



Quality
Fostering

A place to *belong*, a future to *thrive*

Statement of Purpose

2026

Introduction

Quality Fostering Ltd is an Independent Fostering Agency (IFA) based in the Midlands region. It is registered under the Companies Act 1985 as a private limited company (Company Registration No. 5692709). In accordance with the 1985 Act it has a Memorandum of Association and Articles of Association.



Aims and Objectives

Quality Fostering recruits high quality foster carers to provide high quality family placements for children who are “looked after” by local authorities. Quality Fostering Ltd will look to provide placements which go beyond the provision of the minimum standards of care. The intention is to ensure that a child placed with a Quality Fostering foster carer will find an integrated support service which will take full account of the specific needs of each child placed, including educational, health, social needs, and contact expectations.

It is Quality Fostering’s objective to provide services which will be responsive to children’s’ needs, foster carer’s needs, and the needs of the local authority.

Its aim is to achieve this by the provision of a high level of social work support to foster carers and children. Its objective, in line with its Business Plan, is to provide this through a low ratio of carers per Social Worker.

Its philosophy is to develop and provide a “small scale” personal service which will enable the development of quality relationships based on access, trust, and openness. Children, carers, and local authorities will be encouraged to fully participate in providing regular feedback to the service in order to promote ongoing developments. This will be achieved by written evaluations, discussion in supervision, social events, and foster carer groups.

Through this “small scale” personal philosophy, Quality Fostering aim to deliver services which:

- Are safe, warm, and caring family environments.
- Provide positive and constructive environments for children.
- Recognise and ensure children’s successes, however small, are highlighted and celebrated.

- Provide comprehensive support for children, young people, and carers.
- Maximise the ability of children to meet their potential.
- Respects and actively promotes individual needs.
- Respects and actively encourages and promotes diversity.
- Encourages carers to feel that they are: Working in partnership with the organisation, an integral part of the organisation, and play a pivotal role in the development and delivery of quality services.
- Quality Fostering works together with local authorities to support children's care plan, outcomes, and overall needs within their foster placement.

Services provided:

- Foster carers are entitled to paid respite up to 2 weeks per year dependent upon the length of time a child/young person has been in placement with them.
- Emergency placements for children.
- Short-term placements for children.
- Long term placements for children who may or may not have longer term rehabilitation programmes, e.g. during care proceedings.
- Permanent alternative care arrangements for children where parents or extended family members or friends are unable to provide permanent care.
- Respite and permanent placements for children with diagnosed additional special needs.
- Sibling placements to enable siblings to remain together.
- Placements for Unaccompanied Asylum-Seeking Children and those affected by child Trafficking and Modern-Day Slavery.
- Culturally matched placements and appropriately matched placements.
- Opportunity to meet and socialise with other Looked After Young people by providing regular shared social activities, newsletters, and competitions.
- Information on foster carers available to be shared with a child/young person prior to placement through their Family Welcome Book.
- Young people can get involved in agency recruitment of staff, panel members and new carers.

Quality Fostering staff and carers are now using the Jellybaby system. This has also been used for Panel members to access panel papers – there has been a transition period using the new system.

Carer Recruitment

A major function of the service will be to identify and recruit carers who will be able to provide for sibling placements, to avoid the necessity to separate children on the grounds of the inability to accommodate sibling group. Also, to recruit suitable carers from a diverse range of backgrounds, e.g., socioeconomic, cultural, and ethnic origins.



A primary aim is to recruit carers who have the capacity and skills to maintain placements long term through to permanence, and carers who have the ‘stickability’ to support a child through many challenging moments, and to be available for the child through many challenges.

Quality Fostering is committed to recruit carers who will support children to achieve and promote their health, development, and outcomes. The Regulations stipulate that a fostering applicant be aged 21yrs.

All carers will be assessed utilising the CoramBAAF Form F (England) Assessment Framework 2018 Stage 1 and Stage 2 which will form the basis of the assessment report. All necessary checks will be undertaken, including additional checks as required and necessary.

Carers will undertake a comprehensive 3-day Preparation programme during the assessment process prior to presentation to fostering panel. This will ensure carers are fully informed and prepared with respect to the carer’s role and responsibilities; give them an understanding of the experience of becoming a looked after child and the needs of looked after children; the Local Authority’s role and responsibilities; and Quality Fostering’s role and responsibilities.

Quality Fostering will endeavour to pursue potential applicants’ interest where they meet the needs of the agency. This is to ensure there are adequate numbers of carers in the geographical areas required and that have the skills, experience, and ability to meet the needs of children requiring placements.

Where Quality Fostering receive interest to foster, but the enquirers are unable to meet the referral needs of the agency, they will be signposted to more suitable fostering services who they could then consider.



