



**STATEMENT OF**

**PURPOSE**

**Barnardo’s Fostering Services**

 **Region:** Glasgow, Scotland

 **Date:** June 2024

**Registered:** Fostering Agency & Adult Services Provider

**Registration Body:** Care Inspectorate

**Registration Number: CS2004082106 (Fostering) & CS2019375597 (Adult/Continuing Care)**

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**Introduction**

**Legal Framework**

This Statement of Purpose has been developed in accordance with regulations, statutory guidance and National Minimum Standards as applying to fostering providers, including:

* Looked After Children (Scotland) Regulations 2009
* Children and Young People (Scotland) Act 2014
* Continuing Care (Scotland) Amendment Order 2019
* Children’s Hearings (Scotland) Act 2011
* National Care Standards: Foster Care & Family Placement Services
* National Guidance for Child Protection in Scotland, updated 2023
* United Nation Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 (Coming into force into force on 16th July 2024)

As part of the regulatory requirement, a copy of the Statement of Purpose will be provided to the Care Inspectorate and will be placed on Barnardo’s website. The document is also available on request to: staff, placing Authorities, foster parents, prospective foster parents and children.

This Statement of Purpose has been prepared in accordance with these requirements and will be a useful source of information to Barnardo’s staff, foster carers and prospective foster carers, children and young people who are placed with the fostering service, and also to colleagues from other agencies.

This Statement of Purpose is reviewed and updated on a regular basis, and at least annually.

**Barnardo’s Status and Constitution**

Barnardo’s is a company limited by guarantee (registered in Scotland under number 61625)

and is a registered charity SCO 37605. It was also registered as a trust corporation on 16

December 1926. Its governing instrument is the Memorandum and Articles of Association, most recently amended by special resolution passed on 17 July 2001.

Barnardo’s Scotland Fostering Edinburgh is part of the Barnardo's Family Placement Service.

The Head of Service is Brenda Farrell.

Head Office Address:

Barnardo’s Tanners Lane Ilford, Essex IG6 1QG

Telephone: 0191 2404800

**Aims, Objectives and Outcomes**

**Aims**

Barnardo’s Fostering Service is a leading national independent fostering agency, providing fostering and short break services across England, Wales, Scotland, and Northern Ireland and continuing care services within Scotland.

We aim to achieve high quality, stable care for children and young people by ensuring that foster carers are appropriately recruited, assessed, trained, and supported within the required regulations and national minimum standards.

**Objectives and Outcomes**

1. To protect children and young people from abuse and neglect.

2. To recruit, assess, support and train carers to provide a range of fostering for children who are unable to live with their birth families.

3. To provide short break care for children and young people with a learning and /

 or physical disability or complex health needs living with their birth families.

4. To ensure that foster carer recruitment strategies and initiatives are targeted appropriately so that children and young people have the opportunity of living within a family which values, recognizes and supports their ethnic origin, cultural heritage, and religion.

5. To provide support, regular supervision, and training opportunities to equip foster carers in meeting the complex needs of children placed.

6. To ensure that all regulatory and minimum standard requirements are met in relation to the approval, review and supervision of carers and care of children, and to monitor that they are being met via quality assurance processes.

7. To provide an out-of-hours contact service for foster carers.

8. To promote secure attachments and placement stability for children and young people to achieve better outcomes for children’s health, education, employment, and future independence with the SHANARRI indicators.

9. To prepare young people adequately for when they leave their foster family and create lifelong attachments with foster carers.

10. To maintain and promote contact between children placed and their birth families and or significant others and communicate effectively with parents as appropriate.

11. To promote positive working relationships / partnerships between Barnardo’s fostering, adoption and short break services and Local Authorities or trusts to facilitate communication and promote good practice for the benefit of children and young people who are placed by the service.

12. To ensure that the Fostering Panel operates according to guidelines laid down by legislation and regulations in relation to carer approvals, reviews, allegations, and complaints.

