

# Statement of Purpose

## TACT South West & South Coast



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## 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.

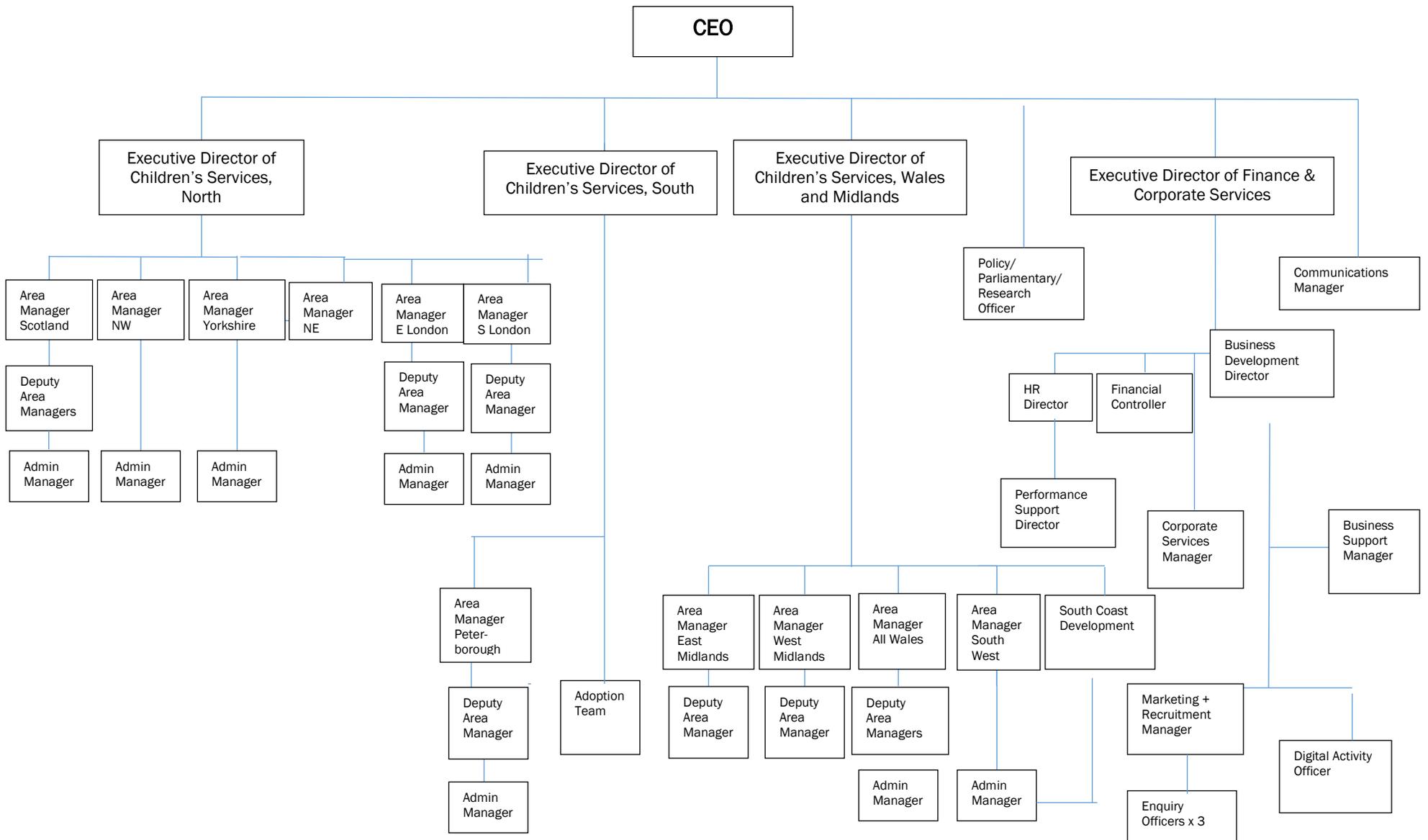
TACT's head office is based in Hither Green, London. It includes the corporate functions of finance, human resources, children's service and quality, external affairs and marketing. It is also the office of the Chief Executive and Executive Directors of Finance and Corporate Affairs, Children's Services & 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 have also been chosen to run Peterborough's permanency services (including adoption and fostering services). The contract begins on 1.4.17. 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 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 in Bristol has been in operation since 2003. The Bristol office moved in April 2015 to our new office's based at the Vassall Centre. Social work staff are supported by an administrative team. The Bristol Office is one of 11 regional offices and covers Bristol, Bath & North East Somerset, Gloucestershire, South Gloucestershire, Somerset, North Somerset, Wiltshire and Swindon. The office also has children placed from other parts of the UK.