Enquiry and Assessment Process for Prospective Carers

Enquirers initially contact the agency via email, or telephone call. Following this, the duty social worker will have a telephone conversation with them. The initial telephone assessment will look at: accommodation (e.g. do you have an available bedroom?), work commitments (e.g. what are your work arrangements?), family view (e.g. have you discussed fostering with your family?). Based on this initial assessment we will be able to advise them on how to proceed. If the basic criteria is met then an initial home visit will be arranged to go through the process in more detail.

The initial home visit consists of an overview about Quality Fostering, the foster carer role and the role of the local authority and the process of assessment. This will consider several factors including: the appropriateness of the accommodation; the person's availability; their motivation for wishing to foster; standards of care expected; home safety and general health of the household. It will also be used to explore the role of the foster carer role and the requirements more fully with respect to the whole process of assessment, preparation and training.

The Initial Visit can also cover the area of Recording and Confidentiality – both are key requirements of the foster carers' role.

Where it is felt that the applicant can progress to Stage 1 of the assessment documentation and consent for relevant checks will be obtained.

A minimum of three personal references will be taken up as part of the assessment process. These referees will be interviewed by the assessing Social Worker. These will comprise a family member and friend from each applicant. At least three references should know the applicants as a couple. Personal references should be individuals that have ideally known the applicants individually and / or as a couple, for at least a period of 5 years.

The relevant medical consent form will be signed and this, with the medical assessment form, will be forwarded to the applicant's GP. Upon receipt of this from the applicant's GP this will be processed to the agency's Medical Advisor, for

consideration with respect to the applicant's health and the impact of this on the applicant's application to foster.

All individuals (regardless of age or role) living in the household will be interviewed to ascertain their views and what the impact of fostering will be on them. There will be an expectation that all significant ex-partners will be interviewed. This means where the fostering applicant has lived with a partner for a period and / or had children with an ex-partner. There may be exceptions to this, where for example, there has been domestic abuse, but the assessor will need to discuss this with their supervisor and make a decision about how this can be resolved, and the assessment progressed.

Quality Fostering will request a reference from applicant's current employers and all employers where they have worked with children and / or vulnerable adults. The fostering applicant's attitude to employment and unemployment will need to be explored in the assessment.

Quality Fostering will undertake a DBS check on each applicant and any adult in the household over 18yrs, LA check in their current area, and previous local authority areas dating back 10 years. There may also be an occasion to check back further than this which would be discussed with the applicants. Ofsted checks are also undertaken. Where the applicants are known by a different name including a maiden name this must be included in the request for a reference. Where an applicant has lived abroad the equivalent of a DBS check must be obtained where they were 18 or over when they left the country. Quality Fostering are using a DBS agency which can carry out overseas checks to most countries.

Where an applicant has worked with children and/or vulnerable adults, whether in the UK or abroad, a reference must be obtained from their employer. This will be a reference from all employees where they have worked with children and/or vulnerable adults. A DBS check/Certificate of Good Conduct will need to be obtained from the Country that they resided in.

A Health and Safety check of the household and garden must be completed, and the assessor identifies areas that require improvement. These improvements must be completed prior to the Form F being presented to fostering panel. Quality Fostering also requires applicants to have a Home Safety visit undertaken by their local Fire Service, identifying any areas of risk, safety plan an escape route in the event of any house fire.

The prospective fostering applicant will be asked what family and friends support people/systems they have who could potentially help in emergencies, for example: childminding support in an extreme circumstance where they may need support overnight. This will be someone within their support network who, in an emergency,

will be able to provide practical support by caring for a Looked After child for a few hours and in exceptional circumstances overnight. The identified back-up carer must be DBS checked and a risk assessment of them and their household undertaken.

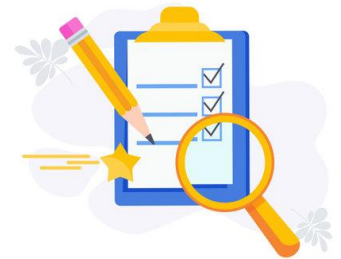
Once prospective foster carers enter stage 1 of the assessment process they will be notified in writing by Quality Fostering.

After all Stage 1 information has been gathered Quality Fostering has 10 working days to decide whether to proceed to Stage 2 of the assessment. If the decision is to proceed to this stage applicants will be notified in writing setting out the procedures for that assessment. Where the decision is not to proceed to this stage applicants will be notified in writing giving the reasons for that decision.

To minimise delay, Quality Fostering endeavour to minimise delay by starting Stage 2 of the assessment to begin the process, alongside the information being gathered in Stage 1.

Basic Stages of Assessment

The typical journey from application to approval takes around 4-8 months.



