

Fostering Service

Statement of Purpose



<https://www.break-charity.org/charity/>

Schofield House, Spar Rd, Norwich, NR6 6BX
Registered charity no. 286650

break
Changing young lives

About us

Break's Fostering Service provides therapeutic foster placements in the East Anglia region to children and young people who need nurture and care, to enable them to live fulfilled lives. Break provides high levels of support to both the foster carers and the young people.

We are a not-for profit charitable provider so that any surplus we make goes back into our service!

Break is a registered charity established in 1968, inspected and registered by Ofsted. We work in line with all legal requirements, including legislation, regulations, guidance and Minimum Standards as laid out in The Children Act 1989 and 2004, The Fostering Services Regulations 2011, and the Care Standards Act 2000 with the subsequent amendments.

Registered Charity Number: 286650

URN Number: SC430757

Address: Schofield House, Spar Rd, Norwich NR6 6BX

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Mission

All looked after children and young people deserve the best possible care.

Break is committed to providing a child-centred fostering service underpinned by theories of attachment and an understanding of the impact of developmental trauma so that our young people:

- Feel safe
- Feel healthy
- Feel that they belong
- Believe they can achieve
- Know that their contribution is valued.

Values

- **SUPPORT** the positive contribution that each and every individual has to make.
- **UPHOLD** the right to be treated with dignity and respect.
- **TO BE COMMITTED** to providing a safe, secure, healthy and empowering environment.
- **RECOGNISE** and uphold the spirit of our founders and their commitment to a caring vocation.
- **TO DO OUR UTMOST** to provide the best care and support to enable people to fulfil their potential

Principles

Break constantly aspires to work to the Nolan (1995) principles of:

- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Clear Leadership

- **Selflessness**

For the benefit of the people we care for, as well as our staff, volunteers, trustees, partners and friends.

These principles form the ethical base of our entire decision making.

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Objectives

- To safeguard and promote the well-being of young people and children
- To promote positive outcomes in all aspects of a child's life
- To offer the highest quality care, support, supervision, therapeutic input and access to resources
- To make young people feel safe, secure, cared for, and inspired by their foster carers
- To continually improve our service by listening to young people, foster carers, and all other stakeholders
- To enable young people to feel empowered to communicate their thoughts and feelings, as we believe in the importance of the voice of the child
- To recruit, assess, train and retain the highest quality foster carers from a variety of backgrounds
- To work in partnership with Norfolk Children's Services, other Local Authorities and other relevant agencies to ensure that children and young people are given the best opportunities available to them

Meet the team

Break has a very enthusiastic management team who are passionate about providing our young people with excellent care.

Sophie Williams

Level 3 diploma

Level 5 diploma

Registered Manager with Break for over 10 years

Natasha Freeman qualified as a social worker in 2008, and is registered with Social Work England. Natasha furthered her learning by completing the Postgraduate Certificate in Practice Education in 2017. Natasha has worked with young people and their families throughout her career, within child care settings, as a Child In need and Child Protection Social Worker, as a Decision Maker and Team Manager in the MASH (now CADS) and as a Team Manager of a Life Beyond Care Team for Norfolk Children's Services. Natasha joined Break in October 2022 as Registered Manager for the Break Fostering Service.

Natasha Freeman

BA (Hons) Social Work 2008 Postgraduate Certificate in Practice Education 2017

Sophie Williams completed a HND in Media studies at university before entering the social care industry in 2004. She holds a level 3 Diploma in supporting independence and a level 5 diploma in leadership and management. She has worked with children and their families throughout her career, within social care settings, working her way up into management roles. Sophie came into Breaks Leadership team in 2021 as the Quality and Performance Manager. Sophie now holds the responsibility for the Community Services Division.

Our social workers are qualified and registered with Social Work England. They all have experience working with children and families, and fostering. They are able to give time and energy to the foster carers as we ensure small caseloads.



Fostering Services Provide

To Children and Young People:

- Children's and young people's guide;
- Complaints leaflet, including contact information of outside agencies;
- Assessment of the young person's needs;
- Individualised plans, reviewed regularly;
- Therapeutic environment;
- Access to therapeutic services, at extra cost;
- Encourage physical and emotional health, wellbeing and development;
- Education support and opportunities to promote achievement;
- Opportunities to enjoy, achieve and feel hopeful about their future, understanding the impact of their past experiences;
- Support around community involvement and aspirations;
- Advocacy, we are ambitious for the young people;
- Contact with families and other important people;
- Participation and involvement: we value, listen, respect and work hard to understand our young people.
- Access to some Break Staying Close Staying Connected project resources, for young people leaving care;
- Access to Break mentoring service;
- Help achieving independence;
- Opportunities to meet with other children and young people.

