

Changing lives in
Warrington through
Fostering

**Statement of Purpose
September 2016**



Contents

Introduction	Page 3
Status and constitution of the fostering service	Page 3
Senior management team objectives	Page 4
Aims and objectives of Warrington’s fostering service	Page 5
Service location	Page 6
Service provision	Page 6
Specialist support service	Page 8
Education Support	Page 8
Promoting leisure activities	Page 9
Placement matching	Page 9
Recruitment, Assessment and Approval	Page 10
Foster Carer post approval Training	Page 13
Foster carer reviews	Page 14
Managing complaints and allegations	Page 14
Staffing the Fostering Service	Page 15
Management Structure within the Fostering Service	Page 16
Appendix 1 – the Foster Carer Charter	Page 17
Appendix 2 – numbers, qualifications and experience of staff	Page 20

Introduction

This Statement of Purpose has been developed in accordance with the following statute law including:

- National Minimum Standards Fostering Services (2011)
- The Fostering Service Regulations (2002 and 2011)
- The Children Act, Guidance and Regulations
- UK ratification of the UN Convention on the Rights of the Child
- The Care Standards Act (2000)

This Statement of Purpose, produced in accordance with Fostering Service regulations includes:

- A statement of the aims and objectives of the Fostering Service
- A statement of the services and facilities provided by the Fostering Service
- Assessment and approval of foster carers
- Training and support for foster carers

A copy of the Statement of Purpose is provided to, and made available upon request, to:

- Ofsted
- The local authority responsible for managing the service
- Any person working for the purpose of the Fostering Service
- Approved foster carers in Warrington
- Children and Young People in foster care (subject to age and understanding)
- Parents or any person with parental responsibility
- Any placing authority of any child placed in care

The Statement of Purpose is subject to regular review and whenever staffing changes occur in the provision of the service.

Status and Constitution of the Fostering Service

A placement with Warrington local authority foster carers is the preferred choice for the majority of children and young people who are unable to live with their birth parents or relatives.

The provision of a high quality, effective, child centred, in house Fostering Service is a core objective in Warrington's Children in Care and Care Leavers Strategy 2013-2016 for improving outcomes for children and young people and ensuring placement within local communities. Resources have been allocated to ensure increased placement choice for children and young people within the Warrington local authority area.

All staff working within the Fostering Service are employed by Warrington Borough Council and are appropriately trained and qualified to undertake the various tasks and responsibilities associated with providing an effective Fostering Service. There are clear lines of responsibility and agreed levels of accountability throughout the Fostering Service.

At the core of Warrington's Fostering Service's ethos there are six key points, which underpin the way the service operates:

- The Fostering Service takes pride in offering a high quality local authority service to children, young people, carers and their families across the Borough
- The Fostering Service embraces Warrington's multi-cultural community
- The Fostering Service recognises that support, supervision and training of foster carers as active partners, is crucial in providing a safe, caring and transparent service to vulnerable children and young people
- The Fostering Service provides a highly flexible child centred service providing for the child's needs throughout childhood and into independence
- The Fostering Service recognises the professional, flexible service which keeps the child at the centre of its work through to independence; and strives to ensure children and young people's voices are heard in developing and planning the service
- The Fostering Service continually strives to improve its service and deal with complaints in a fair, professional and child centred manner

Senior Management Team Objectives

Warrington Fostering Service is supported by a senior management team responsible for ensuring the service is resourced and managed to meet its aims and objectives. In this respect the key senior management team objectives include:

- Providing a strategic vision, direction and appropriate resources to meet objectives and statutory requirements
- Ensuring the provision of holistic services which embrace diversity and promote equality of opportunity
- Promoting the Fostering Service in the context of Corporate Parenting and ensuring all departments of the local authority make a contribution to improving outcomes for children in care
- The development of quality assurance systems to monitor performance against agreed objectives and outcomes for children and young people
- Ensuring that in house foster care placements are developed and increased; reducing the reliance on agency placements
- Ensuring compliance with relevant standards and legal obligations of the service

The Fostering Service provides quarterly and annual performance reports to senior management and elected members. These cover all business dealt with by the Fostering Panel, an overview of the service and team and a statement on the financial position of the service.

