



# Young Adult Placement Service Statement of Purpose

Fostering Relations  
May 2021





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# Introduction

Fostering Relations is one of a number of fostering agencies owned and managed by the National Fostering Group (“NFG”), an associate company of National Fostering Group Holdings Limited. Ultimately NFG are responsible for the whole organisation, though day to day operational responsibility lies with the Registered Manager. Fostering Relations is an independent fostering agency which works nationwide across Scotland. Fostering Relations aims to develop and provide a high quality, comprehensive and integrated service that delivers excellent outcomes for Young People in our care. The values underpinning the work of Fostering Relations are embedded in the Statement and within the working practices of the organisation. These are:

- To ensure that Young People are securely attached to carers capable of providing safe and effective care into their early adulthood
- To ensure Young People are protected from emotional, physical and sexual abuse and neglect
- To ensure Young People receive health and social care they need to maximise their potential
- To ensure that the services provided are flexible, adapting to new ideas and ways of working, responsive and supportive of carers

Fostering Relations is registered as an Adult Service Provider, for the purposes of providing a Young Adult Placement Service for Young People placed under Continuing Care Legislation.

‘Continuing Care’ is a new legal term established by Part 11 of the 2014 Act. Continuing Care is defined as meaning the same accommodation and other assistance as was being provided for the eligible person by the local authority, immediately before the person ceased to be looked after. It is important to remember that it is not a new placement; it is the right for the young person to ‘stay put’ in the same placement.

Fostering Relations Young Adult Placement Service has developed and implemented policies

and procedures to safeguard and support Young People in our care and the service is closely linked with our Foster Care Service.

Although Fostering Relations Adult Placement Service is registered separately and has its own policies and procedures, the service is very closely linked to Fostering Relations Fostering Service. The same staff, Registered Manager, Team Managers, SSW, Support Staff, Administration workers, Panel members, Agency Decision Maker, Senior Managers, Chief Executive Officer, Board of Directors, carers, support groups and training are accessed.

The Adult Placement Service is committed to providing a quality family experience, enabling Young People who are looked after and accommodated with our foster carers to transition into a continuing care placement and remain with those families beyond the age of 18 years where this is considered necessary and appropriate.

## The Conditions of Registration are:

1. No more than 3 adults shall be placed at any one time within the household of any adult placement carer.
2. Fostering Relations approval process of foster carers as adult placement carers for the purposes of continuing care must include assessment, approval and renewal as a foster carer and an adult placement carer

The Statement of Purpose (SoP) for Fostering Relations Limited has been developed in accordance with appropriate legislations: National Care Standards Foster Care and Family Placement 2005, Children (Scotland) Act 1995, The Regulation of Care Act 2001, Looked after Children (Scotland) Regulations 2009 and Children and Young People (Scotland) Act 2014. The SoP outlines the way Fostering Relations operates as a Fostering agency. This SoP is made available to employees, carers and local authorities and can be accessed by birth

families via our website. The SoP is reviewed and agreed as required or annually by the Registered Manager and the Management Team. This Statement of Purpose is designed to be read in conjunction with our Statement of Purpose for our Fostering Service.

### **The office address is:**

Fostering Relations  
|1st floor East Gateway  
Beancross Road  
Grangemouth  
FK3 8WH

Tel: 01324 464947

Fostering Relations is registered with the Care Inspectorate for Fostering and for Adult Placements under Continuing Care arrangements:

- Service provider number: SP2007008983
- Care service number: CS2017362489

### **Name and Address of Registered Manager**

Lynne Greig  
Fostering Relations  
1st floor East Gateway  
Beancross Road  
Grangemouth  
FK3 8WH

Tel: 01324 464947

### **Name and Address of Inspection Body**

All the activities of Fostering Relations are inspected and regulated by Care Inspectorate who can be contacted at the following address:

Care Inspectorate SCSWIS Enquiries  
www.scswis.com  
enquiries@scswis.com  
0345 600 9527

Scotland National Office  
Care Inspectorate Compass House  
Discovery Quay  
11 Riverside Drive  
Dundee  
DD1 4NY



# Vision, Mission and Values

## Our Vision

We will build incredible futures by empowering vulnerable children and young adults in the UK to be happy and make their way in the world.

