

Statement of Purpose

TACT Peterborough



TACT Peterborough – 1st Floor, Bayard Place, Broadway, Peterborough PE1 1AY

www.tactcare.org.uk 01733 864001

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 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.

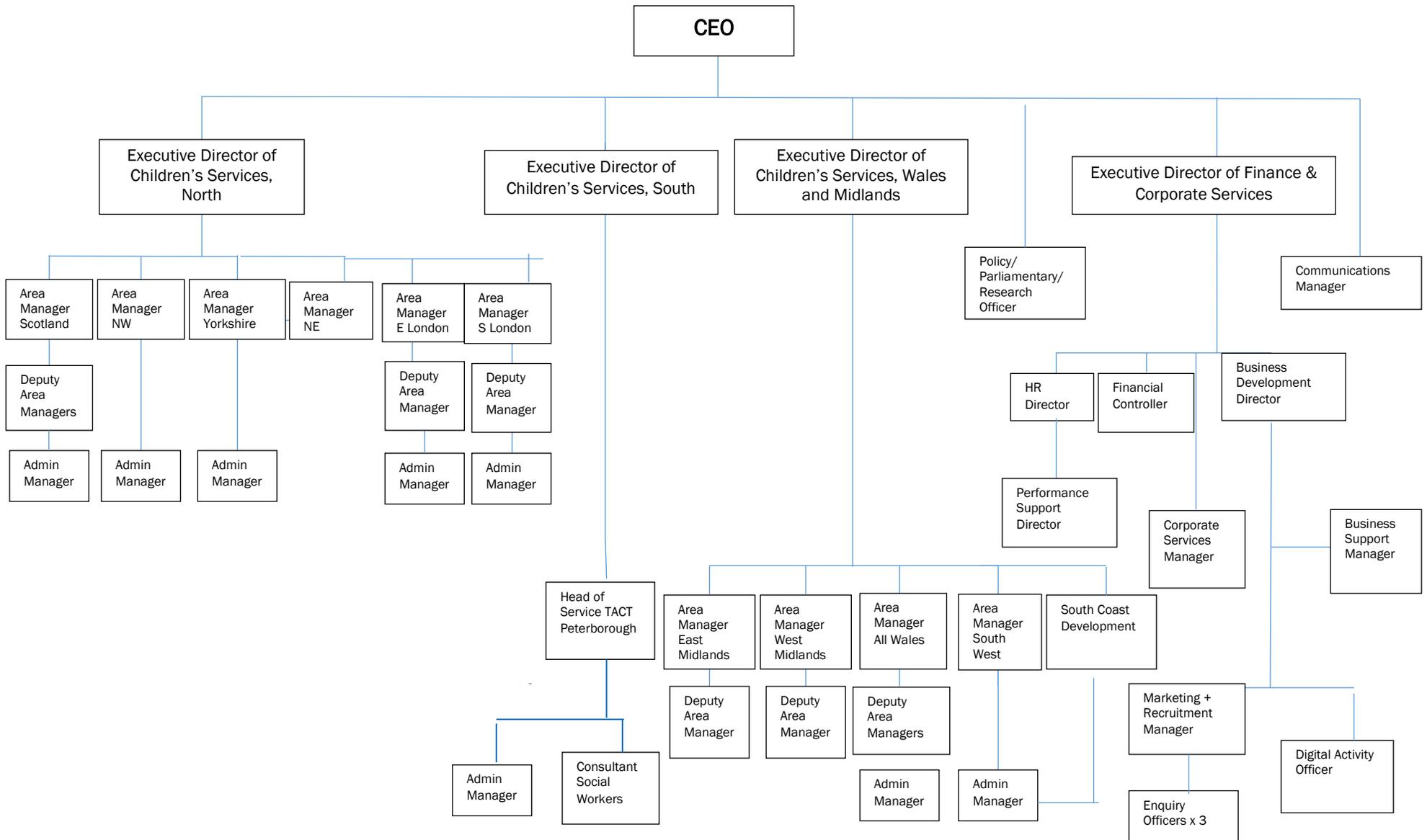
TACT's head office is based in Hither Green, London. It includes the corporate functions of finance, human resources, children's service and quality, external affairs and marketing. It is also the office of the Chief Executive and Executive Directors of Finance and Corporate Affairs, Children's Services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

Services are provided from 9 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, Kettering (covering East Midlands), Leeds (covering Yorkshire, Humberside & the North East), Edinburgh (covering Scotland) and South London (covering South London, Kent) We also have a registered adoption agency based in London.