Standards of Care

Warrington's Fostering Service provides a service to children and young people that adheres to statutory requirements and nationally recognised standards of care and codes of practice which include:

- Arrangements for the Placement of Children Regulations (1991 & 2011)
- The Children Act (1989) and (2004)
- Leaving Care Act (2000)
- Engagement of the Voice of the Child in Care, where appropriate
- Framework for the Assessment of Children in Need and their Carers (DoH 2000)
- Fostering Service Regulations (2002, 2011)
- National Minimum Standards for Fostering Services (2011)
- Working Together to Safeguard Children 2015
- The Assessment and Approval of Foster Carers: amendments to the Children Act 1989 Guidance and Regulation Volume 4: Fostering Service July 2013.
- Care Planning. Placement and Case Review regulations 2010
- The Adoption and Care Planning (Miscellaneous Amendments) Regulations 2014

Aims and Objectives of Warrington's Fostering Service

Warrington's Fostering Service works in partnership with all departments of the local authority to promote "**Corporate Parenting**" and with a wide range of partner agencies in order to achieve the best possible outcomes for children in care. In addition, the Fostering Service aims to continually develop and improve services and not compromise our own high standards of service. The primary aim of the Fostering Service is to provide **the highest quality of substitute family care for children in care.**

Aims

- To provide a safe caring environment with foster carers who will enable children and young people to develop their full potential
- To provide a Fostering Service which is conducted and managed by professionals with appropriate skills and experience and to do so ethically, effectively and efficiently
- To recruit, support and train a diverse range of foster carers across Warrington
- To provide supervision, support and training for foster carers, to ensure they look after the children and young people in their care safely and appropriately
- To provide a well-resourced local authority service that is respected in the community and which delivers excellence by providing a model of good practice enhancing the reputation and image of local authority foster carers
- To ensure that foster carers are 'at the heart of arrangements for looked after children' by all adhering to the Foster Carer Charter

Objectives

- To provide foster care placements where each child will have stability, security and a warm, safe nurturing environment in which they can develop and thrive
- To carefully match the needs of children and young people with the skills of foster carers

- To ensure the cultural and diversity needs of children and young people are adequately met
- To enable all children in care to benefit from educational opportunities and are prepared for independence where appropriate
- To ensure a child's physical and emotional health care needs are met and a positive healthy life style is actively encouraged
- To promote a child's contact with his/her birth family and significant others during a placement and to encourage and facilitate this where appropriate
- To ensure detailed placement plans are completed and acted upon
- To work in partnership with foster carers ensuring access to training, guidance and the support of a fully qualified, designated supervising social worker
- To ensure provision of 24 hour support for foster carers, children and young people
- A commitment to the development of the service through service user/ stakeholder participation and consultation and the use of advocacy where appropriate
- To ensure the emotional health and wellbeing of all children in care placed in foster care
- To ensure foster carers act as a responsible and reasonable parent in promoting the interests and welfare of children and young people in their care
- To provide children and young people with a range of social opportunities and experiences they may not previously have been able to access
- A focus on continuous improvement, quality assurance and high service provision

The service has produced and published a Foster Carer Charter that has been endorsed by Warrington Borough Council and the Foster Carer Forum. A copy is attached at Appendix 1

Service Location

The Fostering Service premises are situated close to Warrington's town centre and close to motorway and railway transport links to various parts of the North West of England and the UK. The team is located on the 2nd floor of the Quattro Building of Buttermarket Street, Warrington. There is ample parking surrounding the offices and access to the second floor can be gained via a stair case or elevator. The service can be contacted by telephone on 01925 442026 or by email on fosteringinfo@warrington.gov.uk.

Service Provision

The Fostering Service has implemented a competency structure for foster carers with Levels 1 to 3. Level 1 is for foster carers developing their competence; level 2 is for foster carers who have experience and who can demonstrate a high degree of flexibility in the fostering task. Level 3 is for foster carers who can provide placements for children and young people with complex needs, such as those at risk of being placed in residential care or children and young people stepping down from residential care. Level 3 carers may also care for children with complex health or learning needs. All foster carers have a copy of the Warrington Borough Council's Foster Care Payment Guide, which outlines the criteria and payments annual review process.

The Fostering Service offers placements to all children in care and young people aged up to 18 years of age. Children and young people placed will not be expected to share a bedroom with another child in placement or a child of the foster family. The only exceptions to this are for siblings where a positive risk assessment has been completed. On occasion young people may convert to a 'staying put' arrangement which enables them to remain in placement beyond their 18th birthday. These arrangements are supported by the Fostering Service.

Short Term Placements - Children on the edge of care

Respite placements offer families, children and young people with a break from complex family circumstances. Well planned respite services may prevent problems becoming too difficult to manage in the future and prevent longer term placement in foster or residential care.