We are currently expanding our service geographically in several areas. The South Coast region is currently being expanded under the South West Office. The focus is on developing a skilled group of foster carers in the Dorset, Bournemouth and Poole areas. This expansion is being closely supported by the Business Development Unit.

### Members of staff at TACT South West office

#### Management:

➤ **Elaine Graham** is the Area Manager and is responsible for all operations and services in TACT Bristol. Elaine joined TACT in 2003 and has the following qualifications:

- Certificate of Qualification in Social Work
- Certificate in Advanced Child Care
- NVQ Level 5 in Management
- Certificate in Welfare Studies
- BA (Hons) in Social Science
- Certificate in Personnel Practice
- Certificate in Training & Development
- Level 3 Certificate in Assessing Vocational Achievement
- Solution Focus Brief Training
- Managing Practice Learning

Elaine qualified in 1991 and has many years' experience working within Fostering and Adoption.

➤ **Marie Wilkinson** is a Deputy Area Manager for the South Coast office.

Marie joined TACT in January 2017 as a Senior Supervising Social Worker. Marie qualified as a social worker in 2011. She previously worked in other related roles with children and families and adults with learning difficulties. On qualifying, Marie worked as a statutory social worker for a local authority safeguarding team and then worked within a specialist therapeutic Child Sexual Exploitation team for three years prior to coming to TACT. Her qualifications include:

- BA (hons) Early Childhood Studies
- MSc Social Work
- Managing Practice Learning

👉 **John Fallowfield** is an Area Development Manager (The South Coast is a new Area Development), appointed in December 2016, with the responsibility for developing TACT's presence in the South Coast region. He is driving the development of the operations and services in the South Coast area. John joined TACT in January 2016 and has the following qualifications:

- MSc Social Work
- BA (Hons) Criminology
- CMI Leadership and Management Diploma Level 5
- Dyadic Developmental Psychotherapy (Dan Hughes) Level 1

John was sponsored to undertake his social work Master's degree in a London borough and qualified as a social worker in 2010. Following qualification, he continued working within the borough Looked After Children's Team before being recruited to the role of Senior Practitioner in the borough frontline Children's Referral and Assessment Team. John relocated to Dorset in 2013 and specialised in working with fosters carers with an independent fostering agency. Prior to qualifying as a social worker John worked as a residential and outreach support worker with children in care in North West London.

#### Senior Supervising Social Workers:

👉 **Jenny Thorpe** (currently on adoption leave) joined TACT in 2012 as a Senior Supervising Social Worker. Jenny qualified in 2009 and has experience of working in a local authority fostering service which was within the wider looked after children's service and involved running groups for looked after children and covering childcare duty. Jenny has done voluntary youth work. Jenny has the following qualifications:

- BSc (Hons) Social Work

👉 **Martin Steed** joined TACT in June 2015 as a Senior Supervising Social Worker. Martin has experience of working with adults within the Probation Service and with children and families, providing support to access education, employment and training, residential care settings. He has worked in children's homes, a secure unit, in respite care for children with disabilities and Child Protection social work - hospital and locality team based. His qualifications include:

- MSc in Social Work

- MA in Education (Special Educational Needs)
- BA (Hons) Applied Social Studies
- HND Sports Science & Disability

👉 **Johanna Cryan** joined TACT in November 2017 as a supervising Social Worker for the South Coast.

Johanna qualified as a Social Worker in 2005 and has worked for Dorset and Bournemouth Local Authorities in safeguarding, referral and assessment teams. Johanna has also had experience of working in a residential children's home and with looked after young people as their social worker.

Qualifications include:

- BSC (hons) Social Work

👉 **Kathy Hamilton** joined TACT in February 2018 as a Senior Supervising Social Worker.

Kathy qualified as a social worker in 2008. Since she qualified Kathy has worked as a statutory social worker for eight years in a Long term Looked After Children Team in Bristol. She then went to work for BASE (Barnados at Risk of Sexual Exploitation) to undertake Direct Work with children and young people being targeted for CSE. Kathy also has experience of working as a statutory social worker for in a Transition to Independence Team for South Gloucestershire.

