

Statement of Purpose

TACT EAST MIDLANDS



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.

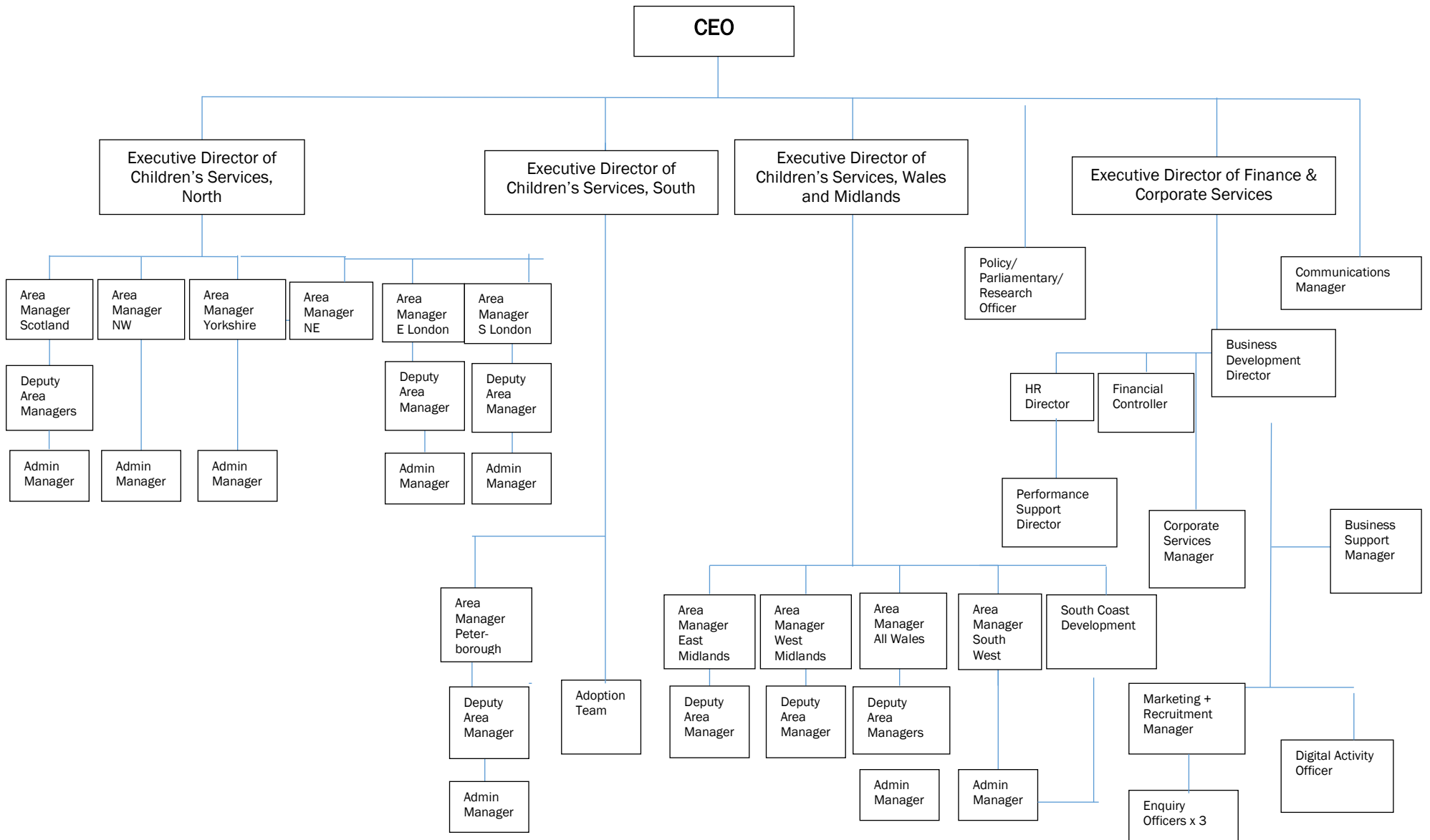
TACT's head office is based in Hither Green, London. It includes the corporate functions of finance, human resources, children's service and quality, external affairs and marketing. It is also the office of the Chief Executive and Executive Directors of Finance and Corporate Affairs, Children's Services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

Local Office History

The East Midlands office was opened in 1995 and moved to the present office accommodation situated in Kettering, Northamptonshire in 2003. The office is conveniently located close to the busy A14, which is a good link road between the A1 and M1/M6 Junction and is close to public transport including the rail station. The Executive Director of Children's Services for Scotland and Northern England is Lesley Stocks who is based in our Scotland office. Barbara Taylor is the Area Manager of the East Midlands office. The social work staff are supported by an administrative team managed by Karen McEwan.