Long-Term Placements

The Fostering Service offers long term placements for children and young people, where either adoption or rehabilitation to family is not the preferred plan. These placements will normally be provided by foster carers who have had experience as short term carers and have a good understanding of a child or young person's long term developmental needs. Long term placements will provide support for a young person into independence and beyond as a member of the family. Children with a long term plan are matched to their carers through the Panel process.

Regulation 24 or connected person placements

The Fostering Service considers connected persons under the Fostering Regulations 2011. Children and young people can be placed in an emergency following a viability assessment being completed and approved by the Agency Decision Maker. All connected persons will be allocated a social worker from the Fostering Service at the beginning of their viability fostering assessment for support and supervision. A social worker from the Fostering Service will complete the full fostering assessment should this be required.

Sibling Placements

Sibling placements are for brothers and sisters who are placed together in a foster care household. The Fostering Service strongly advocates that wherever possible siblings should be placed together within a family environment, unless it is clearly demonstrated that this would not be in the interest or welfare of either child concerned. Evidence and research shows that if siblings are not placed together at initial placement it is likely to lead to separate placements in the future.

Disabled Children and Young People Short Breaks

The Fostering Service provides placements for disabled children through its short breaks service. The local authority, working in partnership with health and specialist disability services, are committed to providing more effective and accessible services for disabled children and their families.

All carers for disabled children are assessed and attend pre-approval training before being presented to Warrington's Fostering Panel for recommendation to the Agency Decision Maker.

Family and Friends foster care

Family and friends carers play a unique role in enabling children and young people to remain with people they know and trust if they cannot, for whatever reason, live with their parents. Family and friends often start to care for other people's children in a crisis or emergency situation. These children may or may not be looked after by the local authority. The majority of the relatives who provide care are grandparents, aunts and uncles and older siblings.

Warrington Borough Council will not interfere with informal care arrangements which meet legal requirements unless there is a request for services or where there are safeguarding concerns. The Children Act 1989 affirms that family life will vary according to culture, class, religion and asserts the importance of ethnicity, culture and language being significant factors in shaping decisions affecting children.

Specialist Support Services

Many children and young people require specialist services to help them cope with the trauma they have suffered leading to their placement with foster carers. The Fostering Service is able to provide a direct referral to Warrington's Child and Adolescent Mental Health Service (CAMHS) for children in care. This service offers therapeutic services and assessment for children and young people placed in foster care. Consultation and support is also provided to foster carers, which includes information and advice in managing the impact of behaviour which may be a consequence of trauma.

The CAMHS service, within Warrington, includes specialist mental health social workers skilled in the emotional health of children in care, who are available to work directly with children and young people and support foster carers by providing advice, support, information and training. The fostering service also has access to a placement support team who will assist with supporting foster carers and children in placement.

Foster carers have access to a specialist nurse for children in care who offers guidance on the health of children in care and assists foster carers with health related matters and training.

Education Support

The Virtual School for Vulnerable Pupils plays a pivotal role in supporting children, young people and foster carers in promoting educational achievement and works to improve educational outcomes for all children in care. It is important that early years support is provided to ensure that through the Early Years Foundation stage young children who are fostered are ready for school. During primary and secondary years there is a particular emphasis on literacy and numeracy to improve achievement at all Key stages and additional tuition and support is provided in order, to achieve 'A-C'

grades at GCE level and for those wishing to gain entry to college/university to achieve the required 'A' level grades.

The Virtual School will advocate on behalf of the child to ensure their specific educational needs are met in recognising the often unique circumstances experienced by the child and the impact this may have on their experience of education and their attainment. This involvement and support is proactively supported by the Fostering Service and recognised as a vital tool in helping children in care enjoy and progress in their education. Foster carers are expected to attend all Personal Education Plan (PEP) meetings to promote and support the educational needs of children. Promotion of education and attainment are a significant part of the annual review process of foster carers.

The Fostering Service and the Virtual School representatives meet on a regular basis to review and plan support for children in foster care placements. Information, developments and events are actively promoted by the Fostering Service through mail shots to foster carers. Placement Plans have an increased emphasis on plans and support for education. The Virtual School provides training, resources and materials to foster carers.

The Fostering Service and Virtual School have worked closely to improve school attendance and monitor carefully any absences from school. There is a clear expectation and understanding with foster carers that children are not taken out of school for holidays. Foster carers recognise the importance of consistent and regular school attendance. Poor attendance is closely linked with placement breakdown.