We are currently expanding our service geographically in a number of areas. The North East service, currently being expanded under the Yorkshire Office, will shortly be the subject of an application for Ofsted registration. We are also expanding Bournemouth, Poole and Dorset 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. 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 was chosen to run Peterborough's permanency services (including adoption and fostering services). The contract began on 1.4.17. and this statement of purpose reflects that service.

TACT MANAGEMENT STRUCTURE 2018



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 Focussed** – 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

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.

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 appropriate training and development opportunities.

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

2. Local office history

TACT Peterborough has been in operation since 1 April 2017 and is based at Bayard Place with most of Peterborough Council's statutory children's services. Social work staff are supported by an administrative team. The TACT Peterborough Office is one of 11 regional offices and offers a service to children looked after by Peterborough City Council and requiring fostering placements

Staff at TACT Peterborough Office

Senior Management Team:

Sue King is the Head of Service, Registered Manager for the Fostering and Adoption Services and Agency Advisor and is responsible for all operations and services in TACT Peterborough. She is a qualified social worker and has a relevant management qualification

Amanda Carter, Tasalla Shaiyen, Sandra Nelson and Jayne Barrett-McGrath are Consultant Social Workers managed by the Head of Service and are thematic leads for the various work streams within the team. They are all social work qualified and have experience of supervision and management and are each responsible for a team of Permanency Social Workers and other staff members.

Vanessa Breen is the Admin Manager responsible for a team who supports the work of the service.

The three teams of Permanency Social Workers are involved in recruiting, assessing and supporting adoptive, foster, connected, kinship and special guardian carers. There is no specific fostering or adoption team as this is a permanence service.

A team of Social workers and Placement Officers in the Access to Resources or ART team identify foster placements for Peterborough City Council children within the permanency service and when required with other independent fostering agencies. This is managed by Amanda Carter.

Management structure

See page 11

TACT Peterborough fostering service

The fostering panel

The fostering panel is a requirement of the fostering regulations and is updated to meet the criteria set out in the regulations. The panel meets regularly, in Peterborough 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 from time to time; advises the agency on the procedures and their effectiveness; oversees the conduct 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 child care, and includes members with a wide and appropriate range of experiences. The panel has access to a medical and legal advisor.

Current services provided by TACT Peterborough

- Fostering to children/young people 0-17 years
- Outreach support services to children and families
- Supervised contact
- Parent and child placements
- Assessments
- Foster carer training
- Support groups
- Individual and group therapeutic sessions for carers

New services currently being planned or developed

- Parallel Parenting
- Buddying

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 then makes recommendation to proceed or not. Area Manager makes decision to proceed or not
- d) If the decision is not to proceed, the applicant/s is/are informed verbally and this is followed up in writing.
- e) Applicant/s must attend Skills to Foster preparation course for fostering.
- f) If the decision is to proceed to Form F assessment, the case is allocated
- g) All references and checks (DBS etc.) are taken up.
- h) When Form F assessments are completed and all checks and references are returned it is taken to the Fostering Panel for recommendation. Applicant/s is/are invited to attend Panel.
- i) The agency decision maker decides whether or not to approve. Applicant/s is/are informed in writing.

Training, Support and Reviewing Process for Foster Carers

- TACT Peterborough 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 now includes online courses.
- Foster carers are allocated a Supervising Social Worker who is a Permanency Social Worker from TACT Peterborough. 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 also meet in small geographic areas. Young people who foster are also supported individually and are offered social opportunities to meet with other children who foster several times a year.
- Each foster carer is reviewed annually and the Fostering Panel or Agency Decision Maker considers the recommendation of the review and makes their decision. The first review and every seventh review are fully considered by the panel.

Monitoring of fostering service

The fostering service is monitored through provision of formal supervision for all staff and foster carers, the auditing of case files and supervision records as well as through the 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 also 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 view of children and young people are integrated into strategy and service delivery.

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 was last updated in December 2017.

Number of approved foster carers

TACT Peterborough currently has 118 approved foster carers (including respite, link and connected persons carers), with a number of households in the assessment process.