To Foster Carers:

- All newly approved foster carers are linked to a therapeutic practitioner from Break Therapeutic Services in addition to a supervising social worker;
- Induction and specific training. Nationally recognised training programs are used such as the Solihull programme;
- Specialist training and support if needed; including quarterly service development group;
- Access to Foster Carer's handbook;
- Monthly professional supervisions and additional support from their supervising social worker where required;
- Monthly therapeutic group support run by a therapeutic practitioner;
- Personal development plan;
- 24/7 support, including out of hours;
- Annual additional support meeting and review;
- Therapeutic interventions if required;
- Membership benefits (see pg.14);
- Insurance;
- Fostering allowance;
- Social events and days out to help build up relationships; □ Access to wider Break services.

Placements:

- Long-term
- Respite care
- Solo placement
- Sibling placement
- Staying put

Our Therapeutic Fostering Service

What is Therapeutic Fostering?

Therapeutic parenting is the term used to describe a style of care which is centred around providing consistent and predictable structure alongside a high level of nurture. This then supports a child or young person to develop feelings of safety and connectedness, allowing them to start to heal and attach. This approach has empathy at its core. It is about firm but fair boundaries and routines to support the development of new neural pathways in the brain so a child/young person can start to gain trust in adults.

Therapeutic parenting is about celebrating the small successes and walking alongside a child or young person to offer them the specific care they need, finding opportunities to fill in the bits that may be missing from their earlier years, whether that sits alongside their chronological age or not. This approach promotes curiosity and 'wondering' about what a child or young person may have experienced and missed out on and therefore meeting them where they are at emotionally, without judgement, allowing a child or young person to start repairing what they have missed.

Being playful, accepting, curious and empathetic (PACE) allows a child or young person to be in an environment which supports them in developing trust in those around them and with the world generally, it promotes a sense of 'no matter what'.

This approach requires consistency, time and persistence to do the brain building therapeutic parenting that heals.

Our Therapeutic Fostering Service

Break's fostering service focuses on meeting the needs of;

- Placements for children with complex needs and/or challenging behaviours due to their early life experiences and trauma
- Children and young people aged 5-17
- Children who have suffered multiple placement breakdowns
- Children with learning disabilities
- Sibling groups
- Support care (Respite) to support families or foster carers.
- Parent and baby

At Break, we make life better
for vulnerable young people.
#ChangingYoungLives

The foster carers and social workers are **supported by The Break Therapeutic Services** – a team which includes therapists and therapeutic practitioners who have extensive knowledge and experience of working with looked after children and young people who have experienced attachment difficulties and developmental trauma. **A therapeutic practitioner runs monthly therapeutic support groups for foster carers and the team can offer individual sessions if needed.**

Therapeutic Environment

- Break Fostering and Break Therapeutic Service work closely together to help to promote a service wide therapeutic environment for all our staff and carers which has at its foundation the importance of relationship based work.
- The support group provides an opportunity to develop, share and embed knowledge of therapeutic parenting, and to share strategies and solutions for managing behaviours. The support group encourages self-awareness and reflection, and offers an opportunity to “check in” and explore current concerns. Development sessions provide learning opportunities and an opportunity to keep up to date with research and resources.
- Monthly supervision with supervising social workers, is reflective and models the emphatic, containing and accepting responses that the foster carers need to be in turn offering to the children they are caring for. All discussions will be centred around behaviour as communication, an understanding of the impact of early experiences and careful exploration of triggers and the impact of carers themselves.

The Voice of the Child



Children within our service have fed back to us that they feel **safe, cared for** and **part of** their fostering families.

Young people's mental and physical health, education, identity and interests are important to us. We offer innovative and personalised support to ensure the children have a **positive experience** living with our foster carers.

The child or young person receives a **guide** with frequently asked questions, useful information, and contact details.

Children and young people are encouraged to **have fun**, build

relationships and to have **opportunities** to develop and practice new skills. Break offers family days out, holidays, craft activities, canoeing, fishing and expeditions with the British Exploring Society.

Children and young people have access to a **mentor** who will support, walk alongside, listen to and guide the young person.

Young people leaving care from Break have access to Break's **Staying Close, Staying Connected** service for practical support and advice including work experience opportunities, tenancy support and life skills.

The Fostering team works closely with **Wrongs Covert**, a local woodland conservation charity. They provide a unique opportunity to spend time engaging in activities that encourage confidence building, improved self-esteem and resilience through practical skills such as woodworking and campfire cooking among other activities.