Promoting Leisure Activities

The involvement of children and young people in positive leisure pursuits plays a key part in foster care provision and helps to promote a sense of self-worth, social integration, independence and achievement. Many younger children placed in foster care are encouraged to join local organisations such as Rainbows, Beavers and youth centre initiatives. Such activity has enhanced the quality of life of young people and enabled a sense of belonging and achievement. The Fostering Service promotes the use of other leisure facilities such as sport, music and other cultural activities and has links with the Youth Service and Children in Care Council.

Placement Matching

This is the process where the needs of children and young people are "matched" to the skills, knowledge, experience and expertise of a particular foster carer(s). The Fostering Service works hard to provide placements to ensure that the needs of children and young people are met by the skills and experience of foster carers.

Many of our foster carers have a wealth of experience or specialise in areas to meet the needs of children who have experienced abusive and neglectful parenting, have challenging behaviours or for children with specific complex needs.

The duty social worker is the first point of contact for enquiries from children's social workers who require a foster care placement. The duty social worker will liaise

closely with supervising social workers, foster carers, the child's social worker, birth family members, and the child or young person whenever possible to ensure the best match is achieved. Children and young people have individual needs and all placements are unique. The Fostering Service requires written referral information in order to identify appropriate placements for a child or young person. The particular attachment of the child to significant adults will often be a crucial factor in making a successful match, particularly if the placement is requested in an emergency. Accurate matching is known to produce better outcomes for children and young people. Placement stability is a priority for the Service.

The duty social worker will carefully consider all available foster carers. The matching process involves the child's social worker and the fostering duty social worker considering the foster carers assessment and personal development plan, the strengths and skills of the foster carer, and the plan for the child. A matching grid is completed by the duty social worker to demonstrate whether a child's needs could be met within the identified foster placement. Warrington's Fostering Service believes that successful matching is closely linked to high quality fostering assessment, professional development, and the support provided to foster carers.

Recruitment, Assessment and Approval

Recruitment of Foster Carers

Applications to become a foster carer are welcomed from people in Warrington and the surrounding area, regardless of gender, marital status, age, sexuality, race, disability, religion and culture or employment status. The timescale between the initial home visit to applicants and approval will be approximately four months, unless there are exceptional circumstances.

Any one over the age of 21 years may apply to become a foster carer. A welcoming and professional response is given to all enquiries. There is immediate exclusion of any applicant who has been convicted of an offence against a child or any serious offence against an adult.

There is no upper age limit for foster carers. Any applicant must be healthy and active, to enable them to care appropriately for a child. It is a minimum requirement that all prospective foster carers have at least one spare bedroom unless the child is young enough to be in a cot which can be placed in the carer's bedroom. This would only apply to short term placements.

The service has a designated recruitment officer who is based within the Fostering Service. The Fostering Service recruitment priorities are:

- Recruitment, training and support of sufficient short term placements for children in care, especially for , sibling groups, and children presenting with challenging behaviour
- Implement an innovative recruitment strategy that makes use of all resources within Warrington Borough Council and partner agencies and involvement with national, regional and sub-regional initiatives
- Reduction in the use of Independent Fostering Agency placements and out of borough residential placements

- Retention of approved recruited carers
- Maintaining full staffing capacity within the Fostering Service
- Recruitment, training, and support of permanent placements for children in care so they are able to experience placement stability at the earliest opportunity
- Improved placement stability through training, support and careful matching
- Increase opportunities for foster carer participation in the development of the Service through inclusion in training, the Foster Carer Forum, and the recruitment of foster carers
- Increase opportunities for children in care to participate in the delivery of training for prospective foster carers, the recruitment of staff, and the development of the Service
- Review of the payment structure for foster carers to ensure that the service encourages foster carers to develop skills and recognises the cost of caring for older children

Assessment of Foster Carers

The Fostering Service responds to enquiries from potential applicants within 1 working day. An information pack is sent to applicants and includes a Registration of Interest Form that applicants are requested to complete and return to the Service. Applicants are usually invited to attend an information meeting or, in some circumstances, applicants are immediately offered an initial visit by a social worker from the service within their home. The majority of applicants will be offered an initial home screening visit after their attendance at an information meeting. Applicants are advised that the process for assessing a person's suitability to foster consists of 2 stages.

