



Statement of Purpose

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Introduction

Inspired Fostering was established by experienced foster carers and qualified social work managers who share a clear understanding of the high standards of care required for children and young people, and the importance of providing high-quality, consistent support to foster carers. Together, we bring a depth of experience and a shared commitment to offering an alternative fostering experience, one that enhances the lives of children and young people and supports their growth, understanding and emotional wellbeing through skilled training, supervision and support for foster carers.

Inspired Fostering was established in 2020 and is currently based in Herne Bay, Kent. The agency gained Ofsted registration in December 2021 and, at its first Ofsted inspection the following year, achieved a **Good** judgement in all areas.

We pride ourselves on being a small, independent fostering agency. This enables us to develop meaningful relationships with every child placed with us and ensures that staff across the agency know one another well. We believe this close-knit, collaborative approach allows us to work effectively as a team and achieve positive outcomes for children and young people.

Our approach to fostering is personalised and responsive to the needs of each child and family. We want all foster carers and children and young people to feel individually valued and supported. Our comprehensive support package has been developed through our experience of working with foster carers caring for children and people with complex needs and is tailored to meet the unique circumstances of each placement.

Although Inspired Fostering is a relatively young agency, we have over 40 years of combined experience in fostering and children's social care. The combination of experienced foster carers, social work managers and psychotherapists reflects the unique and holistic service we offer.

This Statement of Purpose provides important information about Inspired Fostering and is produced in accordance with the requirements of the Fostering Services (England) Regulations 2011 and the Fostering Services National Minimum Standards (2011).

It is intended for:

- Inspired Fostering staff
- Children and young people, and their families
- Local authorities who place, or are considering placing, children and young people with the agency
- Foster carers and prospective foster carers
- Ofsted
- Colleagues from other social care agencies
- Anyone else with an interest in the work and services provided by Inspired Fostering

This Statement of Purpose should be read alongside our children's and young people's guides, which are provided to all children and young people at the time of placement.

The Statement of Purpose is reviewed and updated annually by the management team.

Inspired Fostering is fully committed to meeting and exceeding the requirements of the following legislation and guidance:

- The Care Standards Act 2000
- The Children Act 1989 and the Children Act 2004
- The Fostering Services (England) Regulations 2011
- Fostering Services National Minimum Standards (2011)
- The Care Planning, Placement and Case Review (England) Regulations 2010
- Regulations relating to the assessment and approval of foster carers



Aims and Objectives

Our Aims

Inspired Fostering is a small, independent fostering agency committed to providing high-quality, individualised support to foster carers and the children and young people placed with them. We aim to deliver a service that promotes the rights, safety and wellbeing of all individuals, regardless of race, culture, disability, sexual orientation, religion or background.

Our aims are to:

- Provide a safe, inclusive and nurturing fostering service where children and young people can thrive
- Offer extensive, consistent and responsive support to foster carers and their households
- Develop a **therapeutically informed approach to fostering**, with the longer-term aim of becoming a therapeutic fostering agency, ensuring transparency about our current status and ongoing development
- Promote stability, resilience and positive outcomes for children and young people
- Work in partnership with foster carers, children and young people, placing authorities and external professionals

For foster carers, our aim is to provide high-quality training, reflective supervision and access to additional professional support where required. For children and young people placed with us, our aim is to ensure they are cared for by skilled, confident and well-supported foster carers who provide stable, warm, happy, safe and secure family environments, free from abuse, neglect and exploitation, and responsive to the impact of trauma.

Our Objectives for Foster Carers

Inspired Fostering will:

- Provide a skilled and experienced professional team with expertise in fostering and working with looked after children
- Offer regular supervision from qualified social workers, with access to psychotherapeutic consultation and advice as appropriate
- Provide a wide range of training opportunities that evolve in response to the changing needs of foster carers and the children and young people in their care
- Offer respite and day-care support to sustain placements and carer wellbeing
- Ensure foster carers have access to up-to-date information, guidance and resources
- Treat all foster carers as individuals, offering flexible and personalised support packages
- Promote a culture of openness, transparency, respect and mutual trust
- Encourage peer support and mentoring between foster carers
- Support foster carers to maintain stable, long-term placements wherever this is in the best interests of the child
- Recruit, assess and train foster carers who are open to working in a **therapeutically informed way** and reflective in their practice
- Promote the ongoing professional development of foster carers and staff
- Ensure safe caring practice is maintained at all times through robust training, supervision and support