The number of children in placement

For TACT Peterborough, there are currently 166 children and young people in placement. TACT has a clear matching policy and will only place children with suitable carers who can meet the child or young person's needs.

The number of complaints and their outcome

There has been 1 complaint since this service has commenced. This was not upheld.

Children's guide

TACT Peterborough has a guide for children and young people which clearly sets out what young people can do if they are unhappy about the service they are receiving. Young people were actively involved in designing and producing these. The guides are provided in a range of formats, both for young and older children and with a 'drama documentary' called Chloe's journey – a DVD produced by TACT young people which covers joining a foster family and how to use advocacy / make complaints etc.

Family and Friends carers

Family and Friends carers are approved foster carers for a specific child (or children) who were previously known to them, for example as family friends or relatives (Standard 30 NMS 2011). The prospective foster carers will be provided with information about the assessment process, so they know what is expected of them, how they will be assessed, including the criteria that will be used. They will be made aware of how particular issues for family and friends

foster carers will be addressed, and any support that is to be offered during the assessment process.

They will be assessed within 16 weeks to determine their suitability for the role, although an extension of 8 weeks can be agreed by panel if it is satisfied that the child is safe within the home and to allow extra time for checks to be completed.

If approved the foster carers have access to the same support and training as mainstream foster carers. They have an allocated Supervising Social Worker from TACT Peterborough who will supervise them regularly to ensure that they have the information and support they need to carry out their role. They will receive a fostering allowance in line with the agreed rates for TACT Peterborough foster carers, dependent on the child's age.

Contact details of the Registration Authority and Children's commissioner

OFSTED

(Office for Standards in Education, Children's Services and Skills)

Ofsted,
Piccadilly Gate,
Store Street,
Manchester, M1 2WD

0300 123 1231 (about children's services)

enquiries@ofsted.gov.uk

Children's Commissioner for England
Anne Longfield – Commissioner
Children's Commissioner for England
Sanctuary Buildings
20 Great Smith Street
London
SW1P 3B

Tel: 020 7783 8330

Fax: 020 7931 7544

Email: info.request@childrenscommissioner.gsi.gov.uk

Or find out more at Help at Hand:

www.childrenscommissioner.gov.uk/help-at-hand/

Tel: 0800 528 0731

TACT Peterborough Permanency Service

AO / FO – ART officer / Finance officer
SAO – Senior Admin Officer
CSW – Consultant social worker (**thematic lead**)
FGC – Family group conference
PA – Panel administrator
PT – Play therapist
SPSW / PSW – Senior / Permanency social worker
TSW – Team support worker
 * Agency ** Part time

Andy Pallas
 Executive Director of
 Children's Services

Sue King
 Head of Service

Tasalla Shaiyen CSW
**FGC / Connected
 Persons**

Anar Somani* FGC
 Angie Brierley SPSW
 Anita Haskin* SPSW
 Caroline Fitzgerald
 SPSW
 Claire Butcher PSW
 Jade Cullum ** SPSW
 Julie McCann PT
 Richard Marsh SPSW
 Rose Johnson FGC
 Stacey Ding ** SPSW

**Jayne Barrett-
 McGrath CSW**
Fostering

Jummai Castle*
 SPSW
 Laura Dilkes**SPSW
 Sharon Hall** SPSW
 Mercia Jackson
 SPSW
 Rachel Chitambira
 SPSW
 Viviana Harvey SPSW
 Vacancy SPSW
 Vacancy SPSW

Sandra Nelson CSW
Adoption / SGO

Chris Clipston SPSW
 Claire Gibb ** SPSW
 Danielle Murrells
 SPSW
 Heather Maxwell TSW
 Joss Butler SPSW
 Sam Boyd SPSW
 Tammi Jones TSW
 Yvonne Petticrew
 SPSW

Amanda Carter CSW
ART

ART
 Emma Yeeles AO
 Kate Lloyd AO
 Ros Anderson BSO
 Shirley Knights AO
 Alison Cotterill
 SPSW
 Debbie Brooks
 SPSW
 Dilek Gathercole
 SPSW

Vanessa Breen
Admin Manager

Business Support
 Debbie Howard SAO
 Kathy Aubrey SAO
 Prema Aravindhan**
 SAO
 Sally Taylor PA
 Stephanie Hinson
 SAO
 Vanessa Lewis PA

Finance

Paulina Marcfeld
 FO