



Bradford Council Fostering Service Statement of Purpose 2022/23

If you, or someone you know, needs help to understand or read this document, please contact us on 01274 434750.





Contents

Introduction Our values	04
Aims & objectives	05
Key recruitment priorities	06
Foster carer recruitment	07
Recruitment, assessment & approval	08
Fostering panel	09
Fostering provision	10
Placement statistics 2022	11
Mockingbird family model	12
Supporting our children & young people	13
Expectations of standards of foster care	14
Support, training & services for fostering carers	16
Induction	17
About our service	21
Tell us your views Ofsted & inspections	22

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Introduction

This Statement of Purpose summarises the aims and objectives and service arrangements of Bradford Fostering Service. It has been written to provide information for foster carers, people interested in becoming foster carers, Bradford Council's Children's Social Care teams and for anyone who works closely with or is interested in Bradford Fostering Service.

This Statement of Purpose has been developed in accordance with The Fostering Services (England) Regulations 2011 (amended 2013) and is reviewed annually and amended as necessary and approved by the Fostering Service Managers and the Assistant Director of Children's Social Care.

It is supported by a range of more detailed information including the online fostering handbook; a range of policies and procedures that describe the day-to-day responsibilities and expectations of all those involved in providing services to Bradford Fostering. This Statement of Purpose also links with the Children's Guide, which we provide to all children in a foster placement, subject to the child's age and understanding at the point of placement.

A copy of this Statement of Purpose is also lodged with Ofsted.

Our values

- ♥ Children and young people are entitled to grow up as part of a loving caring family which can meet their needs during childhood and beyond and, where possible, this should be within their own family network.
 - ♥ The child or young person's welfare, safety and needs sit at the centre of the fostering process.
 - ♥ We provide warm, safe and loving foster families for children and young people in our care.
 - ♥ The child or young person's wishes and feelings are fully taken into account at all stages.
 - ♥ The child or young person's ethnic origin, cultural background, religion and language will be fully recognised, positively valued and promoted when decisions are made.
 - ♥ The particular needs of disabled children or young people will be fully recognised and taken into account when decisions are made.
 - ♥ The role of foster carers in offering their home and family life to a child or young person who cannot live with their birth family will be valued and respected.
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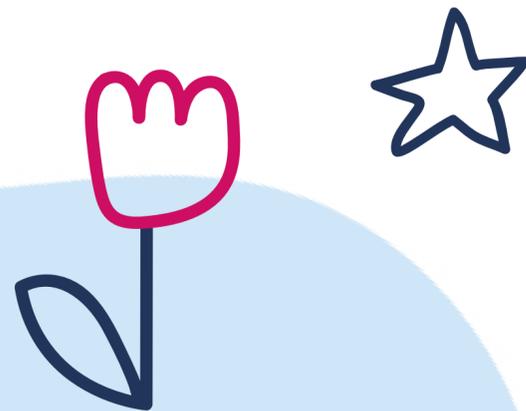
Aims & objectives

Bradford's Fostering Service is committed to providing safe, high quality foster care which supports our children and young people in care and helps them to reach their full potential and values, supports and encourages them to grow and develop as individuals. Our vision is for Bradford District's children and young people to have the best start in life and for them to be nurtured and supported by those who care for them so that they will develop into healthy, socially responsible and achieving adults who, in turn, show the same level of care when raising their own families.

Bradford Fostering Service aims to provide high quality services and support to foster carers by employing experienced and qualified staff.

To achieve these aims, Bradford Fostering Service has the following objectives:

- ♥ To recruit, assess and provide a fostering workforce that focuses on meeting the needs of the children and young people who are looked after in the Bradford district. ☑
- ♥ To increase the number of approved foster carer households.
- ♥ To maintain a wide range of support services, including independent support, to make sure that approved foster carers are valued as part of Bradford Fostering and their services as carers are retained.
- ♥ To produce an annual training plan, which is needs-led, so that foster carers are trained in the skills required to provide high quality care.
- ♥ To support and promote the educational achievements of children and young people in care by ensuring that foster carers can provide opportunities for children to achieve.
- ♥ To promote positive emotional and physical health of children and young people in care by ensuring that foster carers help children and young people placed with them maintain good health.
- ♥ To ensure that the Bradford Fostering team have the necessary skills, knowledge and experience to support foster carers.
- ♥ To ensure there are regular opportunities for foster carers to meet with service management who will seek regular feedback from foster carers and staff about service and training development.
- ♥ To provide regular support groups to foster carers to disseminate information and consult on service development. Support groups also offer opportunity for foster carers to meet other foster carers, receive informal training and support from supervising social workers.



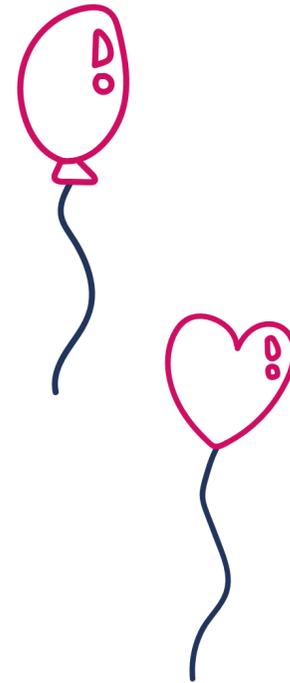
Key recruitment priorities

The Council has pledged to increase the number of fostering households in the Bradford District by 20% over the next 4 years. This equates to a net gain of around 108 households in that period.

The target in 2022/23 is 45 new mainstream fostering households and 15 short break households.