Our Objectives for Children and Young People

Inspired Fostering will:

- Carefully match children's assessed needs with the skills, experience and capacity of foster carers
- Treat all children and young people as individuals, ensuring their care plans are understood, promoted and implemented creatively and effectively
- Support and encourage children and young people to attend and engage in appropriate education or training
- Ensure foster carers are well supported to meet the emotional, behavioural and practical needs of children and young people
- Empower children and young people to develop a sense of identity, to have their voices heard, and to be supported in decision-making
- Actively advocate for children and young people in all aspects of their lives
- Enable safe, positive and meaningful family time with those who are important to the child, in line with care planning
- Provide mentoring and additional support to children and young people at times of increased need
- Work collaboratively with external counsellors, psychotherapists and play therapists to support children and young people who have experienced trauma
- Ensure that external therapeutic professionals are also available to support foster carers during challenging periods

- Develop and support individual, needs-led plans that reflect a **therapeutically informed approach**, without misrepresenting the agency as a therapeutic fostering service

Our Continuing Commitment

Inspired Fostering is committed to:

- Developing strong and effective partnerships with local authorities and other relevant agencies
- Actively challenging discrimination and promoting equality and inclusion
- Monitoring, reviewing and developing our service to maintain and improve high standards of care and support

Vision & Mission:

Our Vision

Inspired Fostering's vision is to provide an outstanding, child-centred and safe fostering service that offers meaningful experiences and opportunities for all children and young people in our care, enabling them to feel valued, supported and able to thrive.

We aspire to develop into a therapeutic fostering agency over time. This vision reflects our commitment to continually improving our practice and ensuring that children and young people with complex needs receive care that is informed by a strong understanding of trauma, attachment and emotional wellbeing.

Our Mission

Our mission is to deliver a high-quality fostering service that places children and young people at the centre of everything we do. We are committed to supporting foster carers through skilled supervision, training and reflective practice, enabling them to provide safe, stable and nurturing homes.

While Inspired Fostering is not currently a therapeutic fostering agency, we are intentionally developing a therapeutically informed approach. This means ensuring that our staff and foster carers understand the theories and approaches that underpin therapeutic thinking and are supported to apply this understanding in day-to-day practice.

Over time, we expect all foster carers and staff to become increasingly confident and knowledgeable in this way of working, particularly when supporting children and young people who present with complex needs and behaviours linked to trauma and early life experiences.

Therapeutic Framework (Developing)

Inspired Fostering is developing a therapeutically informed approach to fostering. While the agency is not currently registered as a therapeutic fostering service, our practice is underpinned by recognised models that support secure relationships, emotional safety and reflective caregiving.

Approach 1: The Secure Base Model (Embedded Practice)

Inspired Fostering currently uses the Secure Base Model, developed by Professor Gillian Schofield and Dr Mary Beek, as a key framework to inform everyday fostering practice.

The Secure Base Model promotes security, confidence, resilience and competence for children and young people, with the concept of a “secure base” at its core. The model focuses on the quality of day-to-day interactions between foster carers and children or young people within the home environment and considers how these relationships support children and young people to develop competence beyond the home, including in education and within the wider community.

The model identifies five key dimensions of caregiving:

- Availability
- Sensitivity
- Acceptance
- Co-operation
- Family Membership

The Secure Base Model



These dimensions are fundamental in helping children and young people feel safe, valued and accepted within their foster family. Inspired Fostering uses this model to support foster carers in understanding children's needs, strengthening relationships and promoting emotional security.



Approach 2: PACE – Playfulness, Acceptance, Curiosity and Empathy (Developing Practice)

Inspired Fostering is in the process of introducing **PACE**, developed by Dr Dan Hughes, as part of our ongoing journey towards becoming a therapeutically informed service. Formal training in the PACE model is scheduled to commence during the coming year.

We recognise that many of the children and young people we care for have experienced significant trauma, including the trauma associated with separation from their birth families and entry into foster care. The PACE model supports foster carers to build safe, trusting and meaningful relationships with children and young people by responding to their emotional needs with understanding and compassion.

The four elements of PACE are:

Playfulness: Creating an appropriate, light and engaging atmosphere when communicating with children and young people, helping to reduce anxiety and build connection.



Acceptance: Accepting a child or young person's thoughts and feelings without judgement, enabling them to feel understood and valued.



Curiosity: Showing genuine interest in the child or young person's experiences and feelings, helping foster carers to understand what is important to them in all aspects of their life, including school, friendships and home life.

