

# STATEMENT OF PURPOSE



2021/2022

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## Our Mission

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Making a difference through passionate care, support and education.

## Our Values

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As a charity we measure our wealth by making a difference, not by making a profit.

By creating a culture that values every individual, we can harness and develop their potential so that they may achieve great things.

1. Make a difference.
2. Never give up.
3. Value every individual.
4. Listen to each other, develop each other, and reach our potential.
5. Quality and passion in what we do.

## Our Culture

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We want Fair Ways to be an enjoyable, exciting and welcoming place where:

- Professional: We do what we say we will do when we said we would do it.
- Accepting: We are inclusive, open-minded and treat each other with respect.
- Reflective: We focus on learning, not blaming.
- Transparent: We are open, honest and have integrity.

We fully expect everyone to play their **P.A.R.T** in creating the culture our employees and service users deserve.

# Introduction

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## Introduction

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This Statement of Purpose has been developed in accordance with the following Laws and Regulations. These include the following:

- Fostering Services Act 2011 and the Fostering Services Regulations (England) 2011, amended 2013
- The National Minimum Standards for Fostering Services
- The Care Standards Act 2000

Fair Ways will uphold the principles embodied in the Children Act 1989, the Community Care Act 1990, the Care Standards Act 2000, Children Act 2004, Human Rights Act 1998, the Children and Young Person's Act 2008 and the Children and Families Act 2014. We work to the National Minimum Standards for Fostering Services 2011 and the Fostering Services Regulations (England) 2011, amended 2013.

## Fair Ways Fostering Aims and Objectives

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- Provide excellent care in a family setting.
- Committed to a therapeutic approach to working with a child-centred approach providing all young people with consistency and stability in order to enable them to reach their full potential.
- Fair Ways works in partnership with young people, their parents, Foster Carers and Local Authorities. Anti-oppressive/discriminatory practice permeates all aspects of our work, taking into consideration sexuality, gender, culture, faith and disability of both fostered young people and Carers.
- Fair Ways provides intensive support for our Foster Carers and young people. This will be underpinned by a commitment to meeting the learning and training needs of all Foster Carers and employees.
- Promote contact, education, healthy lifestyle, and meet the emotional, physical, and cultural needs of the young person.

## Fair Ways Fostering Core Principles

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- Fair Ways Foster Carers are committed to keeping young people safe.
- Fair Ways ensures that young people have the opportunity to be listened to.
- At the heart of our practice is ensuring that the young person's quality of life is improved.

**91%**

Of carers who responded to the annual questionnaire rated their overall experience of being a foster carer with Fair Ways as good or excellent

# Equality and Diversity



## Equality and Diversity

At Fair Ways, we are committed to the principles of equal opportunities in employment and services. Fair Ways will strive to ensure that no individual, employee, Foster Carer or service user will be disadvantaged as a consequence of protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Through our inclusive approach to recruitment, Fair Ways aims to integrate equality and opportunity into all employment activities. Fair Ways recognises the benefits to Local Authorities, employees, Foster Carers and young people of showing respect and dealing with issues openly and fairly at work. Equality and Diversity are monitored regularly at Fair Ways through management and employee forums.

## Inclusive Foster Care Provision Statistics

At Fair Ways, we are proud of our growing multi-cultural community. One of our key focuses is to create a diverse organisation that not only welcomes, but celebrates people of all different cultures, faiths and abilities collectively; an organisation that breaks down barriers to social harmony and enables shared learning for employees and Young people alike. We aim to be an entirely inclusive organisation that everybody within is proud of- and those who hear about us- want to be a part of.

### Statistics

As of the 31<sup>st</sup> December 2020, Fair Ways had 42 Foster Carers, and 45 young people were placed.

**Ethnicity:** **35%** of the young people are Black & Ethnic Minority placements.

**Unaccompanied Asylum Seeking Young Persons:** **33%**

**Ages:** 0/12 **18%** 13-17 **69%** Parent & child/Staying put **13%**

Specialist intervention placements (SIP's) **1%** as of December 2020

# Standards of Care

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## Standards of Care

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At Fair Ways, the welfare and best interests of the young people is our priority. Fair Ways sets clear expectations throughout a number of policies and procedures but particularly through:

- The Fostering Handbook
- The Code of professional conduct (detailed in the policies and procedures)
- The Fostering Agreement

## Review of Foster Carers

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Fair Ways have a detailed procedure for completing reviews of Foster Carers which reflect the compliance expectations within the regulations and National Minimum Standards (NMS). In addition to this Additional reviews will also be conducted, for example, following an allegation or complaint, or when there has been a change in circumstances when appropriate.