The ongoing recruitment priorities are in line with the needs of the children and young people needing foster families:

- ♥ To attract new foster carers from related backgrounds, which may include youth workers, children's residential workers, foster carers looking to transfer from other fostering agencies
- ♥ ☑ Carers from diverse backgrounds, who can support children and young people from a range of ethnic, cultural and religious backgrounds.
- ♥ ☑ Carers for older children and teenagers
- ♥ Carers for brothers and sisters
- ♥ ☑ Carers to provide permanent homes and long term stability for children and young people
- ♥ Part time foster carers for children and young people with disabilities/complex health needs
- ♥ Carers for specialist schemes such as Emergency Care, Shared Care, PACE care and holiday care



Foster carer recruitment

We are committed to an open, transparent and safe recruitment process that is focussed on attracting, assessing, training and approving high quality foster carers and is in line with Fostering Service Regulations 2011.

Everyone who meets the basic eligibility criteria of being over 21 years old, has a spare bedroom and sound English language skills is offered an initial visit with someone from the mainstream recruitment team or the short breaks team. The purpose of the visit is to provide more details about fostering and find out about the enquirer's personal circumstances and expectations and what they can expect in terms of the assessment process, as well as a basic review of the home and any outside space.

All prospective carers and all adults in their household are subject to statutory checks, including full DBS, and personal and employer references, as well as health checks for the prospective carers.

We recognise that not all carers will start their journey to fostering at the same point and some households will need additional time and support to be able to provide high quality foster placements. Only those considered likely to be ready to provide a safe, healthy and supportive foster home will be invited to apply.

The assessment usually takes 4 months. During this time, the assessor will visit regularly with the prospective foster carer to conduct a home study. The assessor gathers the information needed to complete a detailed report that will reach a conclusion about the prospective foster carer's suitability to foster.

Potential foster carers will be required to attend preparation training (2 days' Journey 2 Foster for full time or 3 days' Skills to Foster for part time foster carers). Both training courses provide potential foster carers with the opportunity to engage with experienced foster carers and trainers to find out what fostering is really like and prepare them for their future roles as foster carers.

After the report is completed, the applicants have 5 working days to comment on it before it is presented to the Fostering Panel.



Fostering panel

Panel provides an independent quality assurance role and considers the approval of fostering applicants and their continued approval over their fostering career as well as all long term foster matches. There are 4 Fostering Panels that meet monthly in Bradford to consider all the information within assessments and review reports.

Bradford Fostering Panels are chaired by 3 independent chairs who are appropriately recruited and checked. One is a former foster carer with a neighbouring Local Authority, one is a registered social worker.

The Panel Chairs ensure that all significant issues are discussed by the Panel before making their

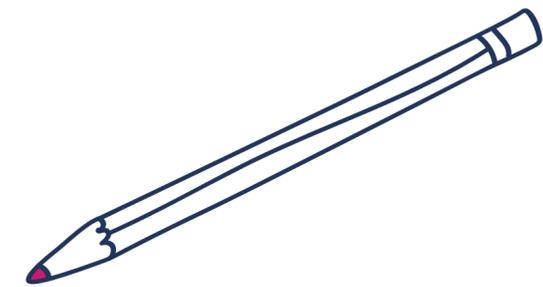
recommendation on approval. They seek to make applicants and foster carers welcome at the Panel meeting and have the opportunity to give the Panel their views.

The Panel members include social workers, people from health and education services with experience of working with children, a foster carer from another fostering service, people who have been fostered themselves or whose children were fostered, and elected members of the Council. The Panel will make a recommendation to the Agency Decision Maker regarding the approval, or continued approval following reviews.

All Panel members and Chairs have annual reviews and the

Panels come together at least annually for a training day to receive updates from the service and training on Panel issues.

The Agency Decision Maker is employed by Bradford Council to perform this role. The incumbent ADM is an experienced and fully-qualified social worker.



Other Fostering Panel business

All Bradford foster carers have an annual review chaired by a Fostering Independent Reviewing officer. The foster carer's first annual review after approval must be presented to the Fostering Panel. Foster carers annual reviews are routinely presented to panel every 3 years thereafter ie year 4, 7 and so on. The Fostering Panel will also receive subsequent reviews where there is a request for a change of status of the carer, or where there have been allegations and/or concerns about their standards of care, to consider and recommend whether the applicants are suitable to

continue to act as foster carers. The ADM will make the final decision.

If the Agency Decision Maker does not approve an application to foster or continued registration following a review, the applicants will be informed of their right to make written representations to either the Agency Decision Maker or the Independent Review Mechanism (IRM). The IRM is an independent body which makes recommendations to Fostering Agencies in such circumstances. If representation is made to the Agency

Decision Maker, further consideration including any additional information will be presented to the Fostering Panel. Alternatively, applicants can ask the IRM to review their application. The recommendations of the Panel or the IRM will be considered by the Agency Decision Maker, who will make a final decision.

The Panel also has a quality assurance role and offers recommendations and advice to the Fostering Service on assessments and other matters which it oversees.

Fostering provision

Bradford's children and young people in care come from a range of cultural, ethnic, linguistic and religious backgrounds and Bradford Fostering will endeavour to recruit and retain foster carers who reflect this. Any foster placements made will, as far as possible, reflect the individuality of children and young people, with particular attention being given to any placement offered to children and young people with a disability.

The ethnicity of the foster carer population, broadly reflects the ethnicity in the district and of Bradford's children in care population.

Bradford is a 'young' district. More than one in four of our residents are aged under 20 and the child population is predicted to grow at around 2000 per year. Bradford's population of children in care continues to grow.

Many children and young people who are looked after have experienced difficulties including abuse and neglect before being fostered. Some children and young people behave in a very challenging way, have special needs or complex health conditions.

All foster carers are supported to provide quality care through regular supervision with a qualified experienced supervising social worker.



Family & Friends as foster carers

Where children and young people are not able to live safely with a birth parent, priority will be given to find someone to care for them who is known or connected to the child or young person from within the extended family network. All viability assessments are undertaken by a social worker in conjunction with the Fostering Service and every potential Family & Friends carer will be given a pack at the outset that will explain what is being asked of them, what the expectations of care would be and will include alternative options for them to consider. This may result in the approval of family or friends as foster carers or use of appropriate legislation such as Regulation 24, or applications for a Child Arrangements Order or Special Guardianship Order.