13. To ensure that the way in which the Service develops considers the views and wishes of its carers, young people and staff by encouraging and actively promoting feedback from staff, foster carers, looked after children and birth children.

14. To ensure continuous improvement and development of the fostering & adult services through regular training for staff around changes to legislation and regulations and identifying the needs and skills required to support young people and carers.

**Service Registration Details**

**Name and address of the Registered Provider**

Barnardo’s Scotland Fostering Glasgow

Building 10,000

Academy Park

Gower Street, Glasgow

G51 1PR

**Name and address of the Responsible Individual**

Alyson McCallum

Barnardo’s Scotland Fostering Glasgow

Building 10,000

Academy Park

Gower Street, Glasgow

G51 1PR

0141 419 4700

**Relevant Qualifications & experience of registered manager**

MA Social sciences, Glasgow University 1997

PG Diploma Social Work, Glasgow Caledonian University 2001

Alyson has relevant local authority children & families social work experience and 3rd party sector settings including community based rehab, short break & fostering services

**Service Staff Structure**





**Job Roles and Qualifications**

**Operations Managers/Registered Managers**

Our professionally qualified Social Workers registered with the SSSC and hold management qualifications. Operations Managers/ Registered Managers are responsible for the overall operation of the fostering services to foster carers, children, and young people.

The Operations/Registered Managers are responsible for budgetary control and are involved with the development and implementation of the strategic aims and objectives of the organization. The Operations/Registered Managers are responsible for the management of Practice Managers and Admin Managers, sit on Panel as Panel Advisor, ensure all policies and procedures are up to date, complete audits of the service to ensure a high standard, and monitor and advise on serious complaints and allegations ensuring appropriate procedures are followed and safeguards are in place.

**Practice Managers**

Our professionally qualified Social Workers registered with the SSSC and are responsible for the supervision and management of the FP Social Workers, Children’s Workers & Art Therapist. Practice Managers are involved in developing training and supporting services for foster carers, alongside responsibilities for recruitment and assessment and audits. In the absence of an Operations Manager, they sit on Panel as Panel Advisor.

**The Practice Managers have between 13 and 26 years’ social work experience and the Operations Manager has 23 years social work experience.**

**Supervising Social Workers (SSW)**

Our qualified Social Workers registered with the SSSC and undertake the assessment, support, and annual review of foster carers. SSW’s work in partnership with the looked after child’s Social Worker to promote good outcomes. SSW’s also support training, coordinate support groups, provide a duty service dealing with referrals and matching and cover the out-of-hours support service.

**Children’s Workers**

Provide a range of support to children and young people either on a one-to-one basis or in groups. One to one work can include helping to build a child’s confidence and self-esteem, life story work, participating in assessments, offer support and guidance to carers in managing complex or challenging behaviours. They support young people achieve Dynamic Youth Awards, they also facilitate activity groups each year which often includes a residential trip for both looked after and birth children and assist in carer recruitment activity.

**Regional Marketing & Recruitment Officer**

We share 1 regional marketing and recruitment officer across Scotland Fostering services; they are responsible for managing Barnardo’s Scotland F & A Facebook & Instagram page; recruitment campaigns; recruitment & retention events, publicity and any other measure to raise the profile and encourage applications by potential carers across Scotland

**Therapeutic Workers**

We have a full time qualified Art Therapist who does direct work with children and offers group work for young people alongside a children’s worker. We have a qualified Child Psychotherapist who works 1 day a month and provides consultations for Carers and the team around a child and supports a Carers group.

**Administration Managers**

The Administration Managers undertake financial duties in the fostering service including invoicing, carer payments, credit control and accounts payable. The role provides support to the management team, and often, they are responsible for health and safety and ensure that the office remains a safe working environment with appropriate risk assessments completed by staff. The Administration Managers supervises the Administration team.