## Expectations and Responsibilities

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Fair Ways' Supervising Social Workers will provide the Local Authority with updates on the progress of the young person. In conjunction with the Foster Carer, they will provide information for the children looked after (CLA) reviews and

will ensure that the Carer and young person are prepared for them. In addition, they will accompany them to any statutory meetings or reviews when they arise.

All Fair Ways Foster Carers will uphold and maintain the standards outlined in the Fostering Agreement. This will be monitored and reviewed through the supervisory process and the Carer's annual review.

Foster Carers are expected to maintain daily records of the young people in their care. The Agency provides a cloud based recording system (CHARMS) for record keeping, with Carers expected to submit their recordings using the on-line portal.

Fair Ways will uphold the regulations of the Care Standards Act 2000 and the Fostering Services Regulations for England 2011 (amended 2013), and in addition, it will specify certain criteria in relation to its own practice. At least one Carer in the household is identified as the primary Carer. Their responsibility will be to ensure that the care, educational, health and leisure needs of any young people placed with them will be promoted and developed. It will also enable them to promote positive contact with the birth family where appropriate and possible and assist the young person in their care to have a greater understanding of their life history and present circumstances. We will liaise with the Local Authority to help ensure that any young person placed with us is prepared for adult life and is specifically equipped to deal with the issues related to leaving care. In agreement and negotiation with the Local Authority, we would be able to provide an effective package of support in preparation for adult life.

Foster Carers are expected to contribute to the comprehensive reporting of the child's CLA process and the agency will promote Childrens and young people's views, hopes and wishes being shared.

All Fair Ways Foster Carers have access to Fair Ways Complaints Procedures.

“ I see Fair Ways as an organisation with high quality, professional and extensive support. We always feel welcomed at Fair Ways.

- Foster Carer

# Service Provision

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## Service Provision

Fair Ways aims to work in partnership with Local Authorities to ensure the best possible outcome for young people and their Foster Carers. Fair Ways has the capacity to offer a variety of safe and appropriate placements to all age ranges including:

### Short Term

This placement type can last from an overnight stay to several months or even longer. It is likely that the young person will either return to their birth family or an extended family member. Sometimes this short-term placement will provide a secure, safe place until a longer-term placement or adoption is arranged, or when the young person is moved to adult accommodation.

### Long Term

This placement type provides a safe, nurturing home for a young person to grow and develop until they reach adulthood. This placement is often offered to a young person who, for many reasons, may not be able to live with their birth family for a number of years, if at all. The agency work closely with Local Authorities and will support and promote long term linking where this is deemed in the child's best interest.

### Parent and Child

Fair Ways is able to provide Parent and Child placements within the department and have the capacity to link these in with Fair Ways' own residential Family Centre and/or provide full in-house parenting assessments to complement the service (there is no upper age limit for the parents in such cases). This type of placement is necessary not only to support the parent but to also keep a baby/young person safe. Many young parents need hands on support as their own childhood may have been negative or traumatic.

### Emergency

These placement types happen with very little notice, during both day and night. Though we seek to transition the young people in and out of our service in a carefully planned way, we understand that this is not necessarily possible and as such we will also offer emergency placements to Local Authorities.

### Staying put

Fair Ways is able to maintain placements beyond 18 years old, in line with the young person's needs, as part of *Staying Put* guidelines and for those qualifying for adult services. Alternatively, Fair Ways can also support Foster Carers and young people through to independence and where appropriate place young people within our Post-16 homes.

### Unaccompanied Asylum Seeking Children

Local Authorities have a continuing duty of care for an increasing number of unaccompanied asylum seeking children. Fair Ways have identified a huge need for Foster Carers for children from non-English speaking cultural backgrounds. Fair Ways has the capacity to provide these types of placements including considerable training to all Foster Carers and an extensive support system with dedicated Social Workers.

## Respite

This placement type offers a short break of care dependant on the child's needs. This could range from emergency respite, where support is needed short notice to planned monthly respite that is incorporated within child's placement plan. All Carers are entitled to 14 days Holiday, and respite may be offered to fulfil this requirement.