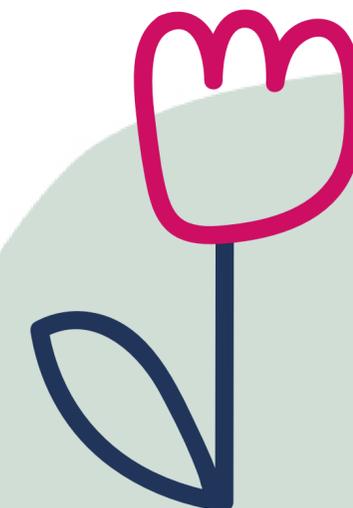
Should the initial viability assessment of an extended family member or friend recommend that they are approved as a foster carer, a full fostering assessment will be completed by a supervising social worker in the Fostering Family & Friends assessment team.

Fostering outside the family network

Where children and young people are not able to remain with their birth family or within the wider family network then a home within a fostering family will be the first choice for the majority of children or young people.

Bradford Fostering intends:

- ♥ To provide a service that is responsive to the needs of children and young people who require a foster placement by recruiting sufficient carers to offer placement choice, and create a culture where children and young people feel safe.
- ♥ To provide placements that meet the requirements of children and young people's care plans wherever possible by utilising best value, local placements which promote continuity and maintain family networks.
- ♥ That all placements will take into consideration the need for the child or young person to be placed near to family and school. If at all possible, siblings will be placed together unless identified needs indicate otherwise.



Long term fostering

Some children or young people will need to live with foster carers permanently. Long term foster carers commit to providing a home for a child or young person throughout their childhood in to adulthood and independence. When a child or young person in care requires a long term or permanent foster home, a fostering family with the required skills and approval is identified by the Family Finding team and the child or young person is placed with them initially as a short term arrangement. After 12 months, the Independent Reviewing Officer will make a decision based on positive and significant progress made. The child or young person's social worker and the supervising social worker will prepare an assessment and matching report to present to the Fostering Panel, who will make their recommendation to the Agency Decision Maker for final decision.

Short term fostering

Short term foster carers look after children and young people who, because of a wide variety of circumstances, need foster care. The time a child may stay in short term foster care may vary in duration from an emergency overnight stay to up to 2 years. The length of stay is linked to further assessments of the child or young person's family members and in connection with court proceedings. Children or young people in short term placements may go back to birth family, on to adoption or in to long term foster care.

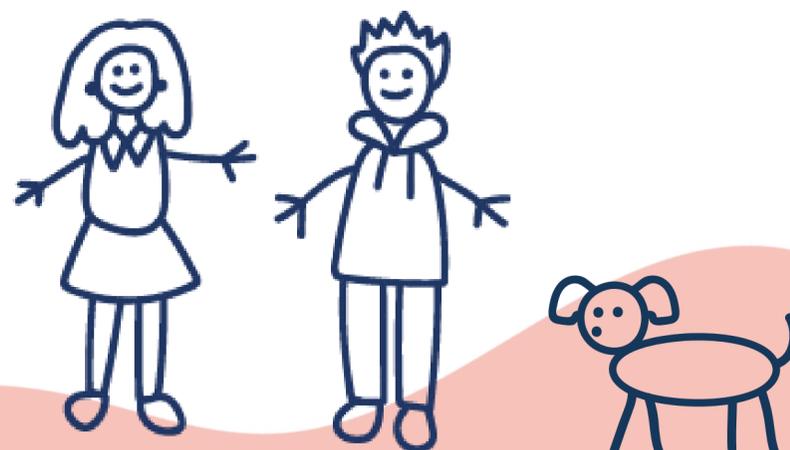
Shared care

Many full-time foster carers also provide respite (emergency or planned) placements either on a regular basis or one-off holiday breaks. Such placements can take place during the week, overnight or over a weekend.

Some fostering households choose to only provide part time or short break fostering placements.

Short breaks

A part-time fostering service for children and young people with disabilities, complex health needs or emotional disabilities who live with their family or with a foster family and are matched carefully with children and young people according to the carer's skills to meet the child or young person's needs and their availability to provide planned short breaks that include overnight stays, day care and childminding.



Support care

As part of a package of support for children and young people who are at risk of family breakdown, Support Carers are matched with children and young people for up to 9 months at a time and provide the children and young people with a range of planned short breaks that includes overnight stays, day care and childminding. This helps prevent children or young people from being taken in to care while support work is being offered to parents at the same time.

PACE

Bradford Fostering provides accommodation to children and young people under the age of 18 who have been charged with an offence so that young people do not need to remain in police custody longer than needed.

Staying put

It is important that young people in care only move to independence when they are ready to do so. Carers and young people are encouraged to consider Staying Put before the young person turns 18 (or 21 if the young person has additional needs) to continue to live in the fostering family home until the young person is ready to move on.



Placement Statistics

March 2022

On 1 March 2022, there were:

773

children and young people being cared for by Bradford Fostering households.

566

fostering households looking after children and young people from the Bradford district.

238

mainstream fostering households. 178 providing long term foster care and 60 providing short term foster care. 268 Family & Friends fostering families, 37 families looking after children and young people under Regulation 24 and 23 fostering families providing short breaks and holiday care for children and young people.

Mockingbird family model

Mockingbird family model

The Fostering Network's Mockingbird programme is an innovative method of delivering foster care using the Mockingbird Family Model. It is an extended family model that provides sleepovers, peer support, regular joint planning and training and social activities for the families involved.

The programme improves the stability of fostering placements and strengthens the relationships between carers, children and young people, fostering services and birth families.

Mockingbird was developed in the USA and uses the concept of a 'constellation' which is where six to ten fostering families live in close proximity to a dedicated hub home of specially recruited and trained carers offering respite care, peer support, regular joint planning and social activities.