Empathy: Demonstrating understanding and compassion for the child or young person's emotional experiences, helping them feel emotionally safe and supported.

As training is rolled out, Inspired Fostering will support foster carers and staff to develop confidence in applying PACE principles in their day-to-day interactions. This will complement the Secure Base Model and further strengthen our relational and reflective approach to fostering.

Safeguarding & Standards of Care

Inspired Fostering has clear and robust safeguarding procedures in place for the reporting, recording and management of all child protection concerns. Any safeguarding matter is reported promptly to the Registered Manager, in line with statutory requirements and agency policy.

The protection and welfare of children and young people is our paramount concern. Upon receiving a safeguarding concern or allegation, the Registered Manager will establish accurate information and will liaise appropriately with the placing authority, the Local Authority Designated Officer (LADO) and the local authority in which the foster carer resides. A joint decision will be made regarding the need for any further safeguarding action to ensure the immediate and ongoing safety of the child or children involved.

Safeguarding is embedded across all areas of service delivery and underpins recruitment, assessment, training, supervision, placement matching and quality assurance. As a preventative measure, robust and safer recruitment checks are completed prior to the approval of foster carers and the employment of staff, and these checks are maintained and updated in accordance with legislative and regulatory timescales.

Full details of the agency's safeguarding arrangements are contained within the Safeguarding Policy, which is available on request. Information about safeguarding and how to raise concerns is also provided within the Children's and Young People's Guide to Foster Care.



Our Team

Caroline Newman

Registered Manager and Director

Caroline Newman is the Registered Manager; she has worked with looked after children for 30 years in residential and foster care. She is a qualified social worker. Caroline has worked in Independent Fostering Agencies for over 16 years and has been a Registered Manager for most of this time. Managing a large therapeutic agency Caroline and her team achieved an Outstanding Ofsted judgement. Having a good understanding of the support foster carers need, combined with a passion for good outcome for children, Caroline is excited about the future of Inspired Fostering. Being able to offer local authorities an individual package of support for every child and not being constrained by corporate barriers. Caroline has a proven track record of managing a successful fostering agency and working with a number of professionals to achieve an agency of excellent quality.



Victoria Leadbeater
Director

Victoria Leadbeater is a director of Inspired Fostering. Her roots are in working with children with additional and complex needs. After having a career, working closely with children with ASD and their families, Victoria then used her expertise to focus on fostering which quickly became her passion and led on to her running a successful respite house.

Victoria strongly believes in the importance of high-quality support for foster carers and their families, this is one of the many reasons Inspired Fostering was founded.

Heidi Amey

Responsible individual



Heidi Amey is the Responsible Individual here at Inspired Fostering. She is a UKCP Humanistic and Integrative Psychotherapist.

Heidi began her career over 30 years ago, working in a residential children's home. She later trained in Transactional Analysis Psychotherapy, which led her to working as a psychotherapist with many local authorities and fostering agencies, as well as in private practice. Heidi is also an experienced clinical supervisor and is a trainer. Heidi brings a wealth of experience and knowledge from working in clinical practice and in fostering organisations. She is passionate about enhancing and maintaining, open, clear and transparent communication between adults, children and young people and the team within the agency.



Michele Chamberlain

Senior Supervising Social Worker

I started my career in 1981, working as a Nanny in London for over 2 years before returning home and working in a Residential setting for various authorities and companies for over 20 years.

I then decided to expand my career options and trained and qualified as a social worker in 2001, completing my degree in 2002 and I have worked in Independent IFA's for over 20 years.

I have been a SSW, then senior SSW and then a Team Manager in IFA's till 2021.

I then worked as an Independent SW, carrying out Form F assessments and Standards of Care reports.

I have also been ADM for an Independent IFA and remain ADM at the current time for another small independent IFA.

I have sat on Agency Panel's and have also been Panel Advisor when needed.

Due to having several grandchildren, I decided to change my working hours to part time so that I could help with childcare, and as a result worked for KCC in their assessment department for 2 years, before returning to Inspired Fostering as a Senior SSW in 2023.



Ellis Forbes

Supervising Social Worker

I have been a qualified Social Worker since 2019. I trained on the job for 14 months in 2018 as part of the Step Up to Social Work programme funded by the DfE. I worked initially in the Children's Social Work team for KCC for 18 months with all ages of children but then moved to the Adolescent Support Team (still within KCC) in 2020 which I really enjoyed. Prior to my social work training, I have had various roles in the Central Duty Team, Youth Hub and Early Help and Preventative Services working with children and families. Following having

my daughter and returning to work in 2024, I have joined Inspired Fostering as a part time Supervising Social worker.



