

# Statement of Purpose

## TACT YORKSHIRE



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Registered charity numbers: England & Wales 1018963. Scotland SC 039052. TACT is a limited company by guarantee: 2779751

# I. Introduction

The statement of purpose is designed to inform you about the values, and structure of TACT, some information about the recruitment, assessment and training of our carers, and details of staff and placements. The statement is a legal requirement and the issues referred to, laid down in regulation.

## 1. Organisational history

Established in 1993, formerly known as The Adolescent & Children's Trust (TACT), TACT is the UK's largest charity and voluntary agency providing fostering and adoption services. Our core work involves providing high quality and well supported fostering or adoptive families for children and young people across England, Wales and Scotland. We campaign on behalf of children and young people in care, carers and adoptive families.

TACT is governed by a Board of Trustees with 11 members. The Board has ultimate responsibility for directing the affairs of the charity, ensuring that it is solvent, properly run and delivering on its charitable objectives. In addition to meeting bi-monthly, a smaller number of the Trustees sit on two sub committees alongside TACT staff; the Safeguarding & Children Services Committee and the Business & Remuneration Committee. The Board delegate day to day leadership of the organisation to the Chief Executive Officer.

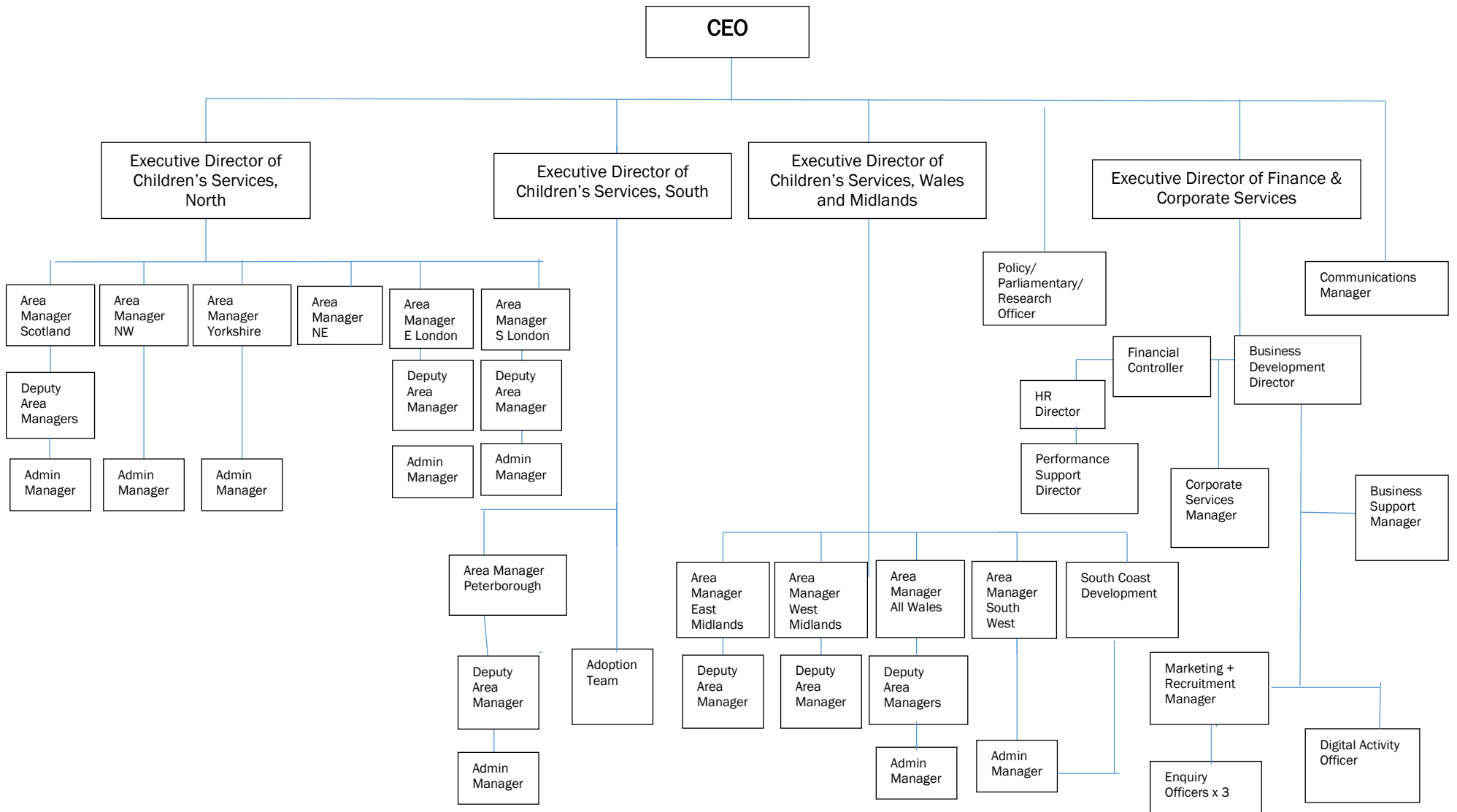
TACT's head office is based in Hither Green, London. It includes the corporate functions of finance, human resources, children's service and quality, external affairs and marketing. It is also the office of the Chief Executive and Executive Directors of Finance and Corporate Affairs, Children's Services & Quality and Policy, Communications and Fundraising.