Qualifications include:

- Postgraduate Diploma in Social Work (2008)
- (Post-qualifying) Graduate Diploma in Social Work for Children and Young People (2016)
- Degree in English lit and Media Studies (2001)
- OCR Certificate in Counselling (2004)

👉 **Bethany Oaten** joined TACT February 2018 as a Senior Supervising Social Worker.

Bethany qualified as a social worker in 2015 and has previous experience of working for TACT as a student in 2012. Since qualifying, Bethany has worked as a statutory social worker in a local authority duty and assessment safeguarding team. This role involved assessing risk of harm and completing statutory safeguarding responsibilities for children in need, children at risk of significant harm and Looked After Children. Her qualifications include:

- BA (hons) Social Work and Applied Social Studies

👉 **John Graham** John joined TACT in April 2018 as a Senior Supervising Social Worker.

John qualified as a Social Worker in 1990. He worked for 2yrs in Child Protection in Dorset before moving to a LA Teenage Fostering Scheme in the Wirral for 5yrs. Since then he has worked in the Independent Fostering Sector as a Practitioner and a Manager, and latterly as an Independent Social Worker.

John has the following qualifications:

- MBA
- DipSW
- Practice Teaching Award

#### Children's Resource Workers:

👉 **Julia Brooks** joined TACT in 2005. Julia has experience of working with families in a neo-natal intensive care unit and worked privately as a nanny. Julia's qualifications include:

- NNEB
- NVQ3 (Acute Child Care)

👉 **Anju Kaur** joined TACT in 2018 as a sessional Children's resource worker. Anju is currently a student, finishing her university degree but has worked with TACT since July 2017 as a student social worker and has lots of experience already working with some of the children and carers.

#### Placement Officer

👉 **Marina Stanley-South** joined TACT in January 2012. Marina is a Senior Administrative Officer (Placements). Her qualifications include:

- B/TEC HND Theatre Studies: Costume Interpretation (London College of Fashion)

👉 **Amelia Sealy** joined TACT in March 2016. Amelia is an Administrative Officer (Placements). Her qualifications include:

- NVQ Level 1 and 2 in Administration
- RSA Level 1-3 Word processing

#### Administration:

The South West area is supported by an Administration Team made up of:

👉 **Abi Bullen** joined TACT in July 2016 and is the Admin Manager. Abi had previously worked within the Financial Industry for 14 years. Abi's qualifications include:

- GNVQ in Health and Social Care
- NVQ 2 and 3 in Administration
- NVQ 2 and 3 in Customer Service

👉 **Jessica Farrow** joined TACT in 2006. Jessica is a Senior Administrative Officer and had 10 years' experience working in a Nursery. She has been with TACT for nearly 10 years and has recently been promoted. Jessica's qualifications include:

- NNEB
- New Clait Certificate
- NVQ2 Administration

👉 **Chelsea Noble** joined TACT in 2017 as an Admin officer for the South Coast and South West. Chelsea previously worked within the financial industry for 5 years. Chelsea has a wide range of administration and organisation skills.

Management structure

See page 14.

## TACT South West 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, at the Bristol 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 from time to time; advises the charity 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.

Panel members' names and positions:

- Lyn Burns – Panel Chair
- Sharon Chircop – Vice Chair, Independent member

- Emma Spillane – Independent member
- Christopher Chart – Independent member
- Elody Mene-Garue – Independent member
- Spencer Lewis - Independent member

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

- Elaine Graham – Panel Advisor
- Dr. K Maisey – Medical Advisor
- Abi Bullen – Panel Administrator South West
- Chelsea Noble – Panel Administrator South Coast

**Current services provided by South West**

- 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**

We are currently developing the fostering service on the South Coast of England. We have already established a group of skilled carers in this region to allow us to extend our services to more children and families. June 2016 saw the first approval of a foster carer for TACT on the South Coast area, and more foster families have been approved since. The geographical focus is on the Poole, Bournemouth and Dorset areas.

**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 to a Form F assessor.
- 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 on whether or not to approve. Applicant/s is/are informed in writing.

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

- The South West 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 now includes online courses.
- Foster carers are allocated a 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 also meet in small geographic areas. Young people who foster are also supported individually; with future plans to arrange groups for young people who foster.
- Each foster carer is reviewed annually and the fostering panel or Director of Children's Services endorses the decision of the Area Manager who oversees the review. The first review and every seventh review are fully considered by the panel.
- In addition, the South Coast area has a dedicated and tailored training and support programme for the fostering families in the area.