Chloe Berry

Senior Supervising Social Worker

I qualified as a Social Worker in 2016 and began my career with KCC in the Children's Social Work Team, supporting families with Child in Need and Child Protection plans for three years. I then moved to the KCC Adolescent Support Team, where for a further two years I worked with young people experiencing complex risks, including exploitation and county lines.

In 2021, I chose to broaden my experience by joining an Independent Fostering Agency as an SSW, later progressing to Senior SSW. I have developed a strong passion for fostering and I am committed to supporting foster carers to achieve the best possible outcomes for children in care. I joined Inspired Fostering in 2026.



Sandy Parker

Office Administrator

Sandy is the Office Administrator, working within the fostering side of Inspired and working closely with the contact centre.

Having worked for many years in Business Support, the last 8 years based in a care setting Sandy has an in-depth knowledge of office-based systems, from overseeing HR, Recruitment, Form F's, DBSs to the setting up of robust filing systems.

An integral part of her role is to build relationships with the Foster Carers and their families, Contact Centre families and Local Authorities.



Sue Fuggle
Social Worker Assistant

Sue Fuggle is a Social Work Assistant at Inspired Fostering. Her role is to support the fostering team in delivering high-quality care and support to foster carers, children, and young people. This includes assisting with fostering assessments, supervised contact, home visits, and therapeutic support. The purpose of this role is to promote placement stability and strengthen relationships for children and young people in foster care.

Sue's background is in childcare having fostered for 20 years. In this role she dealt with children with complex needs requiring specialist care. Sue also worked for a year in a residential care home to enable her to gain an understanding of how this impacts on a young person. Sue has also worked in social care with the elderly and dementia clients.

Within the Inspired workplace she supports families to spend time with their children arranging contacts and supervising/supporting them. This can lead to a close working relationship with family members. Sue is also involved, due to her wealth of knowledge and experience, in supporting our foster carers.



Compliments, Complaints and Allegations

Inspired Fostering is committed to providing a high-quality, safe and responsive fostering service. We recognise, however, that there may be occasions when individuals feel dissatisfied with the service they receive. We view compliments, comments and complaints as valuable opportunities to reflect, learn and improve.

We are committed to service excellence and the delivery of high standards of care to children and young people. By sharing feedback or raising concerns, individuals help us to continually develop and improve our service.

Raising Concerns

Any individual associated with the agency, including foster carers, children and young people, staff, placing social workers or other professionals, has the right to raise concerns or make a complaint. All concerns will be listened to and responded to in an open, fair and non-judgemental manner.

Staff employed by Inspired Fostering should follow the relevant HR policies and procedures, including the Grievance Procedure, Whistleblowing Procedure and Bullying and Harassment Policy, as appropriate. Individuals who are dissatisfied with a fostering assessment or recruitment decision should access the agency's Appeals Procedure.

Compliments

A compliment is an expression of praise or positive feedback about the service provided by Inspired Fostering or by an individual member of staff or foster carer.

Compliments are always welcomed and valued. They are shared with the relevant individuals and teams and are used to recognise good practice and inform service development.

Complaints

A complaint is an expression of dissatisfaction with any aspect of the service provided by Inspired Fostering. This may include situations where:

- The service provided is not of an acceptable standard
- A professional service has not been delivered appropriately

- There are concerns about the conduct or practice of a member of staff or foster carer
- Statutory regulations, standards or agency policies have not been followed

All serious complaints relating to an approved foster carer will be notified to the relevant regulatory authority, as required.

Complaints can be made by contacting the Registered Manager:

- **Telephone:** 01233 510807
- **Email:** caroline@inspiredfostering.com

Inspired Fostering aims to address and resolve complaints promptly and fairly, wherever possible through discussion and mutual understanding.

Complaints Procedure

Stage 1 – Informal Resolution

The complainant will be offered the opportunity to resolve the concern informally at an early stage. Stage 1 complaints will be investigated and responded to within *10 working days. If the concern is not resolved, the complaint may progress to Stage 2 at the discretion of the Registered Manager.

Stage 2 – Formal Investigation

At Stage 2, the complaint will be formally investigated and a written report prepared. The agency will aim to complete this process within *25 working days from the start of the Stage 2 investigation.