Services are provided from 10 area offices for fostering, one of which also includes adoption. These are; East London, Bristol (covering Bristol & South West), Neath (covering all of Wales), Liverpool (covering North West), West Midlands (which is also where the Business Development team are based), Kettering (covering East Midlands), Leeds (covering Yorkshire, Humberside), Edinburgh (covering Scotland), South London (covering South London, Kent and the South Coast), Gateshead (covering the North East). We also have a registered adoption agency based in London.

We are currently expanding our service geographically in a number of areas. We are expanding Bournemouth and Poole areas under the South West office and Brighton, Portsmouth and Weymouth under our South London office. In the East Midlands we are expanding into Nottinghamshire and Derbyshire, and in the North West we are expanding into Greater Manchester. We are also have a development worker dedicated to expanding services South Yorkshire under the Yorkshire office. In Scotland we are expanding through Dundee and up the East Coast to Aberdeen. These expansions are being closely supported and overseen by our Business Development Unit.

TACT have also been chosen to run Peterborough's permanency services (including adoption and fostering services). The contract began on the 1<sup>st</sup> April 2017. Ofsted are already aware of this and an advisor has been appointed.

# TACT MANAGEMENT STRUCTURE 2017



## II. TACT's charitable objectives are:

- To relieve children and young people who, by reasons of their circumstances, have need of foster, adoptive or substitute care by placing children in foster homes or adoptive placements and by training foster or adoptive parents to deal with the needs of the children in their care.
- Otherwise to promote the care and upbringing and establishment in life of children in need thereof including by promotion of their health, development and education attainment and particularly children in foster or adoptive care.

## III. TACT's Vision and Values

### Our Vision

**'Better lives for our children and young people'**

### Values

- **Aspirational** – by helping others, we grow ourselves
- **Passionate** – we are determined to keep improving what we do. We will ambitiously pursue the best outcomes for everyone we work with and strive for excellence in all we do
- **Customer Focused** – we shall listen and respond to the people we work with, children and young people, their birth families, carers, our staff, our supporters, local authorities and other stakeholders
- **Fair and Equitable** – we will be open and transparent, communicating what we do and why we do it, based on equality and respect for all
- **Beyond Profit** – reinvesting our resources into improving outcomes for children and young people

## 2. Fostering standards

Our standards of care are measured and monitored against the National Minimum Standards for Fostering Services 2011 and the UK National Standards for Foster Care.

All carers undertake the TSD Training Support and Development Standards for Foster Care within 12 months of approval.

## 3. TACT believes:

- All children have the right to a permanent family in which they are able to grow and develop as unique individuals.
- Every child in care should benefit from a specially designed care plan to address their specific needs.
- All children have the right to be involved in planning their own futures.
- All children should take with them memories of a positive experience of their time in care when they leave.
- Individuals with parental responsibility have the right to be involved in making decision about their child/ren's future.
- Proper use must be made of the theory and considerable body of professional knowledge which is available relating to child care and child development.
- Every individual involved in TACT's childcare programmes should benefit from

All people involved with TACT will receive the best treatment possible, irrespective of gender, age, disability, marital status, sexuality, race, ethnicity or religion.

## Members of staff at TACT Yorkshire office

### 1. Management:

➤ **Lisa Condor** is the Registered Area Manager and is responsible for all operations, services and development in TACT Yorkshire & Humberside, and the North East. Lisa joined TACT in December 2008 and has the following qualifications:

- Diploma in Social Work
- NVQ A1 Assessors Award
- NNEB Certificate
- ILM Level 5 in Management

Lisa qualified as a social worker in 1999 and has many years' experience, working within Fostering services since 2003. Lisa also has a number of year's pre and post qualifying experience working within Youth offending Teams as both a support worker and a Youth Justice Officer.