Respite gives birth families or full-time Foster Carers the necessary break they may need to recharge so that they can continue to provide on-going care.

## Sibling groups

This placement type includes brothers/sisters who are all placed together with the same Foster Carer. A need is often recognised by the Local Authority to maintain relationships between siblings and Fair Ways has the capacity to uphold this necessity when required.

## Specialist Intervention Placement

This placement represents an intensely resourced package of specialist foster care designed to support young people with complex emotional and behavioural needs. This type of placement can act both as a transition from residential provision or can offer an alternative to residential provision at point of referral.

This placement programme involves the coordination of experienced Foster Carers, Social Workers, and Therapists in conjunction with high levels of support. Outcomes are tracked using CHARMS outcome tracker tool where progress and development is regularly monitored, recorded and reviewed throughout the child's placement at Fair Ways.

**100%**

of the carers who responded to the annual questionnaire rated their relationship with their Supervising Social worker as excellent or good.

**91%**

of the carers who responded to the annual questionnaire rated their experience of feeling listened to and respected by Fair Ways Fostering as excellent or good.

# Duty Service and Matching Considerations

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## Duty Service and Matching Considerations

At Fair Ways, all Children and Young people are carefully matched with Foster Cares to ensure that the individual needs of the young people can be best met by Carers who have the appropriate level of skill and experience.

Fair Ways have a designated Placements team who is responsible for ensuring that we make the best possible match for both the Carer and the young person. This process is quality assured by Fair Ways Registered Manager.

Upon receipt of any referral, the Local Authority will be asked to submit as much relevant information that they have on the young person. We give our Foster Carers the assurance that all information that we have in relation to a prospective referral will be passed on to them. When we have a detailed assessment of a potential service user's needs, we will look to identify an appropriate placement. If our identified Carer(s) agrees to the matching, their details will be forwarded to the Local Authority Social Work Team. A planning meeting will then be convened between the Local Authority Social Worker, the Fair Ways Social Worker, the Foster Carer(s), the young person and their parents (where appropriate) to discuss and agree on the care package that is required. Young people are central to the placement process and engaging them effectively is crucial to the successful outcome of all placements. We will use our skills and experience to ensure that the young peoples' views are listened to and respected in these early stages, and are held centrally for the duration of the placement.

Wherever possible, we will have a planned introduction period to assist in achieving this aim. We will ensure that all young people have a care plan in line with CLA guidelines and that this is monitored and reviewed regularly.



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Everyone at Fair Ways Foster team has been amazing. They are really in it with you. It doesn't matter who you talk to they know who we are and are ready to help with anything or just listen. They don't judge you if you think you are struggling with anything, no matter how guilty you feel.

- Foster Carer

# Supervision and Support for Foster Carers and their Families

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## Supervisory visits

All our Foster Carers are allocated a dedicated Supervising Social Worker who has a maximum caseload of just 10 Foster Carers. This ensures Social Workers are able to work closely with their Foster Carers and are available in times of crisis. The Supervising Social Worker facilitates a monthly formal supervision to their Foster Carers, or more frequently should this be required. Alongside formal supervision Foster Carers can expect regular weekly contact with their SSW, dependant on placement needs.

“ The out of hours Service is excellent. ”  
- Foster Carer

## Unannounced visits

All Foster Carers receive a minimum of one unannounced visit at least every 12 months, conducted by one of our qualified Social Workers. This is in accordance with Fostering Service Regulations and National Minimum Standards.

## Emergency support

Fair Ways offer a 24-hour Support Service to all Foster Carers, 365 days a year, staffed by a qualified Social Worker. This support mechanism ensures that our Foster Carers have 24 hours emotional and practical support at all times.

“ I have received excellent advice and support from Fair Ways. ”  
- Foster Carer

## Support

Fair Ways understands that many of the young people who have specific needs require a higher level of supervision and support. We have the resources available within the organisation to ensure that the needs of both the Carer/s and looked after young people are effectively met.

Children can benefit from specific 1:1 work with a consistent Support Worker, with whom they can build a relationship and work through any behavioural or emotional difficulties they may have. Fair Ways have a bank of skilled support workers and we will work together in an integrated, planned manner to ensure that the best possible packages of care are provided to all young people placed with us.