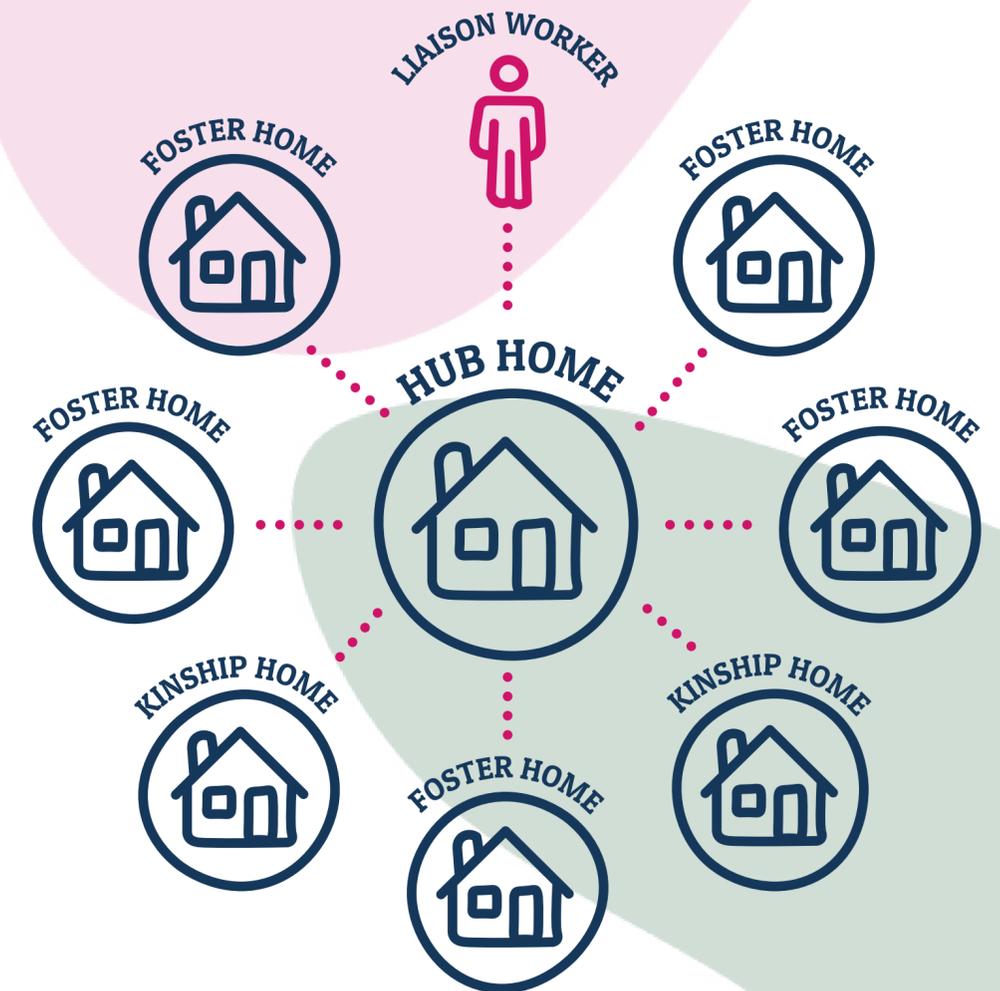
How does it work for Bradford Fostering?

Bradford has launched a Mockingbird constellation in July 2022. The hub home carers support 7 families. Recruitment is currently ongoing to find the hub carer for the second constellation to launch by January 2023

Bradford Fostering's roll-out of Mockingbird constellations will follow a measured pattern of recruitment of hub home carer; then recruitment of satellite families; followed by establishing and embedding the support and processes around the constellation before starting the process again for the next constellation.

The families engage in sleepovers at the hub home house and they are recognising the benefits for both children and carers. The carers are forming relationships with each other, sharing experiences and advice, and children are forming relationships and enjoying the social activities.

All families are recognising and accessing the support/ advice the hub home carers and liaison worker can offer.



Supporting our children and young people

Care planning and review

All children and young people who are in Bradford's care have a care plan, which is reviewed regularly. The wishes of the child or young person are taken into account in drawing up the care plan, as well as that of the birth family and the foster carers.

The care plan is reviewed at every Child in Care Review and at the four-month review the child's plan for permanence will be addressed. This plan is based on the needs of the individual child or young person and includes consideration of permanence being achieved by return to birth family or other means including long term foster care or adoption.

The care planning and assessment work will ensure that the child or young person, birth family and foster carers have access to appropriate specialist services to meet particular needs such as for education and health.

The views and wishes of the child or young person are sought through a range of age-appropriate means. This could also include the involvement of the children's advocate or independent visitor as necessary.

Family time

A care plan will always consider the need for children and young people to spend time with family and friends. It is important that our carers understand and value family time for children and young people and their role in helping to make sure it is a positive experience for the child.

Foster carers are trained and supported to help them to work with the birth family, and to support the child or young person. Foster carers take the child or young person to visit their family and may also supervise the family time, if appropriate.

A social worker

Every child and young person in care has a social worker, who will be the first point of contact for the foster carer for any information and advice on issues relating to the child or young person.

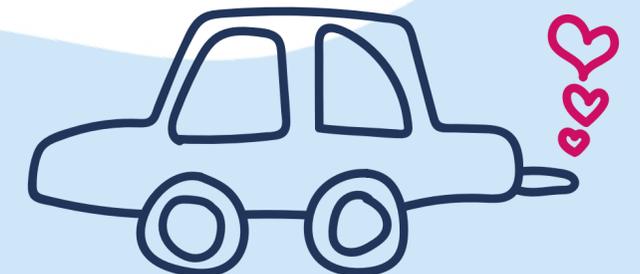
If the child or young person's worker is not available during office hours, a duty worker is always available to deal with urgent problems or issues.

Participation and consultation

We recognise the importance of participation in developing Children's Social Care provision so that inclusion and consultation are at the heart everything we do. The Children in Care Councils offer Children's Social Care a unique insight into the lives of children in care and they have been instrumental in the shaping and development of the services provided by Bradford Council.