### 2. Senior Supervising Social Workers:

➤ **Richard Leech** joined TACT in January 2013. Prior to this Richard had worked for three years with another fostering agency. Richard also spent a number of years working in a local authority Child Protection initial assessment team. Before undertaking his Social Work degree, Richard spent 12 years in various children's residential settings, including being a Registered Manager of a children's home. Richard has the following qualifications:

- BA Social Work
- Enabling Others Practice Teachers Award
- OU K201: Working with Young People
- CSE Grade 5 Woodwork

### Supervising Social Workers:

➤ **Samantha Deakin** joined TACT in August 2014 on a six month temporary contract, having previously been a third year Social Work student on placement within the team. Prior to undertaking her social work degree, Sam spent eight and half years working in a children's residential home as a Senior Residential Children's Practitioner. Sam has the following qualifications:

- BA Social Work
- NVQ 3 Children & Young People
- NVQ 2 & 3 Care

➤ **Rosie Cooke** joined TACT in October 2017 as a supervising social worker. After graduating Rosie worked as a newly qualified social worker in a locality child protection team in Leeds before moving to Barnardo's for two years and worked across two teams – the children's rights service and futures. Across both teams, Rosie acted as lead practitioner for working with unaccompanied asylum seeking children and young people and trained staff in the locality on how best to support them. During her time at Barnardo's she also spent seven months volunteering at Leeds Mind, co-facilitating support groups for people experiencing difficulties with their mental health. Prior to joining TACT, Rosie worked for Calderdale Council in the fostering team, a role which also incorporated foster carer recruitment.

Rosie qualified as a social worker in 2014 and has the following qualifications:

- BA (Hons) Social Work
- Post-Graduate Diploma in Social Work

### 3. Administration:

#### ➤ Admin Manager

**Susan Drye** joined TACT in February 2010, initially as the Senior Admin Officer until becoming the Admin Manager in July 2012. Sue has over 25 years experience working as a Secretary and Personal Assistant. After specialising as a Medical Secretary and working for the NHS for 14½ years, Sue went on to work in a variety of private and public sector companies. Her qualifications include:

- RSA Typing Stages I, II and III with distinction
- Certificate in Audio Typing
- Certificate in Office Management

#### ➤ Children's Resource Worker (CRW) and Placement Officer

**Courtney Jones** joined TACT in June 2016 in the role of part-time Placements Officer. Courtney has seven years' experience working in direct care of children and young adults living with disabilities. She started out working as a Community Support Worker, and then later became a Mental Health Resident Counsellor at a therapeutic foster group home in the United States. Courtney began her part-time CRW role in August 2017 alongside her role as part-time Placement Officer.

After moving to the UK in 2014, Courtney began working as a Key Worker in a residential school for children with Autism. Her qualifications include:

- Bachelor's Degree in Social work (gained in the USA)

## TACT Yorkshire's fostering service

### 1. The fostering panel

The fostering panel is a requirement of the fostering regulations and meets the criteria set out in the regulations. The Yorkshire Fostering Panel became functional as of December 2010. The Panel meets at the Leeds Office to consider each application for approval and to recommend whether or not a person is suitable to act as a foster parent. It also recommends the terms of approval; reviews the suitability to continue as carers annually; advises the charity on procedures and their effectiveness; oversees the conduct and quality of the assessments that are carried out; and gives advice and makes recommendations on such matters or cases the charity may refer to it.

The panel is chaired by an independent person with many years experience in fostering and adoption, and includes members with a wide and appropriate range of experiences.

#### Panel Members' names and positions:

- **Julia Pearmain** – Chair – Independent Member (*Social Worker*)
- **Clare Beecher** – Vice Chair and Independent Member (*LAC Nurse*)
- **Anne Unwin** – Independent Member (*experienced Foster Carer*)
- **Ian St Rose** – Independent Member (*background in education*)
- **Claire Ferris** - Independent Member (*Social Worker*)
- **Rachel Waite** – Independent Member (*Care experienced & experienced Foster Carer*)
- **Mary Reason** – TACT Specialist Development Worker for South Yorkshire
- **Richard Leech** – TACT Yorkshire Senior Supervising Social Worker
- **Sam Deakin** – TACT Yorkshire Supervising Social Worker

#### Non-voting Members of the Panel are:

- **Lisa Condor** – Panel Advisor
- **Dr K Maizey** – Medical Advisor
- **Sue Drye** – Panel Administrator

### 2. Current services provided by Yorkshire:

- Fostering to children/young people 0-18 years
- Child and Parent Placements
- Outreach support services to children and families
- Fostering Assessments
- Foster carer training
- Foster carer support groups
- 24 hour social worker support



### **3. New services currently being planned or developed**

A specialist role has been developed specifically for recruitment in the South Yorkshire region. The specialist development worker appointed in August 2017 is managed and supported by the Business Development Unit. It is hoped that the recreation of this post will see an increase in the number of approved households within South Yorkshire. The new households will be approved at the Yorkshire Fostering Panel and supported by the Yorkshire team post-approval.