## Our Mission

Every day we improve the lives of those we educate and look after, their families and communities through a relentless focus on learning and caring.

## Our Values

### Open & Honest

- Be fair and transparent.
- Do the right thing.
- Be respectful.

### Deliver Promises

- Be accountable.
- Take responsibility.
- Be committed.

### Dream Big

- Make positive changes.
- Aspire and Achieve.
- Be ambitious.

### Be Inclusive

- Value diversity.
- Create safe, nurturing environments.
- Care about each other and what we do.

## One Team

Together we inspire trust, happiness and an infectious passion to accomplish our vision.





# Status and Constitution

## **The Fostering Network**

As part of The National Fostering Group, Fostering Relations has a corporate membership with The Fostering Network which is the UK's leading charity for everyone involved in fostering. This means that they are uniquely placed to bring people and organisations together to improve the lives of children in foster care. The Fostering Network works to raise the profile of foster care through lobbying and campaigning for improvements in foster care at UK, national and local level.

## **NWG**

As part of The National Fostering Group, Fostering Relations has a corporate membership with NWG which is a network tackling child sexual exploitation they also provide high quality training that our staff members attend. Each staff member has a membership to NWG so that they may receive advice and support on individual cases.

## **Leading Improvements for Looked after Children**

Leading Improvements for Looked After Children, Fostering Relations has successfully achieved LILAC – 'Leading Improvements for Looked after Children', with the key objective of developing a quality framework for involvement policy and practice targeting Young People in care. Young People will make use of this framework to carry out assessments of local authority or agency services.

## **Investors in People**

The National Fostering Group is recognised as an Investor in People and has held the Award since 2004. In October 2013, the NFG achieved the Investors in People Gold Award. NFG will continue to be an investor in people.



# Health and Social Care Standards

The implementation of the new Health and Social Care Standards in April 2018 sets out expectations on how Fostering Relations plans to shape and deliver care to our children and young people. The standards will be taken into account in Inspections and quality assurance by the Care Inspectorate. The standards are underpinned by five principles:

## **Dignity and Respect**

- My human rights are respected and promoted
- I am respected and treated with dignity as an individual
- I am treated fairly and do not experience discrimination
- My privacy is respected

## **Compassion**

- I experience warm, compassionate and nurturing care and support
- My care is provided by people who understand and are sensitive to my needs and wishes

## **Be included**

- I receive the right information, at the right time in a way I can understand
- I am supported to make informed choices, so that I can control my care and support
- I am included in wider decisions about the way the service is provided and my suggestions, feedback and concerns are considered
- I am supported to participate actively in my community

## **Responsive Care and Support**

- My health and social care needs are assessed and reviewed to ensure I receive the right support and care at the right time
- My care and support adapts when my needs, choices and decisions change
- I experience consistency in who provides my care and support and in how it is provided
- If I make a complaint it is acted upon

## **Wellbeing**

- I am asked about my lifestyle preferences and aspirations and I am supported to achieve these
- I am encouraged and helped to achieve my full potential
- I am supported to make informed choices, even if this means I might be taking personal risks
- I feel safe and I am protected from neglect, abuse, or avoidable harm