**Administrators**

Undertake a wide range of admin tasks to support the work of the service such as inputting and monitoring of statistical data, coordinating training, ensuring all checks and repeat checks are completed, panel administration.

**Services Provided**

**Placement Types**

 **Emergency**

We have carers who can provide unplanned / emergency care for individual children or sibling groups. Referrals are required to be made within office hours.

**Short Breaks**

We have foster carers who provide short break care either on a regular basis or one- off holiday breaks. These can be for children living at home with their birth parents or within kinship arrangement, children placed internally with our own foster carers or children from other fostering agency/local authority carers.

**Interim**

Short-term fostering can last for up to two years, while long-term plans are being formulated and rehabilitation is being attempted.

**Long-term/Permanency**

Care is available with long-term foster carers who can take individual children or sibling groups. Children and young people placed long term are matched in accordance with placing authority procedures.

**Solo Care**

Solo fostering can be offered to children who could be a risk to other children and young people, or who present particular challenges due to trauma; health needs or disability so that carers cannot offer enough support if other children are present.

**Sibling Care**

Barnardo’s is committed to promoting and supporting relationships between siblings and will always try to place siblings together. Where this is not possible or in the children’s best interests, we will endeavor to ensure carers are able to promote sibling relationships through family time.

**Continuing Care**

Barnardo’s Scotland is registered with the Care Inspectorate as an Adult service provider to enable us to offer continuing care for young people remaining beyond their 18th birthday, to support them into independence or adult services as appropriate. Currently we have a variation to our approval specific to meet the needs a young person to remain and receive care and support up until their 26th birthday.

**Recruitment, Approval, Review and Support for Foster Carers**

This section provides information on the procedures for recruiting, preparing, assessing, approving and supporting prospective foster carers. Barnardo’s policies, procedures and standards for the recruitment and assessment of foster carers are in line with required regulations and standards for fostering services.

**Enquiries**

An initial enquiry can be made by phone, email or online. This will be followed up with the provision of an information pack and a phone call to answer any questions and to gather and record basic information in line with Data Protection Regulations. If this goes well an initial visit will be arranged.

A qualified and experienced Social Worker will normally carry out an initial visit at the applicant(s)’ home to gather information, the information and basic checks from the Social Worker’s visit will be collated and forms the basis of whether they are invited to assessment preparation training – Skills to Foster – which is provided by the all the Fostering services across Scotland. This training includes the role and responsibilities of foster carers, working with different agencies and child development. All applicants are required to attend. Where issues arise from the initial visit these will be addressed and the applicants may be counselled out or referred elsewhere.

The assessment is completed by visiting and meeting with all members of the family and collating detailed information about the applicant(s)’ experience and skills. The assessment report (BAAF Form F) forms part of a portfolio of evidence. This report is shared and discussed with the applicants.

The completed assessment report is presented to the BSFG Virtual Fostering Panel. Applicants are expected to attend the Panel.

The Panel will then make a recommendation about the suitability of the applicants to be approved as foster carers. This will be passed to the Agency Decision Maker in Barnardo’s, who has the final decision about approval on behalf of Barnardo’s.

Applicants are informed verbally and in writing of the Agency Decision Maker’s final decision and their rights of appeal if they disagree with the decision.

**Foster Carer Reviews**

Reviews take place in line with The Looked After Children (Scotland) Regulations 2009 25 and 26. A first review must take place within 12 months after approval and subsequent reviews take place every 12 months thereafter. Barnardo’s must be satisfied that the foster carers continue to meet the required standards as set out in Regulation 25.

Reviews may also take place at other times for example as a result of a request to change the terms of approval; following a serious complaint, allegation of abuse, or other matters of serious / safeguarding concern; in response to a significant change of circumstances, such as a carer’s adult child returning home, relationship problems or separations, significant health issues (Regulation 26)

As a Registered Adult Services provider, all our registered foster carers who wish to provide Continuing care to the older young people in their care, are required to be fully assessed and presented to our Adult Services Panel where the recommendation to provide Continuing Care will be considered by Panel.