### **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 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 September 2016.

### **Number of approved foster carers**

The South West currently has 44 approved carers, with five households in the assessment process.

The South Coast currently has 8 approved fostering families and has two more in the assessment process.

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

For the South West, there are currently 55 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.

There are currently 8 children in placement in the South Coast area.

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

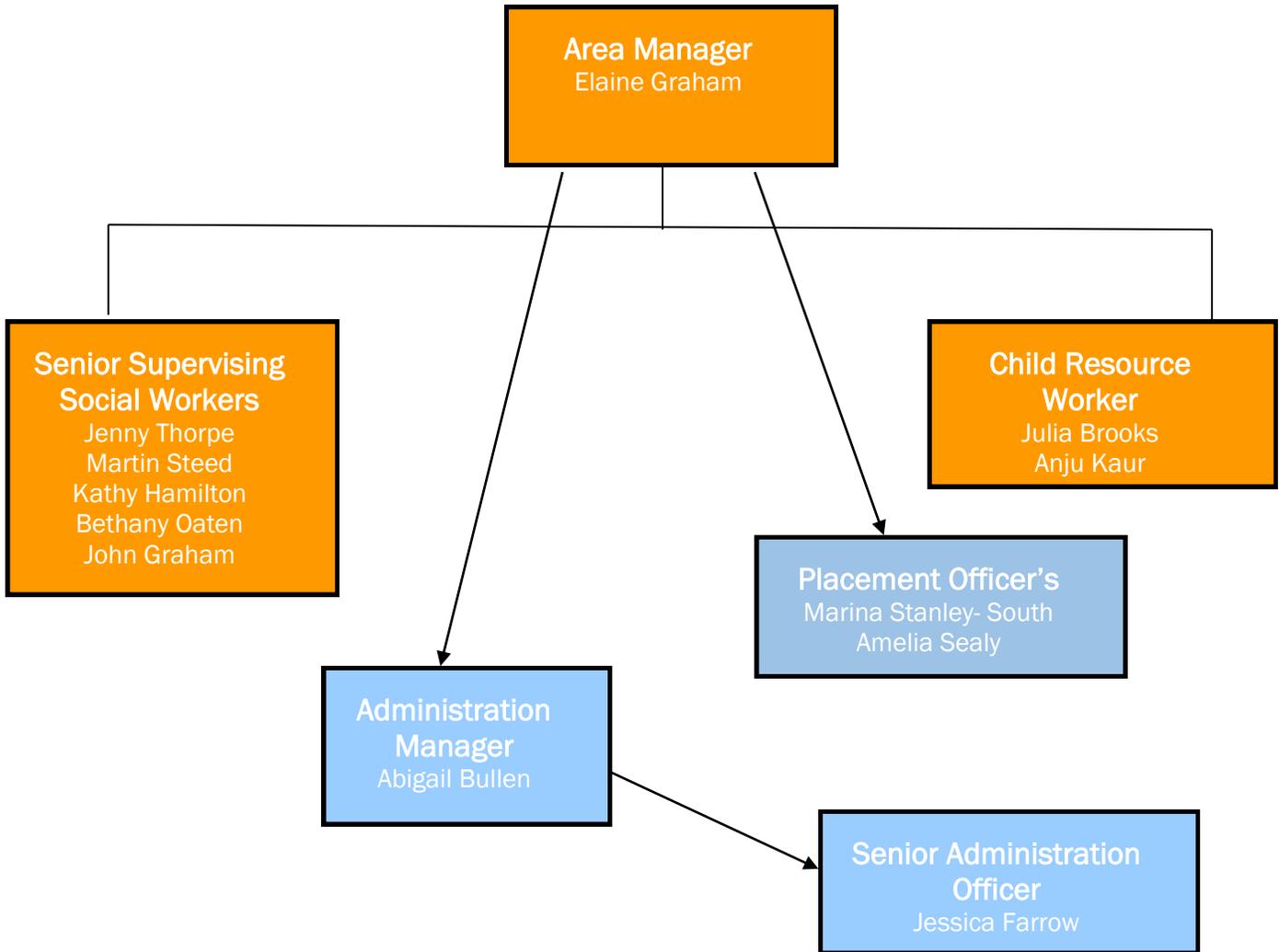
There have been no complaints within the last 12 months.

### **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. These 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.

# TACT South West



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