## Birth Children Support

Fair Ways recognise the significant role that birth children play in the fostering household. As a result, Fair Ways ensure that the birth children are seen by the Supervising Social Worker on a regular basis. This might include monitoring sessions in and outside of the home, where their views can be heard. Alongside this all birth children are welcomed to the participation events group which run regularly throughout the year. In addition, the birth children's views will always be taken into account at the point of assessment and review.

“ The Fair Ways Social Worker is one of the most professional Social Workers that I have worked with during my last 17 years as a Social Worker. The Social Worker is proactive, child focused, and very supportive of the placement as a whole. ”  
- Local Authority Social Worker.

## Therapeutic Support

Fair Ways will assess and plan for the therapeutic needs of the young person placed. At Fair Ways, we have a therapeutic hub team who are in post to ensure that we are able to complete where necessary, thorough assessments of therapeutic need to ensure that interventions are specific and tailored to the young people placed.

In addition, Fair Ways will also provide professional therapeutic support to our Foster Carers as required, on an individual or group basis.

At Fair Ways, we are committed to the belief that supporting and developing the Foster Carer will maximise the success of a placement and minimise the chances of disruption. In our experience, many foster care placements break down because the therapeutic input with the young person is seen as totally separate from the work with the foster family. Professionals can often inadvertently contribute to these tensions, resulting in Foster Carers feeling distrustful and isolated. Within Fair Ways, we will seek to work with the young person within the family context, helping to identify destructive and negative patterns of behaviour, and working holistically to develop strategies for changing these patterns.

## Policies and Procedures

All Foster Carers have access to a comprehensive Fostering Handbook alongside other policy and procedures available on CHARMS.

## Foster Care Support Groups

Local support groups are held at least every other month with an additional practice skills session in the interim period, where Fair Ways Foster Carers are able to meet regularly to share experiences and build supportive relationships. These Carer led workshops (that may also include therapeutic practitioners) are an opportunity for experienced Carers to pass on specific skills to their peers, or for bespoke workshops to be tailored to the current needs of the group. We recognise that our carers have a great deal of experience and knowledge to pass onto new carers. We also know that foster carers can at times feel isolated therefore we support regional coffee mornings which are led by foster carers. Our carers meet informally in homes and at coffee shops to provide a wider network of support.

“ The Foster Carers are individually supportive and encouraging to one another. ”  
- Foster Carer

“ I received excellent support during a difficult period. ”  
- Foster Carer

## Respite

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Fair Ways foster carers are entitled to 14 nights paid holiday annually per young person. Fair Ways recognises the importance of having a break and understands that the success and longevity of placement may rely on the carers having time to recharge.

Where possible we will endeavour to match the child with a family that is known to them. When Foster Carers choose not to take their 14 night's entitlement any holiday accrued will be paid on carer request or at the end of the calendar year.

## Advice and Advocacy

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Fair Ways will pay for approved Foster Carers' membership to the National Foster Care organisation, The Fostering Network. They can provide support, advice and advocacy as well as access to independent advice and representation.

## Crisis Intervention

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Sometimes young people can experience crisis, for a variety of reasons, and their behaviour may become temporarily unmanageable within the fostering household. Fair Ways has the capacity to offer first class crisis intervention support with respite carers within Fair Ways. We can, therefore, provide an immediate response, tailored to the young person's needs. We have access to our own in house support workers who are trained and skilled to support children and young people in crisis situations. This gives us opportunity to respond quickly and objectively to need in order to stabilise placements and prevent placement breakdown.

## Finance

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Fair Ways recognise the challenges of the fostering task and the vital role of Foster Carers. We believe in treating our Foster Carers as childcare professionals and, therefore we pay our Carers a competitive Foster Carer allowance as a reward for their skills, commitment and care. This payment is made to Foster Carers by BACS fortnightly during the placement. The level of this allowance is dependent on placement type and individual relevant experience and commitment to on-going professional development. Payments of Foster Carer allowances and fees are made promptly at the agreed times and Foster Carers are provided with a detailed statement of payments at the end of each tax year. All Foster Carers are deemed by the Inland Revenue to be self-employed, and as such must pay their own National Insurance and tax. In addition, Foster Carers are supported by 2 weeks paid holiday.

The agency will also pay an additional allowance for children's birthdays and some festive celebrations such as Christmas and Eid.