Examples of how our Children in Care Council contribute to the Fostering Service:

- ♥ Involvement in the recruitment of senior staff, foster carers and independent reviewing officers
- ♥ Development of the Children's Guide and other service resources
- ♥ Involvement in training of new and experienced foster carers



Educational support

The Virtual School team provides specialist educational advice, guidance and support for children in care and care leavers by promoting educational outcomes and supporting children and young people with their educational pathways. The Virtual School works closely with schools and other education provisions supporting school-aged children in care whilst also providing advice and guidance around Early Years education and Post 16 provision.

Educational advice and guidance is available to support children in care in Early Years provision and those who may require additional educational support when starting school.

Each school-aged child in care should have a PEP (Personal Education Plan) to help them achieve educational outcomes, which is monitored by the Virtual School. Bradford's children in care have good education attendance rates and they make high aspirational progress in their achievements.

As young people progress to post 16 provision, the Virtual School provides individual careers education, information and guidance for post 16 care leavers as part of their pathway plans to continue to develop learning and work-based skills. The Virtual School works closely with schools and other education services to support foster carers working in partnership as a key team around the child or young person to promote and support their educational needs.

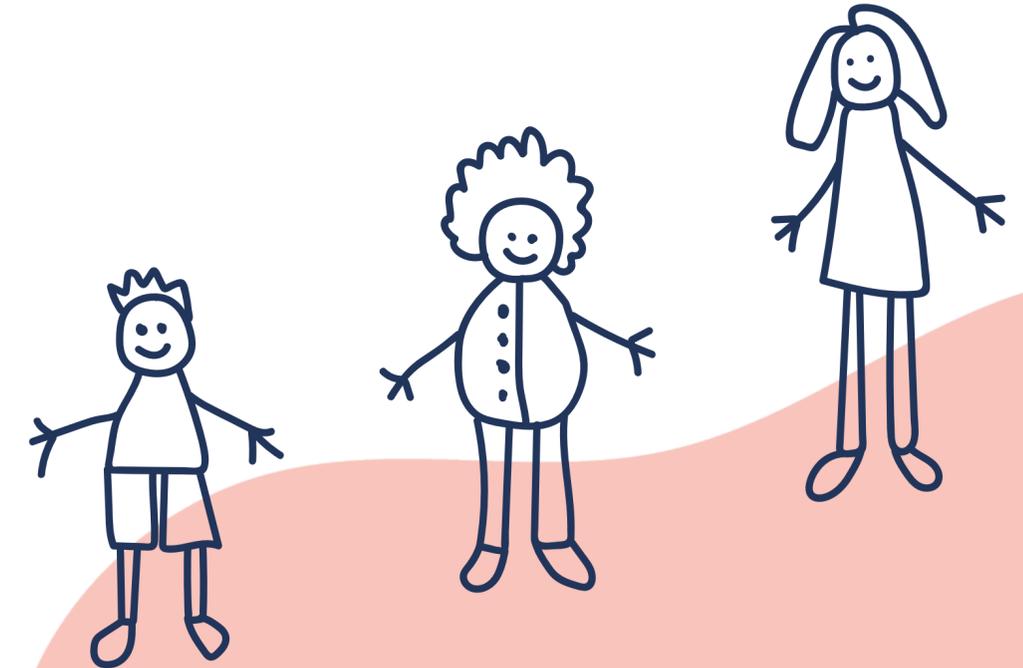
Children's guide

The Children's Guide explains what it means to be a child in care and includes a summary of what we set out to do for children and young people; who is involved in looking after them; how they can find out about their rights; and how to contact their Independent Reviewing Officer, an independent advocate, the Children's Commissioner and Ofsted if they wish to raise a concern.

Each fostering household has a copy of the Children's Guide, available on the online fostering handbook, as well as a paper copy. Foster carers will explain the contents in a way that is accessible and appropriate to the child or young person.

Children in Care Councils (CiCC)

There are 2 groups run for care experienced children and young people: the Children in Care Council for 7 to 14 year olds and the Care Leavers Council for young people aged 14+. The children and young people meet regularly to discuss ideas and look for ways to improve services and campaign on issues that matter to them.



The foster carer's role



On approval, each foster carer undertakes an induction and is given access to our online foster carer handbook, which outlines their role, the expectations of the service and provides guidelines and procedures of how foster carers should carry out their duties.



The foster home environment

Foster carers provide a safe, clean, stimulating environment for Bradford's children and young people in care. The safer care policy is reviewed whenever there is a substantial change in the fostering household.

Safeguarding

Foster carers undertake regular relevant training including Safeguarding & Child Protection, Safer Caring, Allegations and Child Sexual Exploitation. They understand the risk of complaints and allegations and each fostering household has a Family Safer Care Policy.



Health

All children and young people are registered with a GP, dentist and optician.

Carers are expected to encourage healthy lifestyles that include a healthy diet and regular exercise to help build children and young people's self-esteem, confidence and resilience, and to be role models by setting a good example.

Foster carers support children to attend medical, dental and other health appointments. Each foster carer is provided with forms to record and monitor medication and conditions. Foster carers are given delegated authority to agree to routine actions that may be required to meet the specific medical needs that the child or young person may have.

All health care information for each child is provided to the foster carer prior to a child being placed in their care and specific training is provided where it is required to individual foster carers.

The Child and Adolescent Mental Health Service (CAMHS) offer a dedicated service to children in care providing one to one work with children and foster carers.

Education

Carers understand the importance of promoting education that meets the needs of our children and young people to attain their potential. Each child and young person has a Personal Education Plan (PEP) and carers are expected to be involved in its formulation and monitoring. Children and young people who are looked after in care are also supported by Bradford's Virtual School.

Family time and contact with birth family

Foster carers understand the importance of regular, safe contact with extended family members and they are prepared to encourage a child/young person's attendance at contact sessions.

Transport costs to and from local contact events are built-in to the allowance paid to foster carers.

Recording

Carers are expected to provide relevant regular updates and notes about the children and young people in their care.