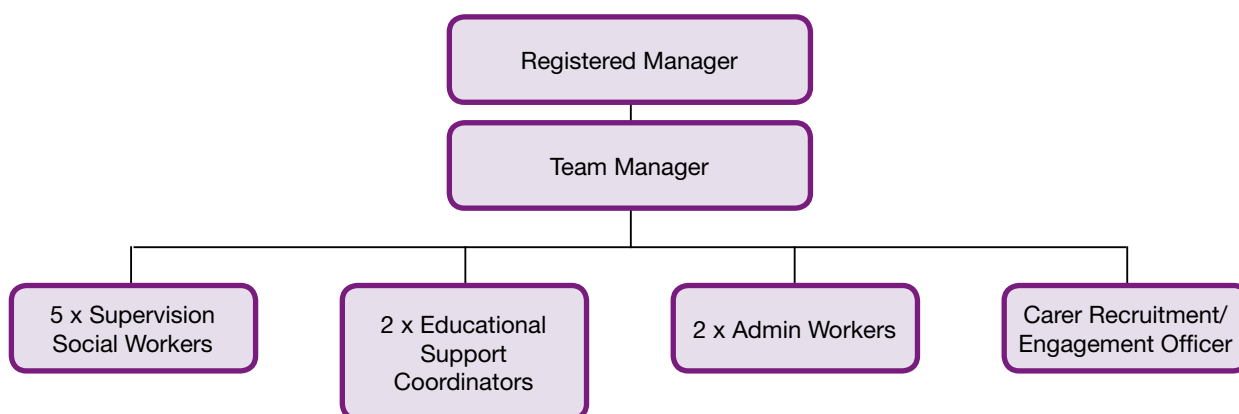
# Staff Structure

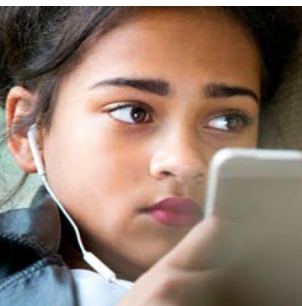
Registered Manager and Team Manager are qualified social workers registered with SSSC and hold management qualifications or are working towards these. Registered Manager and Team Manager meet on a monthly basis and are responsible for all strategic and operational aspects of the agency. The Registered Manager is responsible for the overall operation of the agency and the development of services to foster carers, children and Young People.

Supervising Social Workers are all qualified, registered with SSSC, and very experienced social workers, having worked in a wide variety of statutory social work settings. They each have a geographical area and are responsible for visiting carer households regularly, attending meetings, spending time with children and Young People in placement as appropriate and making recommendations for the annual foster carer review.

Educational Support Coordinators provide specific support to foster carers and children, liaising with schools and education provisions to support children in their educational achievements.

We also use the services of a of highly qualified therapist, as required on a surgery model. All members of staff are suitably qualified. All permanent members of staff have training development plans specific to their area of expertise, receive monthly supervision and annual appraisals. All staff undertake mandatory training in safeguarding, equality and diversity and data protection.





# Principles

At Fostering Relations, we believe that Young People who were fostered as a child have the right to continue to benefit from a positive experience of family life, allowing each to fulfil their potential in a family where they feel secure and a sense of belonging.

Working in partnership with Local Authorities, Fostering Relations is committed to providing a quality family experience enabling Young People who were looked after and accommodated with our foster carers to remain with those families beyond the age of 18 years where this is considered necessary and appropriate.

This service is only available to Young People who have been in a Fostering Relations placement. If carers have the appropriate space to accommodate a young adult and a looked after child/young person they may be registered as both a Fostering Relations Young Adult Carer and a Fostering Relations Foster Carer.

Although Fostering Relations Adult Placement Service is registered separately and has its own policies and procedures, the service is very closely linked to Fostering Relations Fostering Service. The Adult Placement Service is committed to providing a quality family experience, enabling young people who are looked after and accommodated with our foster carers to transition into a continuing care placement and remain with those families beyond the age of 18 years where this is considered necessary and appropriate. Fostering Relations has a Continuing Care framework which includes information and legislation pertaining to Continuing Care for carers and young adults, as well as an independent living pack which is aimed to prepare young adults for independent living, and many more helpful resources, such as budget planners and useful contact guides. These packs are bespoke to Fostering Relations and can be tailored to the individual needs of the young adults and the carers supporting them. The framework was completed with our young adults and carers through careful consultation. It continues to develop, as more young adults and their carers provide feedback.



# Placement

As part of our service Fostering Relations believe that Continuing Care is an opportunity to plan in a gradual way, increasing independence at a rate and stage that suits the evolving capacity of the young person. The aim of the provision is to ensure that where it does not significantly adversely affect their welfare then all eligible looked after Young People are encouraged, enabled and empowered to stay in an existing care placement until they are able to demonstrate their readiness and willingness to move on to interdependent living. Interdependence more accurately reflects the day to day reality of an extended range of healthy inter-personal relationships, social supports and networks.

We will strive to support Young People in making a successful transition to adulthood by way of this provision ensuring we work hard at maintaining supports and supervision to the placement, albeit under the guise of an adult placement. Once the Young Person turns 18 an Enhanced Disclosure should be processed for the Young Person.