“The support from Fair Ways Professionals has been above and beyond what I would have hoped for. The staff members have been enthusiastic and supportive; to ensure that everything we need is facilitated where possible. ”

- Foster Carer

# Supporting Young People



## Supporting Young People

Fair Ways fostering core principles ensure that young people are at the forefront of our practice:

- How do the Foster Carers keep the young person safe?
- Is there evidence that the young person's voice is being heard?
- How is the young person's quality of life improved whilst with our Foster Carers?

Fair Ways seeks to achieve these outcomes through a number of provisions which are offered to each young person:

- Supervising Social Workers visit the young person at a minimum of a monthly basis. This visit is usually away from the home which aids the promotion of positive relationships.
- Young people have access to participation groups and other social events during the school holidays.
- Practical assistance with transport or access to external provisions.
- Supervised contact with families.
- Access to Therapeutic Professionals to provide assistance to young people or advice and support to our Social Workers. In some cases, additional outreach support will be provided directly to the young people

## Participation

Fair Ways provide opportunities for young people to shape the way care is delivered. We recognise that their stories, views and voice matter. Providing safe spaces for them to meet, have fun, be heard and be brought into discussions for consultation are key to the participation events that we run for our young people. Fair Ways offered a week of Participation events during half term for a variety of ages and placements, including UASC young people. Also, Post 16 Participation Weeks are available to prepare young people with Life Skills for when they leave care.

At participation groups, our young people have the opportunity to regularly voice their experiences and opinions. The voice of the young person and their participation in Fair Ways service development is of crucial importance. Throughout the year the views of our young people are recorded and they are given feedback from members of the fostering management team to the main discussion points through a young person friendly 'You Said, We Did' process. Young people that choose not to attend this group are still being given the opportunity to give their input through questionnaires, or other means that best suit their needs. The aim is to encourage the young people to share their views on the service, their experiences in foster care alongside a chance to socialise with their peers. This presentation of their views is invaluable for directing changes in Fair Ways Fostering to improve their experiences of being in foster care.

“ I like where I am, my foster family are very welcoming to everyone. They are like my family and I can talk to them about everything. Fair Ways do a lot of things and help me with everything. ”

- Young Person

## Education

At Fair Ways, we recognise that looked after young people may have experienced disrupted schooling and can often struggle in a conventional schooling environment. Fair Ways has the capacity to offer education for young people with social, emotional and mental health difficulties and autistic spectrum conditions. Fair Ways have an Education Lead who oversees education for all young people who are in Fair Ways Care. The Education lead works alongside Virtual Schools, colleges and mainstream schools; building knowledge and understanding with fostering specific needs in mind. Supervising Social Workers work on a one to one basis with the Education Lead to review all cases. We have our own unique Ofsted registered special needs school for young people who may not have an educational placement, are excluded or do not engage in school. Our Social Workers are able to offer support and advice to our Foster Carers, assisting them to build relationships with local schools and ensuring their young person receives the most effective education plan for their needs.

“ Fair Ways and my Foster Carers are very supportive and I have built up a lot of trust with them all. ”

- Young Person

# Training and Development



## Training and Development

Fair Ways are committed to maintaining and developing the highest standards of care and services for our young people, which is part achieved through our accredited training and development courses for Foster Carers. Fair Ways have an ongoing training programme that is delivered part in-house and partly by external specialist trainers. A new training programme has been tailored and developed with our foster carer's specific role in mind. The training is accessible and encourages carers to engage in role enhancing training which nurtures their practice and builds confidence and resilience. Furthermore, we have made evening courses available for secondary carers to attend. Fair Ways have its own accredited Training and Development Centre, specifically for training and development that ensures Foster Carers are equipped with the knowledge, skills and confidence to enable them to meet the challenges of their role.

In 2019 we were pleased to have developed an online training provision which was enhanced in 2020 where carers can now access a wide variety of courses remotely. This offers more flexibility, particularly in respect of those carers that are otherwise employed.