Support, training & services for foster carers

Direct support from a supervising social worker

All foster carers are allocated a supervising social worker who visits, supports and supervises the carer every 4 weeks, for the first year, then every 6 weeks after the first review, or more frequently if needed, to provide support, advice, guidance and supervision on most matters relating to fostering and the care of the child or young person. The carer will also be in close contact with the child or young person's social worker.

There is at least one unannounced visit every year to every fostering household.

Payments for fostering

All foster carers receive the national minimum allowance. Additional allowances are also paid to help pay for the child or young person's birthday, summer break and winter festival.

Fees are paid to carers who meet the specific requirements in the fee structure.

Independent support for foster carers

Bradford Fostering provides independent support for every foster carer where there is a need for mediation or advocacy to support carers during allegations.

All approved foster carers are provided with individual memberships with The Fostering Network, which include legal support, legal insurance and 24 hour legal helpline; support with tax and personal finances; special offers on thousands of lifestyle products and services; a quarterly newsletter; a monthly e-newsletter; support groups, training workshops and online forums; counselling and medical helpline; an education advice service and a confidential, impartial fostering advice and information helpline.

Kinship support for Family & Friends carers

Bradford Fostering works closely with Kinship, the leading kinship care charity in England and Wales, to provide independent support to all Family & Friends carers, but particularly to family and friends carers looking after children and young people on a Special Guardianship Order, Child Arrangements Order or no order at all.

Support for carers from the LGBT+ community

Foster carers from the LGBT+ community are provided with membership of New Family Social, which provides a unique service for LGBT+ families that includes peer support, networking and local events.

Bradford Independent Foster Carer Association

Bradford's foster carer association provides independent support to foster carers including monthly coffee mornings, helping with tax returns, support with allegations, buddying/mentoring and arranging social events for foster families.



Foster carer support groups

6 groups provide regular support opportunities for foster carers to find peer support, meet other carers in similar circumstances to their own and develop their skills (during the pandemic these have been provided online via Zoom). The groups have provided an opportunity for peer learning as well as informal training on a wide variety of topics, led by colleagues in other services and partner organisations.

- ♥ Monthly meet-ups with informal training (day and evening sessions)
- ♥ Short term carers meet up with One Adoption West Yorkshire (day and evening sessions)
- ♥ New carers' support group
- ♥ Men who foster
- ♥ Short break carers
- ♥ Asian foster carers

Face-to-face support groups restarted in 2021 and support is being provided to BIFCA, the Bradford Independent Foster Carers' Association, to restart their face-to-face coffee mornings and peer support sessions.

Foster carer forum

Foster carers are regularly invited to attend and meet with the Fostering Service management team to find out about developments in the Fostering Service and beyond and consult on service development. Carers are able to raise issues and discuss openly with the service manager on any topic that concerns them.

Annual foster carer conference and awards

An annual event that celebrates carers' long service and provides an opportunity to network with other foster carers. The conference includes a key note speaker to inspire, educate and engage foster carers by delivering an engaging speech. Most recently, this was Luke Rodgers, a care experienced person.

Out of hours' emergency support

If additional support is required outside of office hours, foster carers contact the Emergency Duty Team. The development of the Mockingbird project in Bradford also provides out of hours support to carers in the constellation.

Training

Bradford Fostering is committed to investing in the training and development of foster carers and staff. Supervising social workers make sure the foster carers' training and development needs are an integral part of their supervisory visits.

In addition to the pre-approval preparatory training, approved foster carers have access to a wide range of training courses currently provided via the online training portal, The Foster Carers' Training Hub, as well as informal training opportunities provided through support groups sessions.



Fostering family finding

The Family Finding team receive all fostering family requests and has a comprehensive overview of all placements for emergency, long term and short term fostering family placements as well as any non-Council placements.

Family finders carefully match children and young people with foster carers to make placements, taking into consideration the child/young person's needs and the experience and skills of the foster family. They also consider the importance of the child/young person remaining in school and maintaining continued contact with extended family members.

SGO support

The SGO support team provides a daily duty service, taking referrals for Special Guardianship support assessments for carers and their children and young people when an SGO has been granted, should worries arise. The support is mainly offered after the Order has been made, the team also offers guidance to children's social workers completing SGO support plans.

Nursing team

There is a dedicated nursing team that looks after the health needs of children and young people in care in Bradford.

Allegations

All allegations relating to foster carers are investigated by the service and reported to the Local Authority Designated Officer (LADO) on behalf of Bradford's Safeguarding Board.

The West Yorkshire Safeguarding policies and procedures are followed. Foster carers are offered independent support during this process, which can be accessed via the supervising social worker.

Allegations review meetings take place between the Fostering Service manager and the LADO to track, minimise and address drift and delay in these cases.

Fostering Independent Reviewing Officers

The Fostering Independent Reviewing Officers plan, prepare and chair annual foster carer reviews to quality assure the practice, supervision and support of Bradford foster carers by the fostering service; to review and explore foster carers' practice and assess their ability to meet the needs of children and young people in foster care; to complete review reports detailing evidence based analysis as to why foster carers should be recommended for re-approval; to co-ordinate and develop the reviewing practice, policies and systems within the fostering service;



About our service

Management, structure & staffing

The day-to-day management of the Fostering Service is the responsibility of the two Fostering Service Managers, who report to the Strategic Lead Manager for Fostering, who in turn reports to the Assistant Director of Safeguarding & Review, Commissioning & Provider Services.

All managers within the Fostering Service are experienced social worker practitioners and maintain professional development in fostering and management practice through attendance at appropriate training courses, seminars and conferences and through research and other briefings.

