

Statement of purpose

2023/24



Calon Cymru
Fostering

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Introduction

This Statement of Purpose has been developed in accordance with appropriate statute law and regulations, including:

- The Children Act 1989 Guidance and Regulations Volume 4.
- Social Services and Well-being (Wales) Act 2014.
- The Regulated Fostering Services (service providers and responsible individuals) (Wales) Regulations 2019.
- The Fostering Panels (Establishment and functions) (Wales) Regulations 2018.

It aims to provide children, young people, parents, carers, staff and other professionals with information about the agency and the services and facilities we provide, including:

- Details regarding the aims and objectives of Calon Cymru Fostering.
- Information about the services and facilities provided by Calon Cymru Fostering.

A copy of the statement is made available upon request to:

- Care Inspectorate Wales (CIW).
- Local Authorities of the service.
- Any person working for or with the fostering service (Calon Cymru Fostering).
- Any child (subject to age and understanding) placed with the fostering service.
- Any parent or guardian of any child placed with the fostering service.
- Children and young people are also provided with age appropriate welcome guides, which are in more suitable formats for them to understand.

This Statement of Purpose is reviewed at least annually by the Senior Management Team.

Date of review: October 2024

Registered Offices

Calon Cymru is a fostering agency based in Wales with a head office in Cardiff and another office in Carmarthen. Our Foster Carers are based within the majority of local authorities over South-East and West of Wales.

Calon Cymru Fostering Registered Office:

Pathway Care Ltd
4 Jardine House
Harrobian Business Village
Bessborough Road
Harrow
England
HA1 3EX

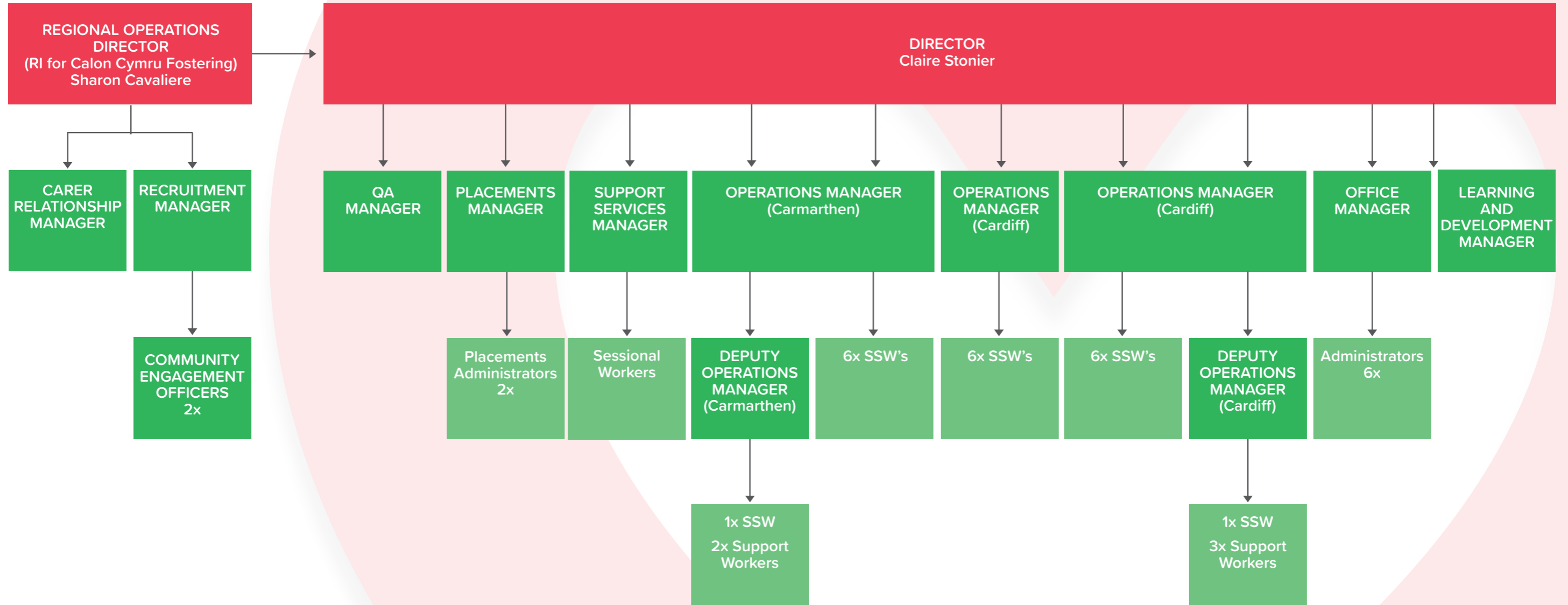
Calon Cymru Fostering Primary Branch:

12 Lambourne Crescent
Cardiff Business Park
Llanishen
Cardiff
CF14 5GF

Calon Cymru Fostering Regional Office:

Suite 6
Ty Myrddin
Old Station Road
Camarthen
SA31 1LP

Organisational Chart



Management of the **Service**

Sharon Cavaliere, the **Regional Director** (RI) has overall responsibility for compliance, safety and smooth running of the agency. This includes consideration of governance, budget, staffing and strategic planning. The RI also has responsibility for ensuring that the agency is working in accordance with legislation and statutory guidance. More importantly the RI has responsibility for developing an overall culture which is centred around achieving the best possible outcomes for children and young people.

Claire Stonier, the **Director** (Appointed Manager), is responsible for day-to-day operations within the organisation, which include support to children and young people, foster carers, and partnership working with the placing authorities. The Director is also responsible for ensuring regulatory compliance and for looking at innovative ways of improving the quality of service delivered. The Director plays the key role in safeguarding. Claire is supported by the Regional Director as her line manager, to provide 1-2-1 mentoring support.

Sharon and Claire have considerable experience in social work within the statutory and independent sectors. Both are qualified social workers and have worked within the safeguarding and fostering field for many years, in either a senior management, practice or development role. They hold a range of qualifications including MA, BA, DipSW and MSc in Professional Practice (Leadership).

The **Management Team** consists of the RI, Director, Operations Managers, Deputy Operations Managers, Recruitment Manager, Quality Assurance Manager, Learning and Development Manager, Office Manager and Placement Manager.

The **Management Team** meet monthly. The purpose is to provide overall strategic direction for the organisation. The Management Team also attend social work practice and development meetings.

The agency has a **Safeguarding Board** to ensure the safeguarding culture across the organisation follows legislation, policy and practice guidance. The Safeguarding lead (Director) attends the Safeguarding Board.

Standards of **Care and Support**

At Calon Cymru Fostering, we believe that every child is important and that the needs, well-being and best interests of children and young people are paramount.

Calon Cymru Fostering defines the parameters and expectations of our standards throughout all our documents, but in particular our:

- Policy and Procedures Manual.
- Foster Carers' Undertaking and Fostering Agreement.
- Foster Carers' Handbook.
- Employee Handbook.

At Calon Cymru Fostering we believe that:

- Each individual has an inherent right to develop their potential, regardless of previous life experiences
- Children and young people have a right to be looked after by adults who offer respect, concern and affection
- Adults need to respect the significance for the child of their birth family, their race, culture and religion
- Children and young people have the right to achieve the best possible outcomes, in line with The Welsh Assembly Government's seven core aims for children and young people
- Young people should be suitably prepared for leaving care: leaving their Calon Cymru Fostering placement with savings, educational attainment to support their chosen career and suitable skills for independence
- The agency should be managed ethically, effectively and efficiently
- All staff, foster carers and other adults who come into contact with children through Calon Cymru Fostering are subject to rigorous checks and vetting procedures

In addition, Calon Cymru Fostering will:

- Comply with all the relevant legislation and guidance
- Ensure the rights of children are promoted in line with the UN Convention on the Rights of the Child
- Child protection procedures are followed robustly at all times to ensure children and young people are safeguarded
- Work in partnership with the local authority to identify the individual needs and identified outcomes of the child and then deliver that care
- Ensure that foster carers do not use corporal punishment, are skilled in behavioural management and do not do anything that demeans, degrades or humiliates the young person in their care
- Ensure equality and diversity are promoted at all times, through recruitment, assessment, matching and placement support