Stage 1 is the completion of statutory checks, a preliminary health and safety check of the applicant's home to ascertain if the accommodation is suitable for a foster child, and the initiation of a health check with the applicants GP. All applicants are expected to attend the pre-approval training which forms part of the assessment of their suitability as foster carers.

The preparation group training is based upon the Fostering Network "Skills to Foster" Training Programme. The training includes:

- Skills to Foster
- Child development
- Separation and Loss
- Working Together
- Safer Care
- Moving On
- An opportunity to meet a representative of Warrington's Children in Care Council

Applicants may be counselled out of proceeding with their application at this stage. If the applicant objects to the process whereby a decision was made not to proceed

with their application they may make a representation through Warrington Borough Council's complaint procedures.

Stage 2 is a comprehensive assessment with the prospective carer/s and their family. The assessing social worker will produce a report, using the Fostering Network Skills Assessment framework that includes:

- Details of the personality of the applicant/s
- Religious persuasion
- Racial origin, cultural, linguistic background, and capacity to care for a child from any particular racial, cultural or religious background.
- Past, present employment, standard of living
- Leisure activity and interests
- Previous experience (if any) of caring for their own or other children
- Skills, competence and potential capacity to care effectively for a child placed with them

The assessing social worker will usually need to make between six to eight visits to the home. The assessment is a skills based assessment and a joint project that will require commitment and participation from the applicants and their family. Foster carers are required to meet the Fostering National Minimum Standards 2011.

Stages 1 and 2 can be carried out concurrently but once all the information for Stage 1 has been received a decision should be made about whether the applicant has successfully completed stage 1 within 10 days.

Once the assessment is completed, the applicants will have an opportunity to read and discuss possible amendments contained in the assessment report. The report is presented to the Warrington Fostering Panel. An applicant can withdraw their application to foster at any stage of the assessment process. If an applicant does not withdraw, but the assessment is not going to be recommending them as foster carers, the assessment will be presented to the Warrington Fostering Panel for a recommendation and the Agency Decision Maker will make a Qualifying Determination decision. The applicant can then apply to the Independent Review Mechanism (IRM) within 28 days or follow Warrington Borough Council complaints procedure.

The Fostering Panel is independent from Warrington's Fostering Service and consists of professionals and independent members including foster carers and people with experience of children in care. The Fostering Panel has an experienced Independent Chair ensuring all assessments have been undertaken correctly and in accordance with national minimum standards and regulations. Warrington has a central list of specialised individuals with experience of fostering and who have an interest in making a difference to children and young people. The Panel will ask applicants and the assessing social worker relevant questions regarding the

assessment. The Panel will make their recommendation to the Agency Decision Maker whether to approve, defer for further information, or not approve the application to foster.

Upon approval as a foster carer, a qualified supervising social worker will be allocated to support the foster carer in the fostering task.

Foster Carer post approval training

The provision of post approval training is central in maintaining high standards of care by ensuring the personal and professional development of foster carers. Training provides foster carers with the necessary skills and knowledge to continue to provide a high quality service to children and young people. It is also the key to safeguarding children, foster carers and their families. The changing requirements of providing effective and safe foster care means that even the most experienced foster carers benefit from the opportunity to learn new skills and refresh their previous learning.

Training, Support and Development Standards for foster care will be completed for each foster carer by working in partnership with the Supervising Social Worker. A comprehensive rolling programme of training is available to meet the on-going professional development of foster carers throughout their fostering career.. A key aspect of training is the positive involvement of experienced foster carers and young people who have experienced being in care , making the training experience relevant, vibrant and stimulating. The current training programme is wide ranging and includes:

- Child development
- Safer care
- Recording
- Attachment
- Promoting self esteem
- Bullying
- Self-harm
- Safeguarding and child protection
- Children's rights
- Valuing diversity

Additional Support to foster carers includes:

- Membership to Fostering Network
- A mentoring scheme
- Provision of people carriers for larger families
- Foster Carer forum
- Foster Carer coffee mornings
- Social outings and events
- Foster Carer newsletter
- Foster Carer Charter

The service supports the Foster Carer committee and provides funds to enable autonomous management of foster carer events such as outings and celebrations. Warrington Fostering Service values consultation with foster carers. The Foster Carer Forum, provides a formal opportunity for carers to raise their views. Service development and policy making discussions also take place within the Forum.