# Anti-discriminatory Practice

Fostering Relations' Diversity Policy applies to staff, foster carers and Young People. Training is provided to all staff and carers to assist them to understand and value diversity in working with colleagues and service users. Fostering Relations values and celebrates diversity and provides a detailed policy and guidance on promoting equal opportunities for "looked after" children and Young People. The agency considers the needs of all Young People referred in the areas of race, gender, culture, religion, sexuality, ability and geographic origin. The agency will endeavour to promote each young person's sense of identity through making appropriate placements, and direct work in relation to a young person's cultural background. There is a commitment to challenging individuals or groups who discriminate against any of our Young People in any way and diversity is celebrated through daily living experiences and educational programmes. The agency continues to work actively to promote diversity within the composition of the staff team and approved foster carers.



# Foster Care Agreement

Each carer signs a Foster Carer Agreement with the agency. This sets out the terms of their relationship with Fostering Relations, including any conditions attached to their approval; mechanisms for reviewing and, if necessary, terminating approval; appeal mechanisms and complaints; circumstances about which the agency must be notified; the agency's expectations of the carers and the services they in turn can expect to receive from the agency.



# Education Education and Employment

Fostering Relations fully promotes educational achievement. Foster carers' abilities to promote education are addressed in all aspects of our services to foster carers: recruitment, assessment, approval processes, training and quality assurance. At Fostering Relations, we believe that all Young People have the right to access appropriate further education which enables them to meet their potential. We have Educational Support Co coordinators who provide advice, guidance and additional curriculum support to all foster carers and Young People. We are one of a few agencies with specific dedicated education staff who are able to negotiate for additional support and help with the transition to further education and apprenticeships. All Young People in foster care should have access to a home computer and relevant educational software.

As part of NFG, Fostering Relations has access to an Outcomes Team which consists of a range of professionals, for example, an Employability Lead, who are involved in supporting young adults with positive outcomes and destinations. This team is responsible for initiatives such as British Explores, Duke of Edinburgh and Apprenticeship opportunities and link directly with the team supporting young adults with these opportunities.



# Mental Health and Well Being

Improving people's mental health is a national priority in Scotland, as it is throughout the UK and indeed Europe. At Fostering Relations Wellbeing workshops have been implemented which enables carers to consider strategies and activities to support Children and Young People to manage their anxieties and increase self-esteem. All of our Young People are now receiving a Wellbeing bag with resources tailored to their needs and preferences. This is a collection of resources which can be used to calm anxieties, relieve stress and promote good mental health.



# Services Available to Carers and Young People in Placement

Fostering Relations provides each Fostering family with a fully qualified and experienced Supervising Social Worker. We aim to enhance and support families in the task of providing consistently high-quality care for children and Young People. In so doing it is hoped to help them achieve harmonious living and positive relationships with the Young People they care for and a rewarding experience of fostering.

A Supervising Social Worker is allocated to provide support to each Fostering family. A Supervising Social Worker is available 24 hours a day, 7 days a week. The allocated Supervising Social Worker will visit carers on either a fortnightly, monthly or 6 weekly basis with support telephone calls as required. The Supervising Social Worker plays a key role in ensuring that Foster Carers receive appropriate training and support, and will assist the Foster Carer when completing and updating their Training Profile.

We will strive to support young people in making a successful transition to adulthood by way of this provision ensuring we work hard at maintaining supports and supervision to the placement albeit under the guise of an adult placement.

The role of the Education Support Coordinator is to support carers in helping young people in their care achieve better educational/career outcomes. All our foster carer/adult care households have an allocated ESC. We are one of few agencies with specific dedicated education staff who are able to negotiate for additional support for many young people also help with transition to further education and employment.





# Consultation and Participation

At Fostering Relations, we are committed to the meaningful involvement of Young People in the ongoing development of our services. We recognise that not all Young People will want to get involved however we will continue to provide a range of opportunities for those who choose to. We encourage feedback on everything we do and will strive to provide a variety of creative participation methods to engage with Young People. Fostering Relations is committed to the involvement of each young adult who is encouraged to contribute, complete and agree an Independent Living Agreement as part of their Continuing Care Agreement. This document will be reviewed regularly and will involve gathering the views of those Young People placed under Continuing Care.



