the Foster Carers' Handbook.

Evidence from foster carers indicated that they have an understanding of their role in promoting regular contact with their birth families where this is appropriate. Foster carers are expected to record and maintain records of the outcomes of birth parent visits or contacts.

Procedures are in place to ensure that consultation is supported through one to one discussions between the foster carer or social worker and the child. Children's views are brought to reviews and questionnaires are also to be used.

It is suggested only at this stage that consultation with the parents of those fostered could be improved by the use of questionnaires.

Achieving Economic Wellbeing

The intended outcomes for these Standards are:

- The fostering service prepares young people for adulthood.(NMS 14)
- The fostering service pays carers an allowance and agreed expenses as specified.(NMS 29)

JUDGEMENT – we looked at outcomes for the following standard(s):

Standards 14, and 29.

Quality in this outcome area is **good**,

This judgement has been made using available evidence including a visit to this service.

The fostering service's policies and procedures generally prepares younger people for adulthood.

The fostering service pays foster carers an allowance and agreed expenses as specified.

EVIDENCE:

The supervising social worker addresses issues pertaining to independence throughout the fostering period with increasing emphasis as preparation for independence becomes more imminent.

There is guidance for foster carers regarding promoting independence in the Foster Carers' Handbook.

Training for foster carers regarding preparing younger people for independence is planned for later this year.

As this is a fairly new agency that has just started to provide a service, there were no children in place that were at an age whose move to into independence was imminent.

This Standard could therefore not be fully assessed at this inspection.

Discussions with foster carers and examination of procedures confirmed that systems are in place to ensure that foster carers receive allowances and agreed expenses, and that they had clear initial information regarding procedures for this. There is a written policy on fostering allowances and this available in the Foster Carers' Handbook.

Management

The intended outcomes for these Standards are:

- There is a clear statement of the aims and objectives of the fostering service and the fostering service ensures that they meet those aims and objectives.(NMS 1)
- The fostering service is managed by those with the appropriate skills and experience. (NMS 2)
- The fostering service is monitored and controlled as specified. (NMS 4)
- The fostering service is managed effectively and efficiently.(NMS 5)
- Staff are organised and managed effectively.(NMS 16)
- The fostering service has an adequate number of sufficiently experienced and qualified staff.(NMS 17)
- The fostering service is a fair and competent employer.(NMS 18)
- There is a good quality training programme. (NMS 19)
- All staff are properly accountable and supported.(NMS 20)
- The fostering service has a clear strategy for working with and supporting carers.(NMS 21)
- Foster carers are provided with supervision and support.(NMS 22)
- Foster carers are appropriately trained.(NMS 23)
- Case records for children are comprehensive.(NMS 24)
- The administrative records are maintained as required.(NMS 25)
- The premises used as offices by the fostering service are suitable for the purpose.(NMS 26)
- The fostering service is financially viable. (NMS 27)
- The fostering service has robust financial processes. (NMS 28)
- Local Authority fostering services recognise the contribution made by family and friends as carers.(NMS 32)

The Commission considers Standards 17, 21, 24 and 32 the key standards to be inspected at least once during a 12 month period.

JUDGEMENT – we looked at outcomes for the following standard(s):

Quality in this outcome area is **adequate**,

Standards: 1, 4, 16, 17, 21, 22, 23, 24, and 32.

This judgement has been made using available evidence including a visit to this service.

There is a clear statement of the aims and objectives of the fostering service. The fostering service is generally monitored and controlled as required.

The fostering service has an adequate number of staff and foster carers to meet responsibilities outlined in its the Statement of Purpose.

The fostering service has a clear strategy for working with and supports foster carers.

Foster carers are provided with supervision and practical support

Foster carers are generally appropriately trained.

Case records for children were not comprehensive.

EVIDENCE:

The last inspection report contained a requirement under Standard 1, for the Statement of Purpose to contain the qualifications and experience of staff, the number of foster carers, the number of children placed, the number of complaints and a statistical breakdown of complaints and any limitations based on its resources.

This has occurred and this requiremnt is now met.

The last inspection report also contained a requirement for a Children's Guide for the service to be produced and this must be available in alternative formats and relevant languages.

This has now been produced and is also available on DVD.

This requirement is now met.

The Statement of Purpose and Children's Guide now contain all the elements required under Standard 1, accurately reflect the service, and is regularly reviewed and updated.

The Statement of Purpose is also available to the public and to foster carers within the Foster Carers' Handbook.

The provider and manager are suitably qualified and experienced to run the service. The manager has a diploma in social work, a higher education social work award and is an approved social worker under the mental heath act. The manager has over 5 years management experience and over 10 years experience working with children.

However, the manager does not have a management qualification. The following requirement is set under Standard 2 to address this:

The registered manager must have a NVQ 4 qualification in management or equivalent.

The following new good practice was identified under Standard 2:

The Director also conducts foster carer visits to add an additional layer of monitoring.

The fostering service continues to have clear lines of management accountability as required under Standard 16. Staff receive regular supervision and support.

Staff have contracts, job descriptions and conditions of service. All staff interviewed have access to and have demonstrated a knowledge of the required policies and procedural guidance. There is an appropriate level of clerical and administrative support for the size of both of the services.

The last inspection report contained the following requirement under Standard 16:

All staff including the manager must have regular professional supervision and consultation provided by appropriately qualified staff.

This has occurred and this requirement is now met.

The recruitment of foster carers continues to focus at recruiting a range of carers to meet the needs of the children who are to be provided with a service. There is a clearly set out assessment process detailing all the qualities, competences and aptitudes expected from prospective foster carers. Files samples demonstrated that all the required areas are considered in the assessments. This is monitored by the panel and re-assessments requested as required.

The following area of good practice was identified under Standard 17.