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Service provided in East Midlands

- Fostering to children/young people 0-17 years
- Outreach Support Services to children and families
- Child and parent placements
- Assessments
- Foster Carer training
- Support Groups

Staff at East Midlands office:

Scott Ruddock is the Executive Director of Children's Services. He joined TACT in 2013 and undertakes the supervision of all Area Managers in Wales and parts of England. His qualifications include:

- Diploma in Social Work (DipSW)
- Post Graduate Certificate in Management Studies
- Post Graduate Certificate in Managing Quality in Social Care
- Practice Teacher Award

Scott has worked in Social Work for 19 years. Prior to joining TACT he was a Fostering Team Manager in a Local Authority and an Operational Manager for a large children's charity in Wales.

Barbara Taylor is the Registered Manager for the East Midlands office and Area Manager for the East Midlands/East Anglia area. Barbara joined TACT in 2003 and undertakes the supervision of all operational matters in the area. Her qualifications include:

- Certificate of Qualification in Social Work
- Certificate in Professional Supervisory Management
- Certificate in Management Studies

Barbara qualified in 1985 and has many years' experience in child care. She has worked with adults, families, and fostering and adoption. She has held posts that include Senior Social Worker, Team Manager and currently Area Manager. Barbara has also sat on three fostering panels, and has had the role of Chair on one of those panels and is currently panel advisor for TACT East Midlands. Barbara is an accredited facilitator for Fostering changes

The **East Midlands/East Anglia area** has two Deputy Area managers, two lead practitioners, six senior supervising social workers, one placement worker and one children's resource worker.

- **Ramona Catarig (Deputy Area Manager)**

Ramona Catarig joined TACT on 01.05.14 as a Deputy Area Manager. Ramona qualified as a Social Worker in Romania in 2000 and started her social work career there as a Social Worker in a Residential home for children and young people aged 5-18.

In November 2004 Ramona moved to the UK and started working as a childcare Social Worker with Greenwich Social Services where she was involved in child protection, care proceedings and permanency planning.

Ramona then joined Northamptonshire County Council in December 2005, where she worked in a number of areas ranging from generic childcare social work, fostering pre-approval (initial enquiries, fostering assessments), mainstream fostering, therapeutic fostering, etc. In November 2012 Ramona started working as a Fostering Senior Practitioner with Northamptonshire County Council, being responsible for the management and supervision of Fostering Social workers.

From January 2008 to June 2009 Ramona completed the Safeguarding and Caring for Children and Young People Course (Sheffield Hallam University and BAAF) which incorporated the GSCC post qualifying SPECIALIST AWARD "Children and Young People and their Families". As a result of this, she became a Practice Teacher and offered Social work student placements. In February 2010, Ramona completed the Facilitator Course for the Fostering Changes Programme, and in 2011 she became an accredited facilitator for this course. Ramona also has an interest in understanding trauma in children and young people and so from October 2010 to April 2011 she attended the International

Society for the Study of Trauma and Dissociation's Diagnosis and Treatment of Complex Trauma/Dissociation in Children and Adolescents course.