# Training

Fostering Relations is committed to National Health and Social Care Standards. These standards underpin the provision of support and high-quality care for Young People. Fostering Relations recognises the importance of Continual Professional Development alongside our comprehensive training programme for all Foster Carers.

Prior to becoming registered, Foster Carers will be required to undertake training online on Adult protection, and Continuing Care. This will provide all foster carers with an understanding of the transition to Adulthood, Protection of Adults, and an understanding of the values and differences of providing Continuing Care in line with best practice. All Foster Carers providing Continuing Care will work with their supporting SSW to undergo further relevant training in relation to caring for Young People.

Other recommended training includes:

- Promoting Resilience
- Transitions Internet Safety
- Child Sexual Exploitation
- Supporting LGBTQ
- Sexuality, Sexual Health & Sexual Development

This will be regularly discussed between the carer and their supervising social worker and take into account the care needs of the Young People placed.

Many of the core skills of foster carers will be relevant to the role of Continuing Care carer

Fostering Relations approach to Continuing Care is crucial in ensuring that we all support young people in making the positive transition into adulthood.



# Support Groups

Fostering Relations encourages Foster Carers to have contact with other Foster Carers who are providing supported care to Young People. These groups will be demand led.



# Annual Foster Care Reviews

Fostering Relations reviews the approval of Foster Carers and Continuing Care providers on an annual basis. The Review for Continuing Care Placement will be discussed separately from The Foster Carer Review, but will follow the same format as the Foster Carers Annual Review. Foster Carer's Annual Review provides an opportunity to assess the work of the Foster Carer over the previous year. The decisions taken at the Annual Review are recorded and placed on our Computer Database.

Regulatory process to be followed reviewed annually and brought back to panel every 3 years unless significant change in circumstances or practice concerns, allegations and complaint.

**Significant changes in circumstances could trigger an early Review. For example:**

- A significant change in health
- A change to household membership
- A serious Complaint or Child Protection investigation
- A recent criminal conviction
- A Request to change Approval
- The breakdown of a placement or ending of a Continuing Care placement



# Complaints Procedure

Fostering Relations endeavours to strive for the highest standards for all its service users, subsequently we are committed to providing the best possible advice for children, carers and local authorities alike. Fostering Relations have a written procedure for considering any complaint or representation made by the Service's foster carers. The agency believes that foster carers have a fundamental right to have their views heard and to be taken notice of in the development of the Services.

All complaints/comments provide vital information to inform future policy, planning and development of the service as well as identifying the areas of the service which are successful and valued. They help to identify any gaps in service provision and should lead to the development of better services. As an organisation we welcome feedback of all kinds and will respond as soon as possible to any comments/complaints.

A copy of Fostering Relations' complaints procedure is provided to all foster carers and is available on request. In addition, Fostering Relations' Children's Guides details how a child/young person can complain; each child and young person will have a copy of its own Local Authorities complaints procedure and this will be explained to him or her.

Fostering Relations Complaints Procedure is in line with the National Fostering Group and deals equitably and speedily with any complaint made by Foster Carers, Social Workers or Young People. The agency has a whistleblowing policy to encourage employees/volunteers to feel confident in raising concerns. All concerns will be taken seriously and fully investigated Complaints by Foster Carers. Letters of formal complaints should be addressed to the Registered or Regional Manager.



# Allegations of Abuse

All allegations of abuse are immediately reported to the Team Manager and Registered Manager, the Local Authority Child/Young People Protection Team and the Care Inspectorate. All allegations of abuse are dealt with in accordance with the Child's Local Authority Child Protection Teams.



# Care Inspectorate (SCSWIS)

The Care Inspectorate inspects, regulates and supports improvement of care and social work and child protection services across Scotland. All children placed have a statutory right to an Independent Complaints Procedure through the Care Inspectorate. All Foster Carers have a statutory right to an Independent Complaints Procedure through:

Care Inspectorate SCSWIS Enquiries

- [www.scswis.com](http://www.scswis.com)
- [enquiries@scswis.com](mailto:enquiries@scswis.com)
- 0345 600 9527

Scotland National Office  
Care Inspectorate Compass House  
Discovery Quay  
11 Riverside Drive  
Dundee  
DD1 4NY



## **Fostering Relations Statement of Purpose May 2021**

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