Services Provided

Calon Cymru Fostering aims to work in partnership with local authorities to ensure the provision of a wide range of foster placements for children and young people from 0-18 years. At Calon Cymru Fostering, we believe our role is to offer a complimentary service to local authorities to enable the provision of safe, secure and appropriate foster care options to include:

Standard Placements:

Placements for children and young people who are not assessed as having more complex needs, which will include short-term, long-term, respite and emergency.

Sibling Placements:

The agency recognises the importance of siblings remaining together if assessed as being in their best interests.

Solo Placements:

Where children and young people are assessed as requiring a single placement, no other children are placed within the household.

Unaccompanied Asylum-Seeking Children:

Children and young people seeking asylum in the UK who have been separated from their parents or carers.

Parent & Child(ren) Placements:

Placements for individual parents or couples with their babies/young children. The placement provides a supportive environment where parenting skills can be assessed in partnership with the placing authority.

Parent and child foster carers receive additional specialist training and fortnightly visits from a supervising social worker. Parents also receive input from a parent and child support worker to assist with the development of parenting skills.

Therapeutic Led Placement Service (Therapeutic High):

Placements for children and young people with a very high level of complexity. The service provides a specific therapeutic care and support package via a team around the child. Support levels to the foster carer are high and include input from Studio III Psychological Services. A supervising social worker visits the foster carer fortnightly, and a dedicated and consistent support worker works directly with the child.

Care+ Placements (Therapeutic Low):

The Care + service is a 'step down' from the TLP service meeting the needs of children and young people with a lower level of complexity yet still requiring psychological support as part of a team around the child.

Both TLP and Care + foster carers received specialist training to equip them with the necessary skills to assist children in regulating emotions and managing stress.

The Matching Process

At Calon Cymru Fostering, we recognise that every child and young person is a unique individual. As such, all placements are carefully 'matched' to ensure that the needs of children and young people can be best met by the suggested foster carers. This is done by matching with the carers level of skills and experience.

Referrals are initially received by the Placements Team, who liaise closely with the social work team, local authority colleagues and foster carers, to ensure that the child's needs will be fully met through the best possible match.

We take the decision to place a child very seriously and all decisions to place are overseen by Calon Cymru Fostering's Operations Managers, to ensure we have made the best possible match for the child and foster carer. Children and young people will never be expected to share a bedroom with another child other than where they are siblings, this would be part of the matching process.



Service Delivery

Support provided by Supervising Social Workers:

Calon Cymru Fostering supervising social workers recognise that, despite not having case management responsibility for the child, it is their responsibility to ensure that the needs of the child and personal outcomes are paramount. Monthly supervision meetings take place between the supervising social worker and foster carer, (more frequent if required).

Supervision meetings focus on supporting foster carers in achieving outcomes for children and young people and assessing safeguarding issues. The supervising social worker also has responsibility for assisting the carer in their career development, identifying training and development needs and methods for developing the carer's skills and knowledge. A record of supervision is made visible to the foster carer via the agency database.

Supervising social workers ensure that they regularly see and speak with children and young people alone when visiting the fostering household.

Support Groups:

Regular foster carer support groups are held across the Calon Cymru Fostering regions, to enable foster carers to meet and socialise together, share good practice ideas, develop peer support and receive information from the agency.

Emergency Support:

Calon Cymru Fostering provides a 24/7, 365 days a year, on-call service to foster carers, staffed by a Calon Cymru Fostering supervising social worker, who has access to an Operations Manager for advice, Senior Managers are also accessible when required.

Annual Review:

All foster carers have an annual review to ensure that they continue to be suitable to foster and their approval as a foster care is appropriate. The Independent Reviewing Officer, supported by Calon Cymru Fostering, ensures that all statutory requirements are fulfilled, and that foster carers have the opportunity to evaluate their practice and development, and set new goals and action plans for the following year.