All approved foster carers must have completed the relevant training and have the required competencies in keeping with best practice and Barnardo’s Scotland Policy.

**Foster carer support**

BSFG values the work that foster carers do and the contribution they make to the lives of children and young people in their care. Barnardo’s Fostering Service offers the following support to all our carers.

The supports are:

* Supervision and support from a named qualified and experienced Social Worker available Monday to Friday 9am – 5pm.
* Access to a specialist fostering help and advice out of office hours support telephone line is available.
* Frequent visits, (minimum of once per month for full time carers and every 3 months for short break carers or those only providing continuing care), negotiated with the carer and regular telephone/teams virtual contact from the supervising social worker. Including at least 2 unannounced visits per year.
* Opportunities to participate in Consultation sessions if needed facilitated by our therapist
* Events for children in placement, for carers, and for children and carers.
* Support/activity groups for carers birth children.
* A comprehensive post-approval training programme which is linked to National Standards for training and support.
* Where appropriate, and where in line with the child’s care plan, a short break service to provide alternative experiences / short break for the child and for the main carer.
* Good quality liaison and working arrangements with local authorities including attendance at relevant meetings such as Looked After Child reviews, specialist consultations and child protection meetings.
* Financial support that values and recognises carer’s skills, achievements and time including a foster care fee and fostering allowance.
* Membership of the Fostering Network for all carers which includes access to legal advice and access to online supports and training opportunities.

**Foster Carer Training**

Barnardo’s Fostering Service recognises that fostering is an extremely complex and demanding role and we are committed to providing high quality training that is accessible and relevant to all our foster carers. During the Covid Pandemic the bulk of our training moved to delivery via virtual platforms. We have continued to provide face to face training opportunities including First Aid and Adolescence training and our carer support sessions remain face to face.

Training is provided to help foster carers develop their fostering role, to improve knowledge and to define and refine the skills they already have. The training is delivered within an explicit value base which promotes equality of opportunity and recognises and celebrates diversity. It seeks to ensure that all carers are competent and confident in providing safe care and in protecting children from harm.

Foster Carers are supported to complete mandatory training within 24 months of Approval.

Training is offered throughout a carer’s career with Barnardo’s Fostering Service and incorporates a range of topics which evolve with changes in practice, legislation and needs, examples of which are:

* Attachment and Resilience
* Child Protection: Introduction to Child Protection
* Dealing with Allegations against Foster Carers
* Equality and Diversity
* E-Safety
* Introduction to Safer Caring
* Managing Contact
* Medication
* Recording

**Continuing Care Training**

As part of our provision in supporting carers to provide Continuing Care to young adults we also provide relevant training including

* Adult and older young people Protection (for staff and carers)
* Continuing care

Sessions around Child’s Rights and The Promise have been particularly important as Scotland moves towards the introduction of the UNCRC and Barnardo’s commitment to The Promise

**Monitoring and Evaluation**

There are a range of systems in place to monitor and evaluate the provision of Barnardo’s fostering services, to ensure they are effective and that the quality is of an appropriate standard.

The following mechanisms are in place to monitor and evaluate the service:

* Carers’ Annual Reviews
* Carers’ feedback
* Children’s feedback
* Child’s Social Worker feedback
* Birth parent feedback
* Carers’ supervision
* Staff supervision
* Annual staff appraisals
* File Audit
* Quarterly performance reviews by the Assistant Head of Business
* External Monitoring via LA / Framework monitoring processes
* External monitoring via the Care Inspectorate
* Panel training and business meetings
* Evaluation of carers by trainers
* Probationary period following recruitment of new staff

**Complaints, Allegations and Whistleblowing**

Whistleblowing is the reporting of a concern in the public interest that something is happening within Barnardo’s that should not be, or not happening that should be. It is based on the Public Interest Disclosure Act 1998 (PIDA).