- **Pre-application:** Initial enquiry, information sharing and home visit to confirm basic eligibility and mutual suitability (usually within 1–2 weeks).
- **Stage One (Regulation 26 checks):** Statutory checks including DBS, local authority and medical checks, references and household information to establish suitability.
- **Stage Two (Form F Assessment):** In-depth assessment by a social worker, including home visits, exploration of motivation and parenting capacity, support networks, safer caring, and completion of Skills to Foster training. A Form F report is prepared with a recommendation (the assessment can take up to 6 months).
- GP Medical Assessment forwarded to Agency Medical Advisor.
- Agency Medical Advisor Report completed.
- The completed assessment will be discussed with the prospective carers prior to it being submitted to fostering Panel.
- The prospective carers will be expected to attend the Panel.
- The Fostering Panel will make a recommendation with respect to the prospective carers suitability to foster with Quality Fostering.

- The Fostering Panel recommendation will be forwarded to QF's Agency Decision Maker (ADM) who will make the final decision about approval and criteria.
- Prospective carers will be informed of the outcome verbally by their Social Worker/Assessor. This will be confirmed in writing.
- Quality Fostering recognises the demands placed upon families during the assessment process. A crucial part of managing such demands is having a clear timescale for the completion of such assessments. The high staff carer ratio is intended to enable Quality Fostering to keep this timescale to an absolute minimum. The stated objective is therefore to complete the assessment process within the regulatory expected timescale of eight months from the expression of interest to the outcome decision (however most are much sooner.)
- During the assessment process, prospective foster carers will be given a range of information including: a guide to the organisation; the fostering role and task; carer's responsibilities; relevant carer information relating to finance, insurance, complaints, record keeping; and other relevant policies and procedures.
- All carers are expected to attend 3 days of preparation training covering the essential needs of looked after children, carers roles and responsibilities, legal requirements, and many other informative areas invaluable to the role of foster carer.

Approval

Upon approval carers will be provided with

- Their Training & Standards Development Workbook (TSD)
- Quality Fostering's Foster Carer Agreement between QF Ltd and the Carer.
- We provide both hard and online copies of Quality Fostering Policy and Procedures.
- Information relating to Quality Fostering carers as part of the support network.
- Carers will be set up on Quality Fostering online recording system.
- Prior to a LAC child being matched with a foster carer Quality Fostering duty worker will discuss the referral and all relevant background information.
- Foster carers will be expected to record information on the foster child on Quality Fostering electronic system. Recording of information is expected to

be undertaken daily, and a monthly summary of the child is to be completed by the carer and forwarded to the child's SW.

- Access to Quality Fostering support service 24 hours per day, 7 days per week, 52 weeks per year.
- Regular monthly formal supervision of Carers by a qualified Social Worker. Visits to Carer outside of formal supervision may be more frequent and will be determined by the needs of the placement. There will however be at least two unannounced visits every 12 months.
- Regular telephone contact with the allocated Social Worker.
- Open access to the management of Quality Fostering.
- Two weeks paid respite per annum.
- Full membership of Foster Talk – providing expert legal, medical, and financial advice to all carers. Also access to Foster Talk qualified counsellor 24/7 for the carers, birth, and LAC children.
- Individual membership of Foster Talk includes their independent support to carers going through allegation process.
- An individualised post approval training and development programme, which meets TDS standards.

Review of Foster Carers' Approval

There will be a Foster Home Review which will be completed at a minimum annually, this may be earlier dependent upon circumstances. This review addresses the fostering household members, current children placed, and any other children placed between the two review periods. This review will be timed to be simultaneous with the annual training review to ensure that each review informs and complements the other.

The first annual Review after initial approval will be presented back to Panel. The Carers will attend that review. Subsequent Annual Reviews are usually “paper reviews”, where our Social Worker will write the review and a Reviewing Officer will appraise the review and make comments. This is then presented to the Decision Maker, who will have final oversight of the Review. You are not required to attend a paper review. With respect to all reviews your views are sought.

Outside of the annual review there will be other circumstances where it will be appropriate to review foster carers, e.g., allegation of abuse against a foster carer; a serious complaint against a foster carer; or, where a foster carer's own children have a Child Protection Plan etc. Under such circumstances there will be a separate procedure for conducting the review, which will not in the first instance be part of the annual review process.

Quality Fostering Staff



Quality Fostering will ensure all staff are qualified with respect to their role and responsibilities in terms of their training, qualifications, and experience, to work with children and families. Recruitment of staff will comply with Quality Fostering's Equal Opportunity's Policy.

Quality Fostering will ensure that Social Work staff:

- Hold a relevant social work qualification.
- Undertake relevant checks.
- Have staff membership of Foster Talk.
- Will be provided with regular supervision.
- Annual Appraisal (including review of training and skills.)
- Adhere to Quality Fostering's Safer Working Practice Policy and Confidentiality Agreement.
- All staff members have their DBS checks renewed every 3 years.
- All social work staff must be registered with Social Work England.
- All staff to attend an annual joint training event with panel members.