## Pre-Assessment

Skills to Foster Course: all potential Foster Carers attend this 2-day training as part of their initial assessment, prior to completing their assessment. This course covers areas such as:

- How will fostering affect my family
- Role of Foster Carers
- Working with other professionals
- Safe caring
- Managing complex and challenging behaviours
- Working with birth families
- Equality and diversity
- Identity
- Endings and Transitions
- Training and Development

“ The core training days were excellent. ”  
- Foster Carer

## Post Assessment

Foster Carers are required to complete a mandatory core set of training following

- TSD Induction Standards - A mandatory course all Carers must complete within 12 months of registration
- Foundations for Attachment
- Safeguarding Children
- Health and Safety
- Emergency First Aid
- Recording and Reporting
- Fire Prevention
- Manual Handling
- Risk Management and Safer Caring
- Administering Medication
- Equality and Diversity
- Food Hygiene
- Non Violent ~~Resistance~~
- Break Away Techniques

Foster Carers are provided with access to an online training portal to complete TSD Standard within their first year of Fostering. Social workers and Management team have access to carer profiles and are able to offer support and guidance if required.

Fair Ways also has the capacity to offer accredited courses to assist Foster Carers in acquiring the skills and knowledge to continue offering their young person the highest standards of care. These include:

- Level 3 Diploma in Children and Young People's Workforce
- Developing Therapeutic Parenting (CPD Accredited)

Fair Ways requires all primary carers to complete a Foundations for Attachment course in order to increase understanding of attachment and to help promote resilience and strengthen placements. This training programme provides our Carers and staff a comprehensive understanding of the complexities that exist in the relationships they have with those in their care, developing their understanding of children and young people's early life experiences and the impact of trauma and loss.

In addition to this, Fair Ways offers a complimentary range of bespoke courses and practical workshops tailored to the needs of our families.

### Additional role enhancing training includes but not limited to:

- Allegations
- Anti-Bullying
- Autism Awareness
- Child Exploitation Online Protection
- Child Sexual Exploitation
- Children and Young People Work Force
- Criminal Exploitation & County Lines
- Emotional Resilience for Carers
- Foundations for Attachment
- FGM
- Gang Awareness
- Health and Nutrition
- Human Trafficking and modern slavery
- Internet Safety
- LGBTQ+
- Radicalisation Online Training
- Restorative Justice
- Self-Harm
- Substance Misuse
- Staying Put
- UASC

Fair Ways courses are practical, accessible and relevant. All courses are informative and career enhancing, helping Foster Carers to enjoy a more rewarding career, whilst building their knowledge and skills.

“ Fair Ways support through some excellent training sessions during the year. I have found everyone at Fair Ways approachable, supporting and friendly.  
- Foster Carer

**86%**

of the carers who responded to the annual questionnaire said the training provided supports their role.