**Timescales provided are intended as internal guidance and may vary depending on the complexity of the complaint.*

Stage 3 – Independent Review

At Stage 3, the Responsible Individual will acknowledge the complaint within **7 days** and appoint an independent social worker to undertake a formal investigation.

If the complainant remains dissatisfied following Stage 3, they will be advised of their right to contact Ofsted. Details of any Stage 3 complaint will be shared with the fostering panel.

Allegations

All allegations of abuse or neglect will be managed in accordance with Local Safeguarding Children Partnership (LSCP) procedures.

The Registered Manager will ensure that:

- The Local Authority Designated Officer (LADO) is consulted
- The placing authority and relevant safeguarding agencies are informed
- The member of staff or foster carer is notified of the nature of the allegation, as appropriate

Foster carers subject to an allegation will be advised to seek independent advice and support from The Fostering Network and/or a foster carer peer mentor.

All allegations involving foster carers will be reviewed by the fostering panel, in line with regulatory requirements.

Children in Our Care and Fostering Placements

Inspired Fostering provides foster placements for children and young people who are unable to live with their birth families. The welfare, safety and outcomes of children and young people are at the heart of everything we do.

Every child and young person placed with Inspired Fostering is provided with an age-appropriate Children's or Young People's Guide, which includes clear information about the agency, what we do, how we can help, and who to contact if they need support or wish to raise a concern.

Inspired Fostering is committed to a holistic and relational approach to care. We promote safe, secure and stable fostering environments, recognising that effective parenting, learning and emotional development can only take place in settings that are calm, purposeful and nurturing.

Our aim is for each placement to be long-term, or to last for as long as it is in the best interests of the individual child or young person to remain in foster care. Children and young people are consistently supported to access education, health services and therapeutic support where this is identified within their care plan.

Inspired Fostering has extensive experience of working in partnership with local authorities and other professionals involved in children's care. We are able to offer the following types of foster placements:

Types of Placements Offered

Emergency Placements

Emergency placements are made at short notice and may involve limited time for planning or introductions. At the point of placement, it may be unclear whether the arrangement will be short- or long-term.

Short-Term Placements

Short-term placements provide care for children and young people for focused periods of time while longer-term plans are explored.

Long-Term Placements

Long-term placements offer stability and continuity for children and young people who are unable to return to their birth families. These placements are supported by foster carers who are able to make a long-term commitment to the child.

Shared Care

Shared care arrangements may range from a few hours a week to regular overnight stays and are designed to support children and families by providing planned breaks.

Step-Down Placements

Step-down placements support children and young people transitioning from residential care into a family-based setting, helping them to adjust to living within a foster family.

Respite Care

Respite placements provide short breaks for foster carers or for a child or young person's family when additional support is required.

Solo Placements

Solo placements are offered to children and young people whose needs are particularly complex and who require a high level of support and supervision. These placements do not include other children and young people in the foster household.

Sibling Placements

Wherever possible, sibling groups are placed together. Where this is not appropriate, siblings may be placed separately but within the same agency, to support ongoing relationships.



Matching and Additional Support

Inspired Fostering uses a safe, child-centred matching process, primarily within Kent to ensure placements meet the individual needs of children and young people. As part of a placement package, the agency may offer:

- Supervised contact
- Transport and escort services
- Mentoring support
- Access to therapeutic and counselling services, where identified in the care plan and where the child or young person wishes to engage
- Annual events and activities

All placements are carefully negotiated between the placing authority and the Inspired Fostering team to ensure that appropriate resources, experience and training are available. This includes consideration of foster carers' skills and training in areas such as managing challenging behaviour, supporting children and young people affected by trauma, and parent and child placements.

Children and Young People's Participation

Children's participation is central to the work of Inspired Fostering. We actively seek children and young people's views about their care and about the service we provide. A range of methods is used to gather feedback, including:

- Feedback forms
- School holiday activities and events

- Dedicated areas of the agency's website
 - Social work visits
 - Children and young people's groups
 - Children's views are taken seriously and are used to inform service development and improve outcomes.
-

Therapeutic and Counselling Services

Inspired Fostering recognises the importance of providing appropriate emotional and psychological support for both children and young people, and for the adults who care for them. Under the leadership of the Responsible Individual, the agency promotes a holistic and reflective approach, recognising that supporting foster carers is fundamental to supporting children and young people effectively.