- **Alan Pickles (Deputy Area Manager)** joined TACT in February 2008. Alan has a BSc. (honours) in Social Work which he obtained in 2006. Alan has twenty years' experience of working with families, children and young people, involving running youth and children's clubs and also having worked with drug users and their families, adult asylum seekers, and as a trainer. His experience has been mainly in the voluntary sector, before becoming a social worker in 2006. Alan is a trained facilitator for Fostering Changes.
- **Alison Tye (Lead Practitioner)** joined TACT in 2005. Alison has a Diploma in Social Work and an NNEB with a Post Qualifying Certificate in Day Care and Working with Families. Alison has experience of working in and managing family centres, also experience of Child Protection and working in Referral and Assessment Teams and Family Support Teams for three Local Authorities. Alison has completed her PQ consolidation module. Alison is a trained facilitator for Fostering Changes.
- **Yvonne Coles (Lead Practitioner)** joined TACT in August 2003. Yvonne has a Diploma in Social Work and previously worked in Family Assessment/Child Protection for six years. Yvonne completed her PQ1 in December 2006 and is Lead Practitioner for the East Midlands team. Yvonne is a trained facilitator for Fostering Changes. Yvonne has an accreditation award for attendance at a course for work in relation to Child Sexual Exploitation.
- **Mark Taylor (Senior supervising Social Worker)** joined TACT in 2003. Mark has a Diploma in Social Work and has previously worked in Intake and Assessment, Child Protection, Looked after Children, Children with Disabilities and Asylum Seekers. His experience has been gained through both statutory and voluntary sectors. Mark is a trained facilitator for Fostering Changes.
- **Adair Summerlin (Senior Supervising Social Worker)** Adair joined the East Midlands team in June 2015. Adair has previously worked for local authority as a secure residential worker, outreach worker, family centre worker and relief residential worker. Adair has worked for a private agency as an adoption and fostering social worker and has also worked for the Offenders Management Service in Peterborough supervising and supporting young offenders offering a therapeutic base and guidance. Adair's qualifications include BA Honours in Social Work, Counselling skills for children and young people. Adair has also undertaken various distance study qualifications through the Open University.
- **Hazel Stewart (Senior Supervising Social Worker)** joined TACT in September 2010 and worked as duty social worker until January 2017. Hazel started her career as a youth counsellor within the voluntary sector in 2002 and gained a Diploma in counselling. In 2005 Hazel worked as a family support worker in Local Authority working with unaccompanied asylum seekers.

In 2010 Hazel completed a BA Honours in Social work at the University of Northampton. The degree included completing three placements, two of which were in child care teams – local authority setting and one in mental health. Hazel is a trained facilitator for Fostering Changes.

- **Di Ward (Senior Supervising Social Worker)** started working with TACT in May 2018. Di has a BA Hons Degree in Social Work. Di has previously worked within Children in Need and Child Protection Teams mainly focusing on parenting and pre-birth assessments. Di has worked in Children's Homes for 12 years with teenagers with emotional behaviour disorders. Di has worked with adults and children at risk of sexual exploitation involved in prostitution. Di has worked in Fostering for over four years; Recruiting, Assessing, Training and Supporting foster carers.
- **Michael Higham (Children's Resource Worker)**
Michael Joined TACT in June 2017. Michael gained a certificate in Psychosocial Care through Middlesex University in 2012. Michael has previously worked as a Prison Custody Officer, Support Worker for adults with learning disabilities and more recently as a Therapeutic Care Worker for teenagers in a large Therapeutic Residential Community.
- **Annette Drain (Placement Officer)** joined TACT in January 2012. Annette has RSA in typing and Level 3 NVQ in Business Administration. Annette has also undertaken a variety of computer software and Human Resources training courses.

The area is supported by the Administration Team:

Karen McEwan is the Administrative Manager

Karen joined TACT in 2006 as a Senior Administrative Officer and became the Administrative Manager in March 2011. Karen has RSA in typing; Private and Executive Secretary's Diploma and has undertaken a variety of computer software training. Karen has a HNC in Printing and Design and Certificate in Marketing. She has passed ILM Level 3 in Leadership and Management.

Senior Administrators:

- **Vivien Roberts** joined TACT in 2004. Vivien has RSA in Typing and has undertaken a variety of computer software training.
- **Liz Dell** joined TACT in April 2008. Liz has RSA in Typing and Word Processing. Liz also has undertaken a variety of other computer software training.
- **Amber Gladden** – joined TACT in July 2018. Amber has a range of qualifications including a degree in Social Sciences and Postgraduate Certificates in Child and Adolescent Mental Health and Social Work (Applied Social Studies). She has worked within a variety of roles over the years, both on a paid and voluntary basis, working in areas such as Youth counselling, physical and mental health and general community-based settings. Through her roles she has had the

opportunity to develop skills in working with people of all ages and abilities, gained IT and Admin/office-based experience within a number of settings and gained knowledge of the work undertaken by a wide range of professional organisations. Most recently she spent two years working for the Family Placement team (Adoption and Fostering) at Barnardo's, Yorkshire in an Admin. capacity.