There are four fostering supervisory teams in the fostering service, as well as two foster carer assessment teams, one family finding team and one marketing & recruitment team. Each manager supervises supervising social workers, foster family finding social workers and/or community resource workers. All fostering team managers are responsible to the

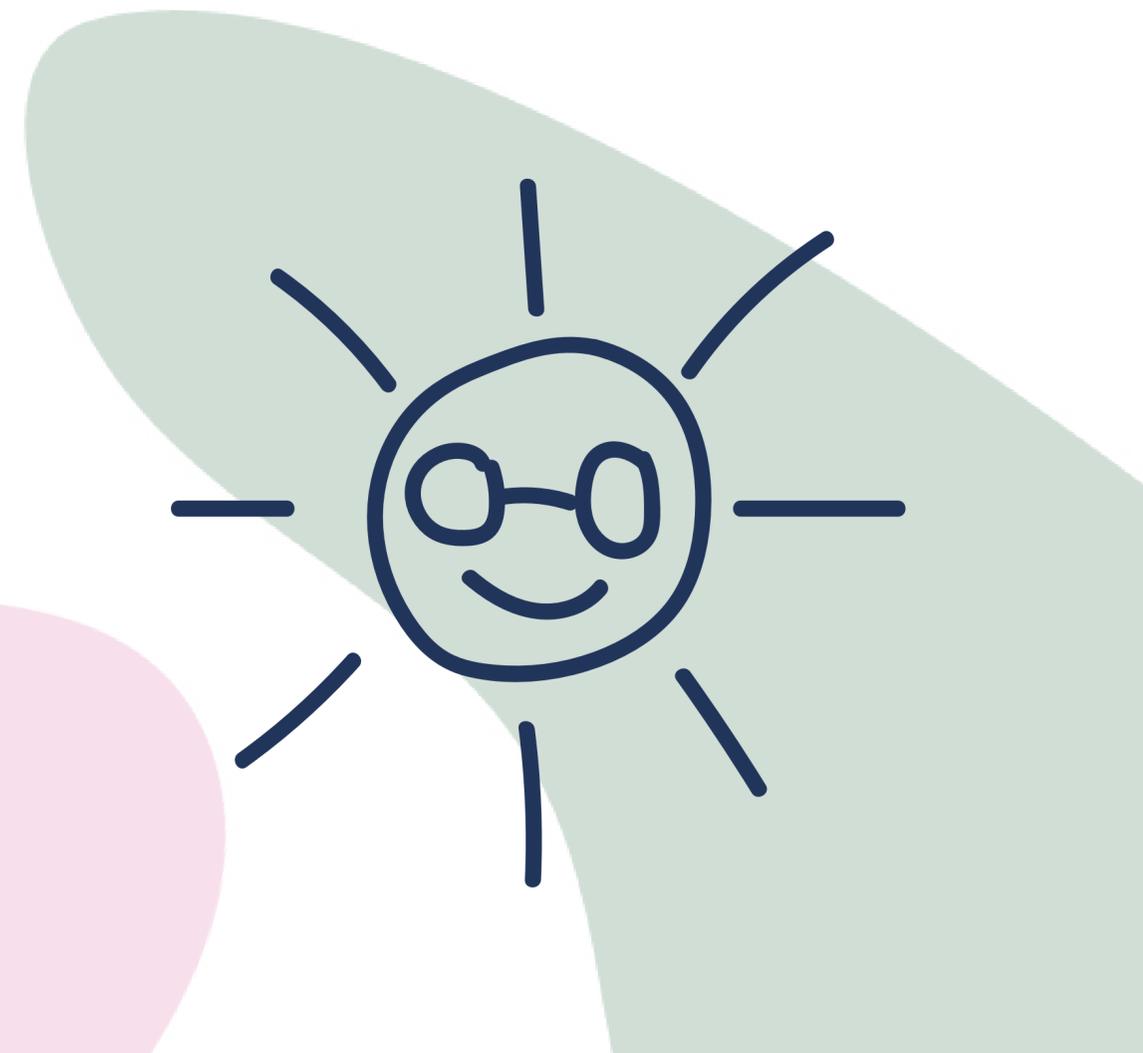
Fostering Service managers.

All the managers work as a team to provide operational management across the Fostering Service and to provide management cover, as appropriate, in each other's absence.

All the supervisory team managers are on a rota to provide management of the fostering duty system.

Bradford Fostering is also a corporate member of Research in Practice, CoramBAAF and The Fostering Network and all members of the service are able to use these resources to ensure practice is evidence-based and informed by research.

Staff from the Fostering Service and other appropriate services are involved in the review, planning and development of the service and contribute to wider Children's Service development.



About our service

Strategic Director
Children's Services
Marium Haque

Assistant Director
Safeguarding & Review, Commissioning & Provider Services
Philip Segurola

Strategic Lead Manager for
Fostering
John Heron

Fostering Service Manager
Linzi Nicholson

Fostering Service Manager
Kim Bray

Short Breaks Fostering Team Manager Shaista Yaqoob	Fostering Support & Supervisory Team Manager 1 Vera Hadwen	Fostering Support & Supervisory Team Manager 2 Yasmin Smith	Fostering Support & Supervisory Team Manager 3 Faiz Haque	Mockingbird Family Model Vickie Oldroyd	Fostering Permanency Team Manager Sue Barron	Fostering Recruitment & Assessments Team Manager Ben Whitehead	Fostering Marketing & Recruitment Manager Helen Picton
5 SSWs 1 CRW 2 BSOs	9 SSWs 2 BSOs	9 SSWs (5.8 FTE)	8 SSWs (6.8 FTE) 1 BSO	1 CRW (Mockingbird)	1 PS 16 SWs (15.5 FTE) 1 BSO	1 CRW (recruitment) 7 SSWs	

About our service

Staff qualifications and experience

All staff in the Fostering Service have an annual appraisal and a personal development plan that identifies their development needs and any training to help to progress and improve their skills, abilities and knowledge.

Fostering social workers

31 supervising social workers plus 4 family finding social workers; 2 SGO support social workers; 14 Family & Friends assessing social workers; 7 mainstream assessing social workers across 7 fostering teams.