From the outset, Inspired Fostering seeks to embed a therapeutically informed way of thinking across the service. This approach supports understanding of children's experiences, behaviours and emotional needs, while remaining clear that Inspired Fostering is not a therapeutic fostering agency.

The agency provides opportunities for foster carers to access:

- Reflective support and process groups
- Consultation with psychotherapists or other therapeutic professionals, where appropriate
- Where identified within a child or young person's care plan, and in agreement with the placing authority, therapeutic or counselling support may be arranged for children and young people. Access to such support is needs-led and considers the wishes and feelings of the child or young person.

Inspired Fostering works in partnership with a range of external professionals, including counsellors, psychotherapists, psychologists and specialist therapists such as speech and language therapists and occupational therapists. This collaborative approach enables support to be tailored to the individual needs of children and young people placed with the agency.

The Responsible Individual works closely with the Registered Manager to ensure that the service is safe, well-led and compliant with regulatory requirements. Alongside this governance role, the Responsible Individual brings a psychotherapeutic perspective, offering a reflective and clinically informed view that supports consideration of individual needs, emotional wellbeing and the impact of trauma, while remaining within the scope of the agency's registration.

Inspired Fostering recognises that many children and young people in foster care have experienced complex trauma. Trauma can affect children and young people in different ways and may impact behaviour, emotional regulation, social relationships, learning, language development, confidence and physical wellbeing. Each child's experience is unique and requires a sensitive, individualised response.

By working collaboratively, Inspired Fostering aims to provide a wrap-around package of support for each child or young person, their foster family and the wider professional network. This approach supports placement stability, emotional wellbeing and positive long-term outcomes.

Heidi Amey
Responsible Individual
UKCP Registered Psychotherapist

Foster Carers

Inspired Fostering recognises foster carers as key professionals within the care team and values their skills, experience and expertise equally alongside those of other professionals. We acknowledge that foster carers are the people who care for children and young people on a daily basis and therefore know them best.

We are committed to involving foster carers in all meetings, planning and decision-making processes that affect them and the children or young people in their care. Foster carers will always be treated with respect, fairness and without discrimination, and regarded as valued colleagues within the professional network.

Inspired Fostering fully recognises and upholds the principles of the Foster Carer's Charter, a national initiative that reflects the vital role foster carers play in the lives of children and young people who are looked after. The Charter is embedded in the agency's values and practice and informs how we work with and support our foster carers.

We actively encourage foster carers to share their views and experiences. Opportunities are provided for foster carers to have a voice, contribute to service development and help shape the way the agency operates.

Inspired Fostering is committed to supporting foster carers as individuals, recognising and valuing their diversity, individuality and strengths.



Recruitment & Assessing

Inspired Fostering recruits both individuals who are new to fostering and those with previous fostering experience. We use a range of recruitment methods, including advertising, word of mouth and social media, to promote fostering and raise awareness of the service we offer.

Applications are welcomed from individuals regardless of gender, marital status, sexual orientation, race, disability, religion, culture or employment status. Inspired Fostering is committed to equality, diversity and inclusion and aims to recruit a diverse range of foster carers to meet the differing and complex needs of looked after children and young people.

The assessment and approval of foster carers fully comply with the Fostering Services (England) Regulations and the National Minimum Standards for Fostering Services.

Assessment and Approval Process

All prospective foster carers are required to:

- Attend the Skills to Foster preparation training
- Complete a full Form F assessment

Assessments are undertaken by experienced, qualified social workers and consider applicants' capacity to meet the needs of children and young people placed in foster care.

Completed assessments are presented to the Fostering Panel, which makes a recommendation to the Agency Decision Maker (ADM).

The Fostering Panel consists of:

- An independent Chair
- A qualified social worker with a minimum of three years' relevant experience
- At least three other members, one of whom is independent of the fostering agency

All applicants are informed in writing of the ADM's decision. Applicants who wish to seek a review of a qualifying determination may do so via the Independent Review Mechanism (IRM).

Post-Approval Support and Review

Once approved, foster carers receive:

- A comprehensive induction
- A professional development folder
- An allocated, qualified Supervising Social Worker

Foster carer approvals are reviewed annually. Reviews are undertaken by the Registered Manager and an independent social worker, with the first annual review presented to the Fostering Panel. Additional reviews may be convened if there are significant changes or concerns within the fostering household.

Foster carers are encouraged to attend regular support groups and are provided with a rolling training programme. Additional or specialist training will be arranged where required to support specific placements.