All members of staff whether full or part-time, temporary, voluntary, or permanent will be DBS checked (enhanced) with professional references being taken up prior to employment. DBS checks are carried out on all staff members and carers every 3 years.

Additional social work staff will be recruited as soon as carers are recruited. The ratio of social work staff to carers will remain small and manageable. This ratio of

necessity will change as carer households are recruited but at the earliest opportunity Quality Fostering will reduce the ratio to the minimum.

Foster Carer's Access to Records

Carer's Records

Quality Fostering's explicit ethos is to develop open and honest relationships with carers. All information held by Quality Fostering with respect its carers will be shared with carers, as required. Where third party information is involved, Quality Fostering will actively seek permission from third parties to share such information with carers.

Carer's who wish to access their records will be encouraged to make the appropriate request. This will be recorded on carer's supervision files.

An "Access to Records" request form will be included in the Carer Folder.

Where a request is received, Quality Fostering will make the carer's file available within 14 days of receipt of the request. Within this time, Quality Fostering will review the records to ensure all requests for third party information to be on the open access part of the file have been made.

Confidentiality

Children and young people have a right to a private life, as detailed further within the UN Convention for the Rights for the Child Statement. It is important to respect the rights of children and young people who are looked after by local authorities. Within this it is important to balance these rights with the rights of children and young people to be protected where the sharing of information is important to ensure the child's needs are appropriately being met.

Where there is an identified child protection concern the sharing of information and the reasons for this will be covered in the Quality Fostering's child protection policy and procedures.

Data Protection

We use a secure encrypted system (egress) to send information about young people and foster carers. We take Data Protection seriously and have ensured all staff and

carers have been provided with Quality Fostering Policy and Guidance on storing, using, and disposing of personal and private information.

Anti-discriminatory Practice



Quality Fostering encourages an organisational environment which promotes trust, understanding and cooperation. Within a foster home this requires all members of the household to be aware of each other's needs and to respect these needs. Its expectation is for carers to establish communication and behaviour which reflects this. Quality Fostering also require its carers and staff to promote diversity, equality, and anti-discriminatory practice actively and positively. All of Quality Fostering staff and carers will be required, always, to comply with its Equal Opportunities Policy.

The Organisation

The Ownership, Management & Staffing Structure of Quality Fostering Ltd:

Posts

Director & Responsible Individual: Helen Sylvia Bruwier.

Director & Agency Decision Maker: Lawrence Anthony Rae.

Registered Service Manager: Andrew Wallis.

1x Team Manager.

2x Senior Supervising Social Workers. (1x vacancy currently.)

1x Quality Assurance Officer.

The company management and Directors meet on a regular basis to review and develop the company in line with the current business plan.

Fostering Panel

Quality Fostering has an established Fostering Panel.

Panel Membership List

Panel Chair: Sean Hayes.

Vice Chair: Dave Clarke.

Panel Medical Advisor: James Hopkins.

Additional Independent Panel Members

Quality Fostering has had the following foster placements contracts renewed:

1) West Midlands Birmingham Fostering Framework (incl. 12 local authorities.)

Quality Fostering has license agreements with CoramBAAF for use of their assessment templates.

Quality Fostering has company membership with Foster Talk and also individual carers have membership.

Organisational Chart



Staff Team Breakdown:

- **Responsible Individual:**

Qualifications:

MSc; BA Hons, NYE Bevan Leadership Award

Experience:

30yrs experience working for a variety of organisations including the NHS, Care Quality Commission, NHS NICE, Office of Criminal Justice Reform and Birmingham City University. In addition to supporting children and adults with Learning Disabilities and Autistic Spectrum Disorders.

- **Agency Decision Maker:**

Qualifications:

MSc; MSc; BA Hons; CQSW.

Experience:

40 years' experience with children residential, children & families, Adoption, fostering, child protection, and management of children's services. SWE Registered.

- **Registered Service Manager*:**

Qualifications:

MA Race & Ethnic Relations; CQSW; MA Social Studies; BSc Hons Sociology; Memorandum of Good Practice; Management & Leadership Course Level 5 Children & Young People.

Experience:

35 years' experience with children and families; adoption; fostering; child protection; complex assessments for court; and fostering assessments. Holds training in Safeguarding and De-escalation/restraint. SWE Registered. Responsible Lead for Missing LAC & Safeguarding

- **Team Manager & Training Co-ordinator**:**

Qualifications:

BA Hons Social Work

Experience

20 years' experience with supported children, families, and foster carers.

- **Senior Social Worker****:**

- Qualifications:

- BA Hons, MA Social Work

- Experience:

- 3.5 years working with children, families, and foster carers.

- Passionate about working with unaccompanied asylum-seeking children.

- **Quality Assurance Officer**:**

- Qualifications:

- MA, BA Hons