All approved foster carers must undertake the following core training:

- Safeguarding
- Foster Carer Recording Skills
- Safer Care
- Education for Children in Care
- Managing Behaviours
- Be Healthy

Foster Carer Reviews

The **Fostering Services Regulations 2011** require all foster carers to undergo a review of their approval on at least an annual basis. When it is considered necessary a review will be carried out more frequently. The main aim of the review is to determine whether the carer continues to be suitable to foster, and whether there should be any change in the terms of approval. The annual review is chaired by a dedicated Conference and Review Manager.

The review will consider:

- The foster carers family circumstances and health
- Whether DBS and medical checks are still up to date
- The health and safety audit and the family's Safer Caring Family Policy
- The progress the carer has made and targets and goals for the next year. The Conference and Review Manager will use the Fostering Network's competence skills to identify any areas that may need to be developed. The skills the carers have needed to draw upon in the previous year will be considered and the carers will be invited to provide evidence of levels of competence achieved. Any areas of difficulty since the last review will also be considered.
- The training needs of the foster carers and recommendations for future training
- Payment level of foster carers

Managing Complaints and Allegations

The complaints and allegations procedure provides a fair, transparent and effective means of dealing with any concerns raised by third parties regarding the care provided by foster carers. At the heart of the procedure is the clear understanding

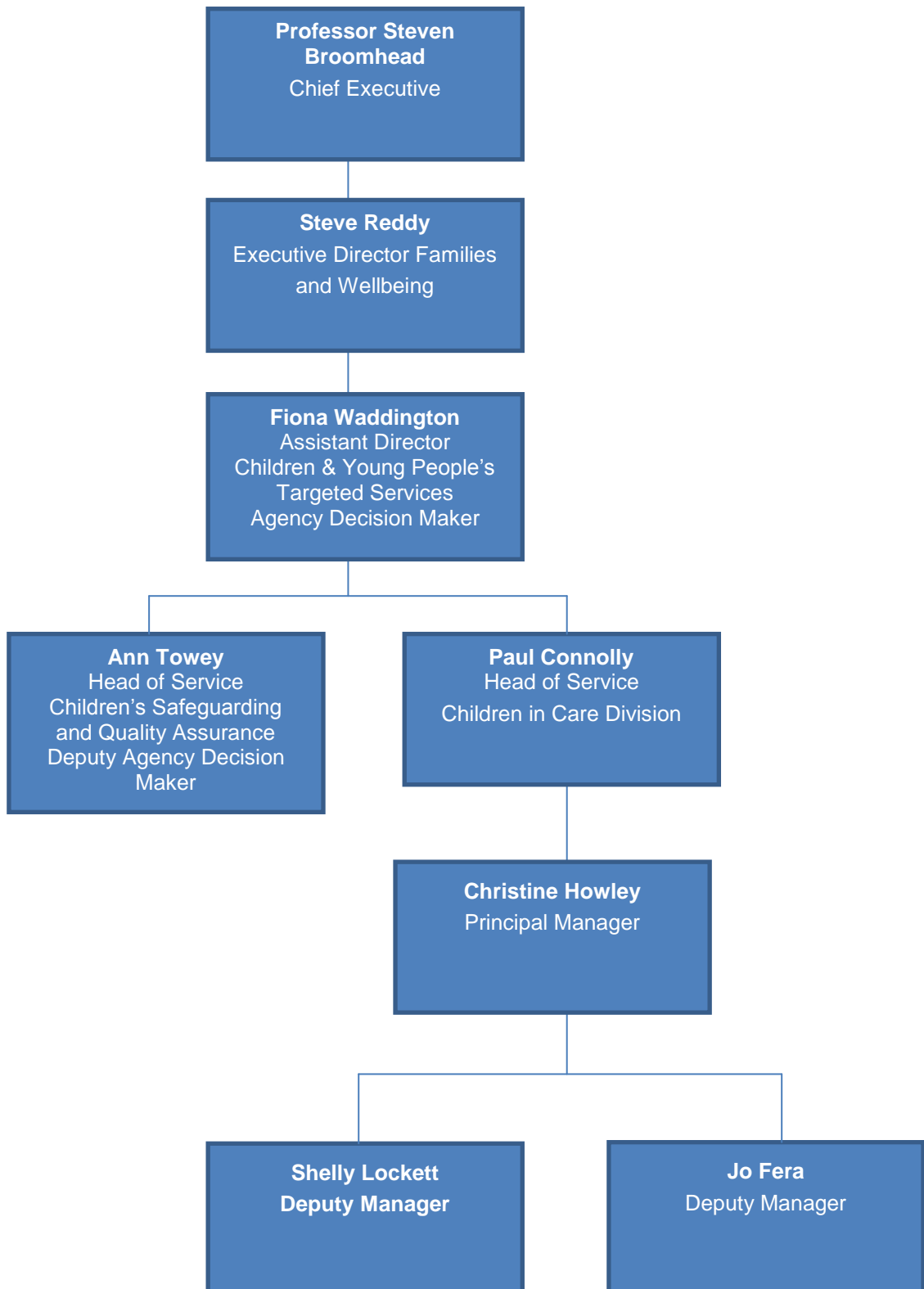
that the protection, welfare and interests of the child or young person must come first. There is a clear procedure which is set within realistic time frames to ensure any issue is investigated with due respect to the foster carer. The Fostering Service recognises that investigating complaints or allegations made against foster carers can be a daunting and uncertain experience for foster carers. The procedure ensures that any complaints or allegations are not investigated by the supervising social worker, who can continue to support the foster carer through the process. The Fostering Service has commissioned independent mediation support service from Fostering Network who will provide direct advice and support to carers.