Children's Guide

TACT has a Guide for children and young people cared for by the Charity. It has information about being in care, what carers can do to help the young person and it tells them what to do if they are unhappy or wish to complain about something. For new placements the Children's Resource Worker will meet each newly placed child and introduce them to the Children's Guide, the activities and participation events they can become involved in.

Number of approved foster carers

TACT East Midlands have 64 approved carer households and there are 5 carers that are currently being assessed as foster carers.

The number of children in placement

There are 94 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 outcomes

There have been 11 complaints and nine allegations within the last twelve months.

Fostering Panel

The fostering panel is required by the fostering regulations and has been updated to meet the criteria set out in the new fostering regulation which were implemented in April 2011. The panel meets regularly at the Kettering office to consider each application for approval and to recommend if a person is suitable to act as a foster parent. It also recommends the terms of approval; reviews the suitability to continue as carers at the first annual review, and then from time to time; advises the fostering service 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 fostering service may refer to it.

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

Panel members' names and positions

- Rachel Maloney – Independent Chair
- Vacant – (being advertised) Vice Independent Chair
- Brenda Witted – Independent Education Adviser
- Sue Greenwell – Independent Foster Carer
- Barbara Taylor – Panel Advisor

- Fisnik Tahiri – Independent Panel member (care experienced)
- Alistair Barnett – Independent Clinical Psychologist
- Social Worker - TACT

Recruitment, Assessment and Approval Process for foster carers

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

All enquiries are dealt with by TACT Business and Development Unit. All enquiries are logged on Charms (database) first thing in the morning and will be contacted as priority during the morning. All follow up calls will be made as a second priority after new enquiries have been contacted. Any enquiries that are scheduled to be closed will be actioned as a third priority.

When contact has been made an enquiry form will be completed and typed up immediately and this will be signed off by the BDU manager. The completed enquiry form will be sent to the Area Manager/Deputy Area manager (or any other staff member identified by the area office. The BDU will have obtained availability of the applicant before sending the form to the area office. The initial visit will be passed to an available social worker who will arrange a visit and a letter of confirmation of the visit date and time will be sent out to confirm the appointment.

If an enquiry is received by the area office by telephone or in person and a member of staff is available to take the enquiry it should be handled at the local office; if a member of staff is not available a message should be taken and the enquiry passed to the Business Development Unit.

Training, Support and Reviewing Process for Foster Carers

- a) The office in Kettering has an annual training programme with training courses being held both in Kettering and several venues in the Fens/east Anglia area to ensure training is more accessible for foster carers. Foster Carers have an individual learning and development plan linked to the programme. Foster carers are supported to attend training through financial packages and TACT will help with childcare arrangements if needed. Undertaking learning and development is an ongoing requirement for TACT foster carers and now being extended to include on-line courses. TACT carers are expected to complete their TDS Training Support and Development Standards by the time of their first annual review.
- b) Foster carers are allocated a Supervising Social Worker with a limited caseload of no more than ten families. Support is offered to foster carers twenty four 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 through groups.
- c) Each foster carer is reviewed annually by a Manager or an Independent Fostering Reviewing Officer (IFRO) who must chair the 1st, 4th, 7th etc. reviews.

Other reviews can be carried out by the Supervising Social Worker so long as there are no issues of concern. Reviews are either presented to panel or to the Executive Director for signing off.

The 1st and 7th reviews are fully considered by the Panel. Subsequent reviews are considered by the Director of Country unless an issue is raised at the Review i.e. allegation that requires the attention of the fostering panel. The review process is currently changing. In 2019 all of the foster carer reviews will include an Independent Reviewing Officer.

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 fostering service also undertakes a quality assurance function that undertakes annual inspections and reports on outcomes for children and young people. The quality and effectiveness of the complaints procedure is also regularly monitored and kept under review.

Review of Statement of Purpose

The statement of purpose is reviewed on a monthly basis with regard to local information and twice/yearly in relation to organisational information.

TACT EAST MIDLANDS STRUCTURE