Break helps children and young people to stay in touch with the **people they care about** and have real commitment to support family time.

Our approved foster carers

Everyone is part of the team

The foster carers are seen as the primary source of the therapeutic re-parenting process, and as such are respected members of the team. They record the child's progress and advocate for the child to ensure that all who work with them understand and support. They also work closely with other foster carers doing a similar task.

Our foster carers have emotional resilience, enthusiasm to learn in their role, high levels of self-awareness, and are able to reflect on their practice as a foster carer. Foster carers receive a high level of support and training and are able to use it and apply it to their fostering to create a therapeutic environment for the child or young person they care for. The basis of this therapeutic environment given by the foster carers is to build a trust with the child in the form of a secure base.

Break therapeutic fostering service incorporate into their recruitment, approval, support and supervision, and training, the need for foster carers to understand how children's early experiences impact on their development, needs and behaviours, and so empower the carers to feel confident in addressing these and knowing where to seek advice.

All Break foster carers are committed to working therapeutically, committed to undertaking regular training, and committed to the children and young people placed with them.

Break foster carers provide safe care, reasonable boundaries, and challenge their young people to aim high.

Foster Panel

stering Regulations. Foster
specialised fostering service and Director for Children's Services.
potential foster carers, first an
ers such as major changes

Foster panel has a quality assurance function,
service.

Kate Steere
Cathy Mouser

is an experienced Social Work
Cathy is an experienced Soci
ost as a local authority Assista

Matching

Before establishing each placement the foster carers work with the supervising social workers to consider potential matches, looking at the individual needs of the child including the young person's history, health, education, risk, identity, language, religion, culture and behaviours, ensuring each child is carefully matched with a carer capable of meeting their specific needs.

The foster carers will be provided with all the necessary information regarding the young person prior to a placement start. Working together with the team around the child the foster carers take part in the matching and planning process to ensure they feel prepared, increasing placement stability.

Each child will be given a welcome booklet and have the opportunity to meet with the foster carers prior to moving in.

Quality Assurance

Break's Fostering service works hard to achieve the highest standards possible, providing a service in line with or exceeding the

National Minimum Standards. To achieve these, Break is subjected to:

□

- Effective monitoring;
- Maintain records, data and information updated regularly;
- Annual reviews, quarterly reports and monthly monitoring;
- Annual action & development plan;

□

- Ofsted inspections

Keep under continual review and to update, if required, policies, procedures and Statement of Purpose;

The service is audited by managers and feedback provided by the foster panel. This includes our relationship with commissioners and in line with their expectations.

Break is committed to continuously improve by considering our foster carers and young people feedback and ideas, staff suggestions and recommendations from Ofsted and other commissioners

Anti-Discriminatory Practice

Break has a clear policy on Equality, Diversity and Anti-discrimination. Break Fostering believe that discrimination on the grounds of race, culture, ability, sexual orientation, gender or disability is unacceptable. The recruitment process of staff and foster carers, subsequent assessment of foster carers, and supervision all reflect the importance attributed to anti-discriminatory practice. The emphasis on anti-discriminatory practice is interwoven into all aspects of training and expected practice.

Foster carers and staff are committed to Break's policy of anti- discriminatory practice. When making placements we match carers who are able to respect young people's culture, ethnicity, gender, sexual orientation, personal health, disability, religion and language.

Complaints

Break recognises any and all expressions of dissatisfaction as a potential complaint. These, are an important part of customer feedback. Break believes that effective investigation of complaints and learning from there are an important part of achieving high quality work.

Break's Fostering service has a full, clear, and accessible complaints procedure and strategy for anyone who has received, or is receiving, a service from Break Charity. Each young person is provided with a complaints leaflet, and foster carers can find more information in their handbook. We also offer support to make a complaint if needed. Break aims to resolve formal complaints within 7 working days of being reported. All complaints will be monitored and if necessary, subject to investigation. Allegations made about foster carers will be investigated rigorously in line with the relevant written procedures.

Finance

Break is a not for profit organisation.

Any surplus it receives is put back into services for its young people and families. Fees to local authorities are clearly set out, and any additional extra services not included can be negotiated when there is an assessed need for them. Payments to carers are always timely and include both a fee and allowance to reflect the high quality of work they put into the task.

Professional membership

The
Fostering
Network

THE
FAIRER
FOSTERING
PARTNERSHIP
CHILDREN BEFORE PROFIT

coramBAAF



NATP

NATIONAL ASSOCIATION OF THERAPEUTIC PARENTS



**INVESTORS
IN PEOPLE**

CommunityCare
The heart of your social care career



Contact details

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