# Recruitment and Assessment of Foster Carers

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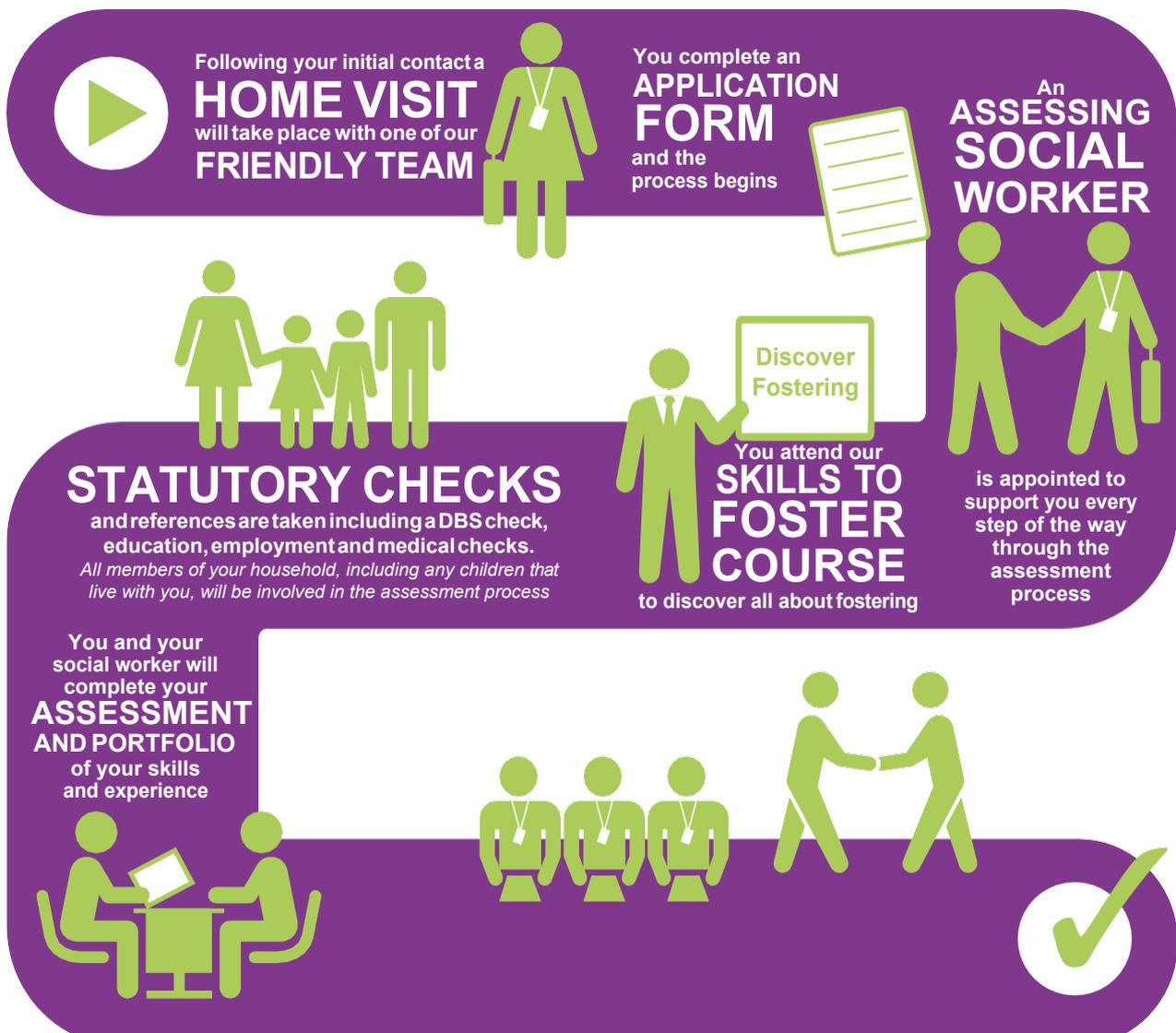
## Recruitment and Assessment of Foster Carers

Fair Ways is committed to actively recruiting a diverse range of Foster Carers in order to meet the varying needs of young people referred to us and to continue the provision of high quality care. Anyone over the age of 21 years may apply to become a Foster Carer. It is a minimum requirement that a Foster Carer has a spare bedroom available for fostering. Any applicant who has been convicted of an offence against a child or any serious offence against an adult will be excluded.

At Fair Ways, we have a dedicated recruitment manager who oversees and supervises the recruitment process. All prospective Foster Carers who make an enquiry are subject to a rigorous assessment and vetting procedure. The assessment process usually takes between 4- 6 months. This is an important process to determine suitability to look after vulnerable young people. All information is held on file in accordance with the Fostering Services Regulations (2011) and the Data Protection Act.

We work with a number of Independent Social Work Assessors as well as in-house Social Workers that we utilise to undertake all fostering assessments. All assessors have a solid understanding of the department and are able to offer valuable insight into Fostering with Fair Ways, and the ethos and the support available to prospective Foster Carers. When in-house Social Workers are used, we may look to link them to the Carers as their Supervising Social Worker if they are approved as Foster Carers, so as the working relationship is already well established at that point.

As part of the fostering assessment process applicants will be invited to attend a Young Person's Panel. This provides opportunity for Young People within the service to participate in the recruitment process of Foster Carers. Fair Ways are committed to ensuring that young people have a voice in decision making and that their views on the service are heard.





## The Panel

Once the assessment is complete, the applicants will have the opportunity to read and offer their feedback on the report. The report will then be presented to the Fostering Panel which acts as a quality assurance mechanism. Both the prospective Foster Carers and the Assessing Social Worker are required to attend the Fostering Panel. The chair of our Panel is an independent member and is an experienced childcare practitioner. The other members of the Panel constitute a variety of professional and independent members, including representatives of health and education. This central list of Panel members also currently includes a care experienced adult.

One of the primary functions of the Fostering Panel is to consider whether the applicants are suitable and to make a recommendation to the Agency Decision Maker who will undertake the final decision for approval.