Support for Foster Carers

Inspired Fostering provides a comprehensive support package, including:

- 24-hour support via the duty system, including out-of-hours cover
- An allocated Supervising Social Worker
- Support with contact arrangements
- Respite and day-care support
- Peer support opportunities
- Access to therapeutic support or counselling
- Membership of a highly experienced and supportive professional team
- An approach that considers individual foster carer and placement needs

Recruitment and Development of Staff

Inspired Fostering is committed to safe recruitment and the ongoing professional development of all staff. Robust recruitment policies and procedures are followed at all times, including:

- Comprehensive application and interview processes conducted by experienced staff
- Enhanced DBS checks
- Thorough reference checks, including exploration of employment gaps
- Professional registration checks where applicable
- Proactive induction and training plans

We are committed to the continued development of both staff and foster carers and work in partnership with independent therapists, social workers and other professionals to ensure high-quality care and positive outcomes for children and young people.

Training & Support

Inspired Fostering is committed to providing high-quality training and robust support to ensure that foster carers feel confident, skilled and well-supported in their role.

Our social work team is highly experienced in safeguarding and child protection and provides professional support 24 hours a day, 365 days a year. We work closely and collaboratively with Local Authority social workers, the Local Authority Designated Officer (LADO) and other relevant professionals to ensure children and young people are safeguarded at all times.

We recognise that fostering is both rewarding and challenging and requires ongoing opportunities for reflection, learning and professional development. Foster carers are therefore supported and encouraged to access training and development opportunities throughout their fostering career.

Support and Supervision

The level of support required is identified during the matching and placement planning process and is reviewed and adapted in response to the child or young person's needs and the foster carer's experience.

All foster carers are allocated a qualified and experienced Supervising Social Worker who provides:

- Monthly supervision, focusing on the development of the foster carer, the progress and wellbeing of the child or young person in placement, and any areas of concern.
- Written records of supervision are shared with the foster carer and retained on file.
- Ongoing guidance, advice and professional support in relation to caring for children and young people.
- Liaison with other professionals involved in the child or young person's care, contributing to care planning and reviews.
- Accurate recording and monitoring of foster carers' practice and children's progress.
- Identification of training and development needs, which are captured within the foster carer's Personal Development Plan (PDP).

Inspired Fostering also operates a 24-hour on-call duty system, providing foster carers with access to professional advice and support at all times.

Foster Carer Reviews and Standards

All foster carers undertake an annual review to ensure they continue to meet the agency's approval criteria and regulatory standards. Reviews are conducted by a reviewing officer who ensures that statutory requirements are met and that foster carers have the opportunity to reflect on their practice, identify strengths and areas for development, and agree objectives and action plans for the year ahead.

In addition:

- Foster carers receive two unannounced visits per year, in line with regulatory requirements.
- Foster carers are expected to maintain clear, accurate and timely records relating to the child or young person in their care.

- Foster carers have access to all agency policies, procedures and guidance, which are regularly reviewed and updated in line with legislation and best practice.

All foster carers are self-employed and are responsible for managing their own tax and National Insurance contributions.

Membership and Additional Support

Inspired Fostering funds annual membership of The Fostering Network for all foster carers. This provides access to independent advice, guidance, mediation and legal support.

We also recognise the important role that foster carers' birth children play in successful placements. Opportunities and events are provided for birth children to share their experiences, explore the impact of fostering and contribute their views in a supportive environment.

Training Programme

Inspired Fostering offers a comprehensive and continually evolving training programme for foster carers, their support networks and staff. Training includes, but is not limited to:

- Child Protection and Safeguarding
- Safer Caring
- First Aid
- Recording and Reporting
- Therapeutic Understanding
- Health and Safety
- Equality, Diversity and Inclusion
- Attachment and Resilience
- Internet Safety
- Storage and Administration of Medication
- Impact of Domestic Abuse
- Working with Secondary Trauma
- Radicalisation and Extremism
- Autism
- Self-Harm

Education of Looked After Children

All prospective foster carers are required to complete Skills to Foster, a two-day preparatory training course that forms a key part of the assessment process.

Following approval, foster carers must complete mandatory core training, which is refreshed at agreed intervals. Additional training is offered regularly and tailored to the needs of individual foster carers and the children and young people placed with them.

Training is delivered through a combination of face-to-face and virtual learning, ensuring accessibility and flexibility.