TACT Yorkshire have introduced the services of a clinical psychologist to support carers in managing children and young people with complex needs. This service is primarily to offer support to foster carers, however, in some circumstances and with agreement from the child's local authority, this service could be extended to include direct work with children and young people.

### **4. Recruitment, assessment and approval process for foster carers**

The following process is followed for any applicants who wish to become approved foster carers:

- a) initial enquiry via telephone, website or web-based routes;
- b) allocated for Initial Visit;
- c) Initial Visit carried out and Supervising Social Worker who makes a recommendation on whether to proceed or not. Area Manager makes the final decision;
- d) If the decision is not to proceed, applicant(s) are informed verbally and followed up in writing;
- e) If the decision is to proceed, applicant(s) must attend the three day Skills to Foster course;
- f) Following Skills to Foster, if the decision is to proceed to Form F Assessment, the case is allocated to an Assessor;
- g) All references and regulatory checks are taken up;
- h) On satisfactory completion of Stage One and Two of the Form F Assessments, it is taken to Fostering Panel for recommendation. Applicant(s) are invited to attend the Panel.
- i) The Agency Decision Maker makes a decision on whether or not to approve, and applicant(s) are informed in writing.

### **5. Training, Support and Reviewing Process for Foster Carers**

- The Yorkshire region has an annual training programme and foster carers have an individual learning and development plan linked to the programme. Foster carers are supported to attend training. Undertaking learning and development is an ongoing requirement for TACT foster carers and includes on-line courses.

- Foster carers are allocated a named Supervising Social Worker. Support is offered 24 hours a day, seven days a week, via a duty system of Supervising Social Workers and Social Work Managers. Foster carer support groups are held.
- Young people who foster are also supported individually; with future plans to arrange groups for young people who foster.

Each foster carer is independently reviewed annually by the Annual Review Panel and the ADM makes the final decision regarding re-approval. The first, seventh and thirteenth annual reviews for foster carers are considered by the main Fostering Panel.

## **6. Monitoring of fostering service**

The fostering service is monitored through the provision of regular formal supervision for all staff and foster carers, the auditing of case files and supervision records as well as day to day management of the service and support to staff and foster carers. The quality and effectiveness of the complaints procedures is also regularly monitored and kept under review.

TACT Yorkshire provides quarterly Regulation 35 reports which are considered by the Senior Leadership Team and Trustees, with any actions being fed-back to the local team. These reports are also sent to Ofsted on an annual basis. In addition, TACT undertakes annual reporting of performance indicators, based on the outcomes central to Every Child Matters philosophy for improving the life chances of all children.

TACT has a participation programme to ensure the views of children and young people are integrated into strategy and service delivery. TACT Yorkshire has a local participation plan and the CRW within the team has taken responsibility for establishing a local participation group of young people looked after.

## **7. Review of Statement of Purpose**

The Statement of Purpose is reviewed on a regular basis, at least annually but more frequently as and when information changes. This SOP was last updated in August 2017 and the amended version uploaded to the TACT website by the Business Development Unit.

## **8. Number of approved foster carers**

Yorkshire currently has 27 approved carers, with several households in the assessment process.

## **9. The number of children in placement**

There are currently 24 children and young people in placement with TACT Yorkshire carers. (In addition to this there are three young people with TACT carers under a Staying Put arrangement). TACT has a clear matching policy and will only place children with suitable carers who can meet the child or young person's needs.

## **10. The number of complaints and their outcome**

There have been no complaints in the last twelve months.

## **11. Children's guide**

TACT has a guide for children and young people cared for by the charity.

The TACT Children's Guides set out clearly what young people can do if they are unhappy about the service they are receiving, and young people were actively involved in designing and producing these. They are provided in a range of formats, both for young children and older children. There is also our TACT Promise to Children & Young People leaflet which is issued alongside the Guide at placement start.

# TACT Yorkshire