1, The management team have a good background and knowledge of children with special needs.

With regards to Standard 19, only two freelance social workers are currently employed on a limited basis. This Standard will therefore have to be assessed once social work staff are employed and for a reasonable period to assess their training.

Evidence from the foster carer tracking illustrated that foster carers continue to be fully aware of the role of the supervising social workers. Foster carers again commented favourably about the level of support that they received.

The Foster Carers' Handbook continues to provide guidance in respect of all the areas identified in Standard 21.2. Carers who spoke with the Inspector, confirmed that they had a clear understanding of their own and others' roles

and responsibilities. Foster carers and records showed that all the required visits under Standard 22, including unannounced visits were occurring. Foster carers said that the contact with the agency was good during and out of office hours. The Carers' Handbook also covers policies, procedures, guidance, legal information and insurance and tax details as required under Standard 22.5.

Generally good written guidance is made available foster carers.

The last inspection report contained the following a requirement under Standard 22;

The complaints procedure and the children's complaints procedure to contain details of how to make complaints to the Commission.

This has occurred and the procedures now contain all the elements required.

This requirement and this Standard are now met.

Foster carers are generally appropriately trained as required under Standard 23.

Foster carers have been attending provided training.

Mandatory minimum core training is identified, and attendance in all training is facilitated by, for example, providing support for childcare.

Those foster carers who do not engage in identified and continual training will be referred to panel for consideration of termination of their foster carer status.

Training occurs regularly and in addition to the agency's training courses, Local Authority training is attended. Training needs are assessed at reviews and on an ongoing basis. Both foster carers {male and female} are expected to attend training where a couple foster care.

The following area of good practice was identified under Standard 23.

Training occurs every two months and **all** foster carers attend.

There was much of the required written information {Looked After Children's documentation} missing from files sampled. This lack of information about the child created a shortfall in the matching process and this Standard. The negative affect not being able to meet needs that are not known because they were not passed on to the agency, was confirmed by foster carers when interviewed.

The following requirement has been here, under Standard 24 which refers more directly to the need for this documentation and therefore a separate requirement is not needed under Standard 8.

The following new requirement is therefore set here:

The agency must not place a child without sufficient Looked After children's documentation being provided by the placing authority to enable the agency to know what the child's assessed needs are, and know whether it can meet all that child's needs. { see also suggestion 1- Standard 24 + 8}

In addition the following suggestion is made as a way the agency could evidence it had done all it can {other than refuse the placement} to acquire all the required documentation;

New suggestion- St 24 + 8 – the agency could implement a written procedure and policy for a staged escalation of action where the children's LAC {care needs documents} are not forthcoming from the local authority, which concludes with an official complaint to the local authority concerned.

Standard 32 is not applicable to this service.

SCORING OF OUTCOMES

This page summarises the assessment of the extent to which the National Minimum Standards for Fostering Services have been met and uses the following scale.

4 Standard Exceeded (Commendable) **3** Standard Met (No Shortfalls)
2 Standard Almost Met (Minor Shortfalls) **1** Standard Not Met (Major Shortfalls)

"X" in the standard met box denotes standard not assessed on this occasion
 "N/A" in the standard met box denotes standard not applicable

| BEING HEALTHY | |
|----------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 12 | 2 |

| STAYING SAFE | |
|---------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 3 | 2 |
| 6 | 3 |
| 8 | 2 |
| 9 | 3 |
| 15 | 1 |
| 30 | 2 |

| ENJOYING AND ACHIEVING | |
|-------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 7 | 3 |
| 13 | 3 |
| 31 | N/A |

| MAKING A POSITIVE CONTRIBUTION | |
|---------------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 10 | 3 |
| 11 | 3 |

| ACHIEVING ECONOMIC WELLBEING | |
|-------------------------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 14 | 3 |
| 29 | 3 |

| MANAGEMENT | |
|--------------------|--------------|
| <i>Standard No</i> | <i>Score</i> |
| 1 | 3 |
| 2 | 2 |
| 4 | X |
| 5 | X |
| 16 | 3 |
| 17 | 3 |
| 18 | 3 |
| 19 | X |
| 20 | X |
| 21 | 3 |
| 22 | 3 |
| 23 | 3 |
| 24 | 2 |
| 25 | X |
| 26 | X |
| 27 | X |
| 28 | X |
| 32 | N/A |

Are there any outstanding requirements from the last inspection? yes

STATUTORY REQUIREMENTS

This section sets out the actions, which must be taken so that the registered person/s meets the Care Standards Act 2000, Fostering Services Regulations 2002 and the National Minimum Standards. The Registered Provider(s) must comply with the given timescales.

| No. | Standard | Regulation | Requirement | Timescale for action |
|-----|-----------|------------------------|---|----------------------|
| 1 | FS15 | 20 Schedule 1[3] | One of the two references required must be from an employer. Original timescale not met. | 01/03/07 |
| 2 | FS30 | 20 Schedule 1[3] | No panel member may start work until all the checks required are completed. In particular all references. Original timescale not met. | 01/03/07 |
| 3 | FS24 {+8} | 34 + Schedual 6 | The agency must not place a child without sufficient looked after children's documentation being provided by the placing authority to enable the agency to know what the child's assessed needs are, and know whether it can meet all that child's needs. | 01/04/07 |
| 4 | FS2 | 7 | The registered manager must have a NVQ 4 qualification in management or equivalent. | 01/08/07 |
| | | | | |

RECOMMENDATIONS

These recommendations relate to National Minimum Standards and are seen as good practice for the Registered Provider/s to consider carrying out.

| No. | Refer to Standard | Good Practice Recommendations |
|-----|-------------------|---|
| 1 | FS12 | First aid training should occur for all foster carers as planned. |

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