“

I found the assessment process informative. They gave us information as well as finding out information from us. It was in depth without being intrusive. The Fair Ways staff members were all friendly, welcoming, open and honest. They continually checked our understanding and came up with good ways to find out more about us and our past. I enjoyed the process!

- Foster Carer

# Service Structure

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## Service Structure

Fair Ways is the trading name of the charity Fair Ways Community Benefit Society, Registration 8691. The charity is registered with the Financial Conduct Authority (FCA).

Fair Ways Fostering is a division of Fair Ways, based in Lakeside North Harbour, Western Road, Portsmouth. The Fostering service is organised, overseen by the Registered Manager.

We are committed to employing experienced childcare practitioners who have a child-centred approach, are enthusiastic, self-motivated and are willing to undertake training to enhance and develop existing skills and knowledge.

Fair Ways fostering team is a relatively small team with Social Workers overseeing smaller caseloads. This allows for relationship-based work, with Social Workers being available and able to respond quickly when needed. As a result, we are confident that our service maintains a family centred approach to ensure that our foster families remain at the heart of our work.

### The fostering team consists of:

Natalie Merriman	Head of fostering, Responsible Individual Fostering	BSc(Hons), HSC Level 5
Gemma Olden	Acting Registered Manager	DIPSW, BA(Hons)
Abbie Harding	Deputy Manager	MSc SW
Jonathan Loney	Director of Family Services	Bsc(Hons) SW
Paula Lewis	Fostering Recruitment Manager	BSc(Hons)
Nicola Wills	Senior Supervising / Assessing Social Worker	Bsc(Hons) SW
Angela Nelmes	Senior Supervising / Assessing Social Worker	BSc(Hons) SW
Tanya Highmore	Senior Supervising / Assessing Social Worker	DIPSW
Yorgos Madikopoulos	Senior Supervising Social Worker	MSW/DipSW
Helena Forman	Supervising / Assessing Social Worker	BA(Hons) SW
Karen Lawrence	Senior Fostering Administrator	
Emma Emery	Fostering Recruitment Administrator	
Raksha Rajo	Participation Lead	

All members of staff have been rigorously screened and have undergone enhanced DBS checks. All recruitment is in line with DfES Safer Recruitment, NMS for Children's Homes and Foster Care, and Fostering Services Regulations. All Social Workers are professionally qualified and registered individually with Social Work England.

“

Fair Ways appear to be very child focussed. They are easily available, accessible and flexible. The Fair Ways staff present with an excellent range of skills and experience and are willing to 'go the extra mile' for children. They do what they say they're going to do.”

- Local Authority Social Worker

# Complaints

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## Complaints

We actively encourage feedback and if standards fall short of our values we will take appropriate action. We have a designated safeguarding lead and have well-established procedures in place to respond to complaints and safeguarding concerns effectively to ensure the welfare of young people is protected.

Fair Ways runs a weekly Risk and Safeguarding forum that is attended by the Registered Manager or Operations Manager and other members of the senior management team within Fair Ways.

Fair Ways liaises regularly with our Local Authority Designated Officer ensuring that information is shared regularly and appropriately.

All young people in foster care within Fair Ways are provided with a copy of the Children's Guide which includes a section entitled 'how to complain'.

For a copy of our Complaints Procedure or to make a complaint, please contact the Registered Manager on 02380 230 400.



## Other Key Contacts:

**Chief Executive Officer:** Mac McHugh  
**Designated Safeguarding Officer :** **Stephanie Power**

**Responsible Individual:** Natalie Merriman  
**Registered Manager:**Post vacent

Fair Ways  
Ground Floor, Building 1000  
Western Road  
Portsmouth  
PO6 3EZ

**Local Safeguarding Children Board:**  
Multi-Agency Safeguarding Hub (MASH)  
Children and Families Services  
Floor 4 Core 5  
Portsmouth City Council  
Guildhall Square  
Portsmouth PO1 2EA  
Tel: 023 9268 8793  
Email: MASH@secure.portsmouthcc.gov.uk

**Chief Inspector:** Ofsted  
Piccadilly Gate  
26 - 32 Store  
Street Manchester  
M1 2WD

This statement of purpose will be formally reviewed on an annual basis and will be updated and modified where necessary. If you have any comments or suggestions in relation to this document or the service, please contact our Head of Service Natalie Merriman by email at [Natalie.Merriman@fairways.co](mailto:Natalie.Merriman@fairways.co)

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