Staffing the Fostering Service

The skills, knowledge and experience of the Fostering Service staff are the cornerstone to providing a safe and effective service to children and young people. All staff employed are appropriately trained and qualified and many have significant experience in working with children and fostering services. There is a significant commitment to ensuring the professional development of all staff working in the Fostering Service and staff are encouraged to undertake a range of post qualifying courses leading to further qualifications.

All staff are subject to an annual performance and development plan where future training and development needs are identified for the following year.

Management Structure within the Fostering Service



Appendix 1

The Foster Carers' Charter

Children come first

- Children in foster care deserve to experience as full a family life as possible as part of a loving foster family with carers who can make everyday decisions as they would their own child and without the child feeling that they 'stand out' as a looked after child.
- Children must be given every support to develop their own identities and aspirations, fulfil their potential, and take advantage of all opportunities to promote their talents and skills. Above all, they should be listened to.

Local authorities and fostering services must

- Recognise in practice the importance of the child's relationship with his or her foster family as one that can make the biggest difference in the child's life and which can endure into adulthood.
- Listen to, involve foster carers and their foster children in decision-making and planning, and provide foster carers and their foster children with full information about each other.
- In making placements be clear about the continuing care or support there will be (including for the child into adulthood), be sensitive to the needs of the foster carer and the child in making and ending placements and have contingency plans should the placement not work.
- Treat foster carers with openness, fairness and respect as a core member of the team around the child and support them in making reasonable and appropriate decisions on behalf of their foster child.
- Ensure that foster carers have the support services and development opportunities they need in order to provide their foster child with the best possible care. That includes liaising with local foster carers groups and seeking to respond to problems and disseminate best practice.
- Make sure foster carers are recompensed on time and are given clear information about any support, allowances, fees, and holidays they will receive including in cases of dispute with the service or during gaps in placements.

Foster carers must

- Provide positive adult role models, treat the foster child as they would their own child, and be a "pushy parent" in advocating for all aspects of the child's development, including educational attainment and physical and emotional health and wellbeing and co-operate fully as part of a team with other key professionals in the child's life.

- Support their foster child and do all they can to make the placement work. Take part in learning and development, use skills and approaches that make a positive impact and enable the child to reach his or her potential. Support their foster child to help them to counter possible bullying and discrimination as a result of their care status.

In signing this Charter the fostering service, the child's local authority and foster carer agree to reflect the spirit and intentions of the Charter in their actions.

• **The child's local authority**

Fiona Waddington, Assistant Director for Targeted Services
Warrington Borough Council, 2nd Floor New Town House, Buttermarket Street
Warrington, WA1 2NJ
Email: fwaddington@warrington.gov.uk

• **The Fostering Service**

Christine Howley Principal Manager Warrington Fostering Service
Warrington Fostering Team, Warrington Borough Council, 2nd Floor Quattro
Building,
Email: chowley@warrington.gov.uk

• **Foster carers**

This charter has been agreed in full consultation with Warrington Borough Council foster carers. Every foster carer has received their individual Charter and has signed up to the commitments outlined in this document.

The following section is for local authorities, fostering services and foster carers to say how they will implement the commitments in the Charter and any additional commitment/s particularly important to their own local context.