Qualifications: All social workers have a social work qualification

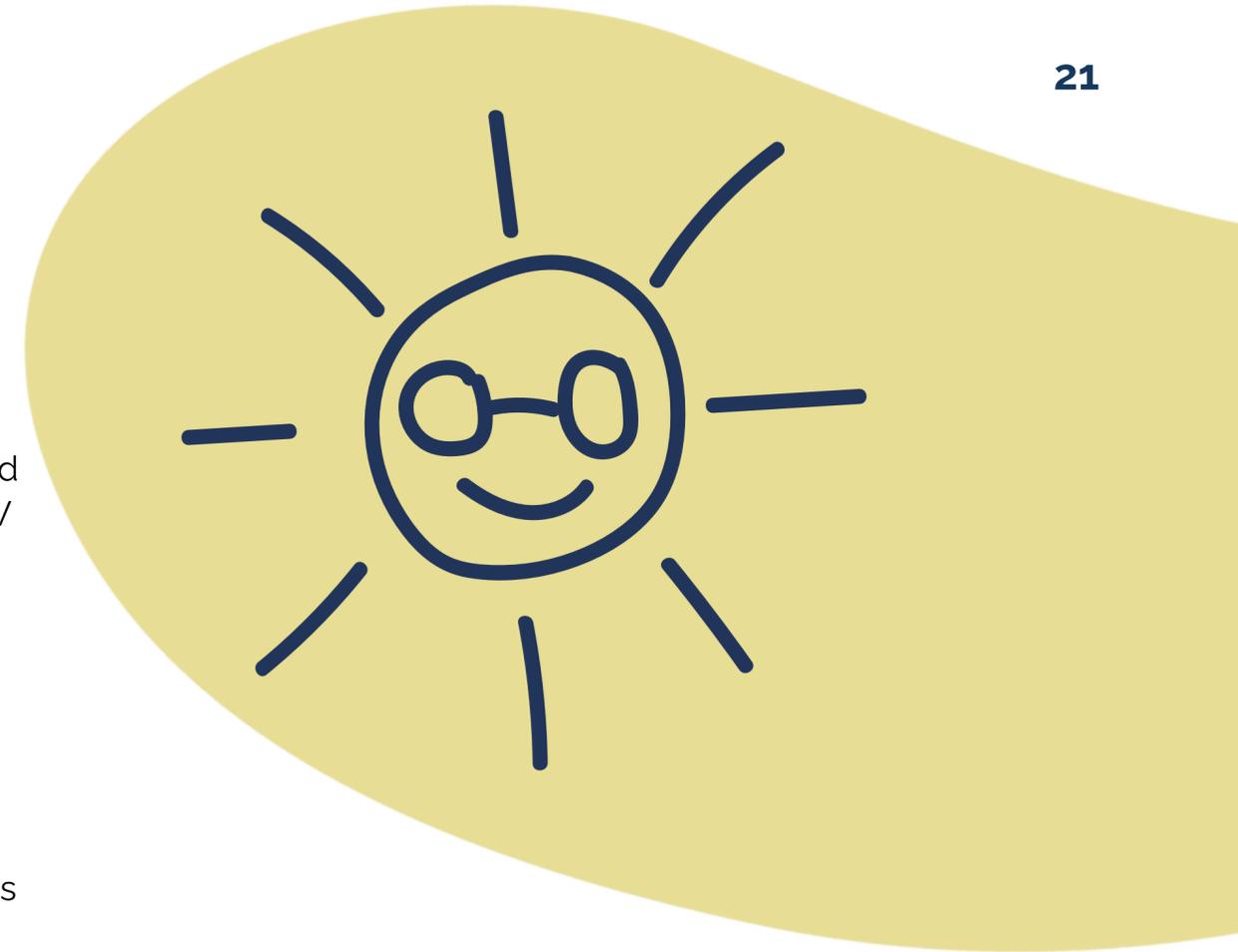
Experience: The social workers have a wide range of experience in social work and in fostering. A commitment to maintaining balance of experience is maintained. All workers have experience in statutory children's social work.

Community resource workers

There are 3 CRWs in the Fostering team, 2 of whom are also Bradford foster carers; 1 in the Recruitment team and the other as the Mockingbird liaison worker. The 3rd CRW works in the Short Breaks team supporting short break fostering applicants and current short break carers.

Fostering business support officers

Bradford Fostering Service is supported by 6 business support officers including 2 panel clerks, 2 finance officers and 2 general administrative posts.



Tell us your views

All young people in foster care receive information about the complaints procedure and how to make a complaint. This information is available in the Children's Guide to Living in Foster Care. Children can also raise issues, feedback or complain via Viewpoint, the online reviewing system. All complaints are dealt with by Bradford Council's customer services' team..

All children and young people in foster care have access to advocacy through NYAS and support from their Independent Reviewing Officer.

Foster carers are provided with information about how to complain on their own behalf and how to help their child or young person complain in the online foster carer handbook.

Any allegation about foster carers, which comes within a Child Protection remit, is investigated within the Safeguarding Procedures.

Any concerns about the Fostering Service may also be addressed to Ofsted.

Ofsted & inspections

The Fostering Service is inspected by Ofsted in accordance with the Fostering Service Regulations (England) 2011 and the National Minimum Standards.

Since 2013, Ofsted inspects local authority services for children in need of help and protection; children looked after and care leavers. These inspections include fostering services.

When published these inspection reports are available on Bradford Council's website.

Useful contacts

Bradford Council Comments & Complaints

Tel: [01274 436820](tel:01274436820)

Email: Fostering.Complaints@bradford.gov.uk

NYAS National Youth Advisory Service

Tel: [0808 808 1001](tel:08088081001)

Email: help@nyas.net

Ofsted

Piccadilly Gate, Store Street, Manchester M1 2WD

Tel: [0300 1231231](tel:03001231231)

Email: enquiries@ofsted.gov.uk

Childline

Tel: [0800 1111](tel:08001111)

www.childline.org.uk

Help at Hand - the office of the Children's Commissioner

Tel: [0800 528 0731](tel:08005280731)

help.team@childrenscommissioner.gov.uk