Barnardo’s is committed to the highest standards of openness, integrity, accountability and practice and concerns can be raised via the Whistleblowing process.

For details on where to report a concern see Section 8 – Other Contacts.

**Complaints**

The aim of Barnardo’s complaints process is to resolve a complaint at the most informal level possible.

Complaints can be made in writing or orally to any member of staff up to and including the

CEO.

Complainants and staff subject to complaints are kept informed of the progress of the investigation and any associated procedures subject to normal staff confidentiality.

The stages to managing any complaint are:

1. Stage 1 Local Resolution

2. Stage 2 Independent Investigation

3. Stage 3 Review of Process

**Stage 1 Local Resolution**

This stage will be conducted by the line manager of the person or service being complained about. At the outset the complainant must be asked for their desired outcome.

Stage 1 should normally be completed within 10 working days.

**Stage 2 Independent Investigation**

The investigation should be completed within 25 workdays from the date of the agreement that it should take place. Extensions can be given if agreed by the lead manager, the Complaints Officer and complainant and the reasons for delay must be recorded.

**Stage 3 Review of Process**

If the complainant is not satisfied with the outcome of the independent investigation (Stage

2) they or their advocate can request review of how this was undertaken, and their representation considered.

**Other Routes of Complaint**

As BSFG is registered with the Care Inspectorate, complainants may directly approach them at any stage. The Care Inspectorate has the power to investigate the complaint itself or require Barnardo’s or the relevant local authority to do so.

**Regulation and Inspection of Services**

Barnardo’s Fostering Services are regulated under the Standard for Foster Care 2017 and National Care Standards; Foster Care and Family Placement Services 1999.

Barnardo’s Glasgow is also registered as an Adult Service to provide continuing care for young people currently in foster care as they make the transition to adulthood. We are registered under the Regulation of Care (Scotland) Act 2001 and this alongside Fostering is inspected.

Barnardo’s Fostering Services are registered and inspected as an independent fostering

agency with the Care Inspectorate. The Care Inspectorate is responsible for inspecting the fostering agency. They will also receive and investigate any complaints about the fostering agency. Significant Incidents are reported to the Care Inspectorate under Schedule 7 of the Care fostering Services Regulations 2011.

In evaluating quality, a six-point scale is used, where 1 is unsatisfactory and 6 is excellent.

The last inspection of Barnardo’s Scotland Fostering Glasgow was inspected in March 2023

How well do we support people’s wellbeing – 4, 3, 5 & 4 with the overall score 3

How good is our leadership – 3

How good is our staff team – 4

How well is our care & support planned – 5

Continuing care rated;

How well do we support people’s wellbeing – 4, 3, 5 & 4 with the overall score 3

How good is our leadership – 3

How good is our staff team – 4

How well is our care & support planned - 4

**Contact details**

Morag MacConnell

Care Inspectorate

Compass House

11 Riverside Drive
Dundee
DD1 4NY

Tel: 0345 600 9527

**Other Relevant Contact Details**

**Whistleblowing**

Safecall are our Whistleblowing service provider, and their details are below. The link [here](https://inside.barnardos.org.uk/employee-and-volunteer-support/whistleblowing-policy) also takes through how we handle any reports we receive.
 **How do I contact Safecall?**You can contact Safecall on 0800 915 1571 or online through the ‘[**Report a Whistleblowing Concern**](http://www.safecall.co.uk/barnardos)’.Your report won’t be traced and Safecall has trained operators to support you.

The service is free, confidential and open 24 hours a day, seven days a week.

**Complaints**

Barnardo’s Head Office

Tanners Lane, Ilford, Essex, IG6 1QG

Telephone: 020 8550 8822

Email: cs.complaints@barnardos.org.uk

**Children’s Commissioners**

[Home - The Children and Young People's Commissioner Scotland (cypcs.org.uk)](https://www.cypcs.org.uk/)