Policies & Procedures:

Foster carers have access to a comprehensive Fostering Handbook. The Handbook contains information, policies and procedures on all aspects of fostering, and is updated regularly to ensure it remains a relevant reference document.

Record Keeping:

Our foster carers are expected to maintain daily logs regarding the child or young person in placement, this is to ensure safeguarding remains robust and we create a chronology of a child or young person's life.

Supporting Children Who Foster:

Calon Cymru Fostering recognise the significant contribution that children who foster play in successful placements. Events and opportunities are provided to allow them to come together and discuss with agency staff and other children the impact, positive and negative, of sharing their homes and families.

Foster Talk Membership:

All Calon Cymru fostering carers and staff are provided with annual membership of Foster Talk. This allows members access to advice regarding financial, legal and insurance matters.

Finance:

All approved Calon Cymru Fostering carers receive an allowance, paid every fortnight throughout the placement. The level of this allowance is dependent on the type of placement. All foster carers are self-employed and, as such, must pay their own tax and National Insurance. Detailed financial guidance can be accessed via the agency's finance team or via Foster Talk.

Data Protection:

We use a secure encrypted system to send information externally about young people and foster carers. We take Data Protection seriously and have ensured all staff have been given training on this subject area including the principles of the GDPR, to ensure personal/sensitive information is processed lawfully, safely and securely.

Having Fun:

We recognise that taking care of other people's children is a serious business and can be challenging and at times stressful. Calon Cymru Fostering encourages foster carers to come together and socialise and benefit from support from others. We organise regular social events, where carers can have fun with likeminded people. We also provide free CADW memberships to all fostering families.

Safety within our Foster Homes:

Calon Cymru Fostering has high expectations with regards to the quality and standards of fostering homes provided. Each fostering household is subject to regular unannounced visits, a robust health and safety assessment, and all foster carers are trained in paediatric first aid. Each fostering household has a generic safer care policy that is reviewed and updated annually. Each child placed has an individual safer care and risk assessment policy which are updated annually or following an incident or event.

Diversity and Inclusion

Calon Cymru Fostering strives to create an inclusive culture where all forms of diversity are valued and celebrated.

We want to represent the communities we serve and work to ensure no child or young person, applicant, carer or employee is treated unfairly on the basis of race, gender, age, disability, religion or identity. We recognise and value individual differences and contributions and believe in aiming to achieve equality for all.

Participation

Our supervising social workers and support workers speak to the children and young people in a Calon Cymru Fostering placement alone at regular intervals.

The agency participation strategy includes the following:

- Assistance to pursue a hobby or interest.
- Individual or group work, including structured activities.
- Social activities for children who foster.
- Access to national organisations.
- Practical assistance with transport or access to external services / facilities.
- Supervised contact with families.
- Life journey work.
- Preparation for independence.
- Provide therapeutic guidance and support to the children's foster carer.

The voice of the child/young person and their participation in the continued development of Calon Cymru Fostering is of central importance. The role of the support worker includes focusing on participation work which assists the agency in developing services. Children and young people are consulted on policies, give us their views regarding developments for the agency and engage in young-person-led consultation and participation. Children and young people are regularly included on interview panels for new staff and provide questions for prospective foster carers when they are presented at panel.

The agency produces a newsletter which includes input from children and young people. This is a place for our young people to demonstrate their talents and includes their artwork, poems, stories, jokes and puzzles and celebrates any achievements.

Language and Communication (including **Welsh**)

Calon Cymru Fostering has remained committed to meeting the individual needs of children, young people and their families. This is evident in the support that has been provided by a number of our social workers and managers who are able to communicate in a number of languages including Welsh, Polish and Bengali.

As an organisation we have also accessed interpretation and translation services. The agency has a number of members of staff who are fluent Welsh speakers which has enabled us to communicate with children and young people and supervise carers through the medium of Welsh. Calon Cymru Fostering remains committed to the implementation and development of the active offer. Due to the diversity of the staff group, this has been manageable.