Management Structure

Inspired Fostering Ltd operates under a Memorandum and Articles of Association. The Directors form the Management Board and meet regularly to provide effective oversight and governance of the organisation.

The Management Board is responsible for:

- Strategic direction and vision of the service
- Financial oversight and sustainability
- Quality assurance and service development
- Legal, regulatory and statutory compliance

The Registered Manager brings over 26 years' experience as a qualified social worker, including 15 years' specialist experience within fostering services. An Ofsted inspection once described her as an *"inspirational leader"*, reflecting her strong values-led approach, commitment to safeguarding and focus on high-quality practice.

Drawing on learning from her previous Registered Manager roles, she brings innovation, consistency and reflective leadership to Inspired Fostering, ensuring that children's welfare and positive outcomes remain central to all decision-making.

The Responsible Individual (RI) is a Humanistic and Integrative Psychotherapist with over 20 years' experience working within fostering organisations and alongside local authorities, and 30 years' experience providing therapeutic support to looked after children and young people.

The Responsible Individual works closely with the Registered Manager to ensure the service is safe, well-governed and compliant with all relevant regulations. She also contributes a strong therapeutic perspective, supporting the emotional wellbeing of children and young people, foster carers and staff, and promoting reflective practice across the organisation.

Inspired Fostering is committed to delivering a service that meets the needs of both foster carers and children and young people. We recognise the importance of well-planned and responsive support packages in sustaining placements and minimising the risk of placement breakdown.

National Legislative & Policy Framework

Inspired Fostering Ltd is managed in accordance with the principles outlined in the following:

- Children Act 1989
- Fostering Services (England) Regulations (2011)
- Fostering Services: National Minimum Standards (2011)
- Children Act Guidance and Regulations Volume 4
- The Care Standards Act 2000
- Care Planning, Placement and Case Review Regulations 2010
- Care Planning, Placement and Case Review Regulations 2013/2015 (miscellaneous amendments)
- The Disability and Equality Act 2010
- The Human Rights Act 1998
- The Children (Leaving Care) Act 2000
- The Training Support and Development Standards for Foster Care (2007)
- UK National Standards for Foster Care (1999)

Quality and Monitoring Our Performance

Inspired Fostering is committed to meeting and exceeding the requirements of the Fostering Services (England) Regulations 2011 (as amended) and the Fostering Services National Minimum Standards (2011).

Our approach to quality assurance is embedded across all areas of practice and is underpinned by a commitment to continuous improvement, reflective learning and positive outcomes for children and young people.

We are committed to:

- Achieving the best possible outcomes for children and young people in our care
- Regularly reviewing and monitoring the quality of our policies, procedures and workforce
- Ongoing consultation with foster carers, birth children and fostered children and young people
- Treating individuals with respect and working flexibly and responsively to meet their needs wherever possible
- Maintaining a clear strategic vision and business development plan that is shared, understood and owned by the team
- Systematically collating and analysing data to inform reports, inspections and service development
- Regularly reviewing our service offer to ensure it remains a high-quality and affordable resource for placing authorities

Monitoring and Review

The quality and effectiveness of the service is continually monitored through:

- Regulation 35 monitoring completed monthly and contributing to a quarterly quality assurance report.
 - Monthly supervision between foster carers and their supervising social workers
 - Regular management meetings involving the Directors, Registered Manager and Responsible Individual
 - Ongoing quality assurance activity undertaken by the Registered Manager and Responsible Individual, including file audits, case tracking and review of outcomes
-

Policy Review

All agency policies and procedures are reviewed one year after initial development and thereafter every three years, or sooner where required, including in the following circumstances:

- Changes in legislation, statutory guidance or regulatory requirements
- Direction from the Local Safeguarding Children Partnership, Kent County Council or Inspired Fostering
- Learning from complaints, allegations, audits, inspections or significant events
- Governance and Strategic Oversight
- Senior management meetings are held regularly and attended by appropriate senior staff responsible for the governance and strategic leadership of the organisation. These meetings provide oversight and review of:
 - The Annual Business Plan
 - Legal and regulatory compliance
 - Strategic vision, direction and organisational objectives
 - Culture, values, vision and mission
 - Organisational structure and capacity to deliver the service
 - Policies and procedures
 - Quality assurance activity and service improvement planning
 - Financial management, expenditure and performance

Through robust governance, reflective leadership and continuous quality monitoring, Inspired Fostering aims to deliver a safe, effective and child-centred fostering service.

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