The fostering service will implement the commitments of the charter by adhering to the following:

1. Meet with the foster carers regularly at a forum to share ideas with foster carers.
2. Ensure foster carer's receive regular supervision, at least six visits per year with additional visits as necessary.
3. Ensure foster carers receive payments at the agreed time and that payments are accurate.
4. Ensure foster carers receive all information for the children placed with them and contribute to the care planning process.

5. The fostering service will adhere to the foster carers charter, in all aspects ensuring the children come first in the decision making and as outlined in this document.
6. The foster carers will implement the commitments of the charter by adhering to the complete document and conducting the following:
7. Ensure children receive support with their education, physical and emotional development and health care needs.
8. Ensure that the children are supported to have contact with their family members and have a full understanding of why they are in care.
9. Embrace the working in partnership principles with all those connected with the child.
10. Embrace training to build on existing skills and develop new skills which can enhance the lives of the children in our care.

Appendix 2

Numbers, qualifications and experience of staff

Name	Qualification	Years in service	Social Work Experience
Assistant Director of Children's Targeted Services and Agency Decision Maker Fiona Waddington	<ul style="list-style-type: none"> - B.A. (Hons) Applied Social Studies 1989 - Certificate of Qualification in Social Work 1989 - Certificate of Family Placement 1992 - Diploma in Management Studies 	28 Years	Senior Management for 16 years. Responsibility for fostering services for 12 years
Head of Service Safeguarding & Quality Assurance Agency Decision Maker Ann Towey	<ul style="list-style-type: none"> - CQSW - BA (Hons) Social Science - Postgraduate Diploma in Social Work - NVQ 4 in Management 	32 years	Previous manager of a local authority fostering and adoption service. Chaired fostering and adoption services
Head of Service Children in Care Paul Connolly	<ul style="list-style-type: none"> CQSW NVQ 5 Strategic Management Diploma in Management Studies 	26 years	Senior manager for 13 years including fostering and adoption panels
Principal Manager Registered Manager of Fostering Service Christine Howley	<ul style="list-style-type: none"> - CQSW - NVQ4 Management 	28 years	2 years safeguarding team manager 5 years adoption team manager 13 years family placement social worker.

Name	Qualification	Years in service	Social Work Experience
Deputy Manager Joanne Fera	MA in Social Work and DipSW Post Qualifying Award in Social Work Post Qualification, Specialist Social Work Practice, including Practice Educator	11 years	Social Worker in Duty & Assessment Team and Children in Need for 5 years. Newly Qualified Social Worker supervisor for 5 years. Deputy manager in Fostering for 2 years
Deputy Manager Shelly Lockett	- BA (hons) Social Work - Progression and consolidation programme	8 years	Youth Offending Service 3 years Social worker within Fostering Service 2 years Deputy manager in Fostering 3 years
Marketing and Recruitment Officer Tara Morgan	BA (hons) International Business	5 years	Recruitment and retention of foster carers and adopters within the north west region – 7 years
Social Worker Fostering Service Amanda Clark	BA Social Work	7 years	Duty and assessment 6 years Supervising and assessments 1 year
Social Worker Fostering Service Jo Wray	BA (hons) Social Work	4 years	Adoption Support Worker 2.6 years Supervising and assessments
Social Worker Fostering Service Pauline Sutch	BA (hons) Social Work PQ Specialist award	8 years	Supervising and assessments
Social Worker Fostering Service Lesley Quarmby	MA Social Work	2 years	Social worker – Safeguarding 1 year Supervising and assessments 1 year
Social Worker Fostering Service Lisa Lancaster	Diploma in Social Work	8 years	Social worker duty and assessment. Supervising and fostering assessments 5 years
Social Worker Fostering Service Bernie Burns	Dip SW	10 years	Supervising and assessments Children In Need

Name	Qualification	Years in service	Social Work Experience
			Child Protection
Social Worker Fostering Service Rachel Roberts	B A (Hons) Social Work	3 years	Supervising and assessments
Social Worker Fostering Service Zoe Fox	Dip SW PQ Specialist Award Practice teacher award	29 years	Child in Need and Child Protection social worker. 2002 -2014 fostering team from 2014 supervising and assessments
Social Worker Fostering Service Fiona Bradbury	BA Social Work	2 year	Safeguarding 1 year Supervision and assessments 1 year
Social Worker Post vacant			
Administrator Laura Kendell		12 years	Business support
Panel Administrator Pat Burke	Certificate in Education Diploma in Social Science Advanced ECDL Level 4 Adult Literacy Specialist	18 years	Fostering Panel