

Fostering To Inspire

Homes 2 Inspire Limited

1 Red Hall Court, Wakefield WF1 2UN

Inspected under the social care common inspection framework

Information about this independent fostering agency

Fostering To Inspire is an independent fostering agency, owned by a national charity. It was registered in October 2017. The fostering agency provides short- and long-term placements, respite, and parent and child placements. At the time of inspection, the agency had 20 fostering households, providing care for 24 children.

The manager of the fostering agency registered with Ofsted on 16 September 2021. She has achieved a suitable management qualification, as required for the registered manager role.

Inspection dates: 31 May to 2 June 2023

Overall experiences and progress of children and young people, taking into account **good**

How well children and young people are helped and protected **good**

The effectiveness of leaders and managers **good**

The independent fostering agency provides effective services that meet the requirements for good.

Date of last inspection: 22 October 2018

Overall judgement at last inspection: good

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: good

Children live with foster carers who are committed to ensuring that children have the best possible experience. One child told the inspectors, 'This is my perfect family, like the ones I saw on You Tube and Disney.'

From their individual starting points, children make good progress in all areas of their lives. Professionals recognise the impact of the care that children receive. One teacher wrote, 'Throughout [name of child]'s time in [name of foster carer]'s care, she has flourished. She is a totally different child.'

Children experience acceptance by their foster family. One child told the inspectors, 'They don't judge you. They are very caring and include us in everything ... they just get you.' Children are encouraged to join activities and clubs, and they are part of family events and holidays.

Managers regularly consult with foster carers, and their views influence service development. This was particularly apparent when managers made the decision to change the fostering agency's model of care. Foster carers were fully involved in this decision-making. This change has resulted in some challenges in the arrangements for planned breaks for foster carers. Managers are actively recruiting foster carers to meet this need.

Children feel listened to by their foster carers and by the fostering agency staff. For example, children have achieved a change in their arrangements for visiting family members by speaking to their supervising social worker, who has advocated for them. Children's views are at the heart of practice. Children attend regular participation events, have been involved in redesigning the children's guide and are involved in staff interviews. Because of this inclusive approach, children see that their views are important and that they can inform decisions that impact their care.

Prospective foster carers receive a warm, welcoming response when they contact the agency. The assessment process is well managed and takes place at a pace that applicants are comfortable with. The agency has assessed and approved a diverse range of foster carers to meet the wide range of children's needs.

Placing social workers are positive about their working relationship with the fostering agency staff. Communication between the agency and placing social workers is good, with social workers building positive professional networks. One placing social worker said of the supervising social worker, 'I can trust her.'

How well children and young people are helped and protected: good

Children feel safe living with their foster carers. Children are enabled to understand risk and learn how to keep themselves safe. One child told the inspectors, 'I didn't

understand how dangerous this could be. The supervising social worker sat down with me and ... I understand it now.'

Managers ensure that foster carers have access to a range of training that enables them to understand and respond to risk. This includes training developed with local safeguarding partners, ensuring that foster carers are up to date with current practice. Managers have implemented training to support foster carers to keep children safe online. However, to date, the uptake of this training has been slow.

Risk assessments inform foster carers how to keep children safe. These are updated after significant events. Managers have responded to feedback from foster carers about the model of positive behaviour support that the agency used. This has resulted in a change in practice that promotes de-escalation.

Managers have implemented specific assessment and risk management processes to support foster carers who are providing parent and child placements or who are caring for children under five years old. This ensures that foster carers are clear about the expectations and responsibilities that they have.

The registered manager has ensured that the requirement raised at the last inspection has been met. The missing-from-home protocol has been shared with the local police and local authorities. It has also been reviewed to ensure it includes regional protocols. As a result, if children go missing, foster carers manage these situations well.

If a foster carer is subject to an allegation or if there are concerns about the standards of care that they provide, the managers act promptly. Supervising social workers have helpful links with local designated officers. Once investigations are complete, foster carers are returned to the panel for a review of their ongoing suitability to foster. This provides an additional level of independent scrutiny of the agency's safeguarding practice.

The effectiveness of leaders and managers: good

Since the last inspection, the agency has appointed a new responsible individual and a new manager who has registered with Ofsted. The new registered manager has good oversight of the agency and uses this to drive service improvements.

Staff are highly complimentary about the support that they receive from the registered manager. Regular supervision provides a good balance of casework discussion and personal and professional development. Staff receive an annual review of their performance. This ensures that staff get the opportunities and support that they need to progress.

Managers and agency staff demonstrate good understanding and oversight of all elements of agency functions. However, this does not consistently transfer to written records. For example, it is not always clear how risk assessments are individualised

or how the supervision of foster carers or staff encourages reflection. This is a missed opportunity to demonstrate areas of good practice.

There has been a significant change in the fostering panel central list since the last inspection. Fostering panel members are suitably experienced and qualified, and the central list is diverse. Panel processes are consistently followed and are timely. The fostering panel chair is suitably experienced and manages the meetings well, ensuring everyone's voice is heard when reaching recommendations.

The agency is working in partnership with a local authority to develop a specialist fostering service. Senior leaders plan to register this project as a separate, independent fostering agency imminently. However, in establishing the project, managers have not consistently ensured that the partnership operates fully within this registered fostering agency. For example, staff recruitment is led by the partner local authority, and managers have not assured themselves as to the quality of these arrangements. The lead role of the responsible individual in this project mitigates these risks.

What does the independent fostering agency need to do to improve?

Recommendations

- The registered person should ensure that recruitment checks for staff working under secondment arrangements are the same as those implemented for permanent staff. ('Fostering services: national minimum standards', 19.2)
- The registered person should ensure that the agency's written records fully and accurately reflect the work of the agency. ('Fostering services: national minimum standards', 26.2)

Information about this inspection

Inspectors have looked closely at the experiences and progress of children and young people using the social care common inspection framework. This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with The Fostering Services (England) Regulations 2011 and the national minimum standards.

Independent fostering agency details

Unique reference number: 1259729

Registered provider: Homes 2 Inspire Limited

Registered provider address: Lumonics House, Valiant Office Suites, Valley Drive, Swift Valley Industrial Estate, Rugby, Warwickshire CV21 1TQ

Responsible individual: Philip Cass

Registered manager: Kathy Hamilton

Telephone number: 01924 792184

Email address: admin@fosteringtoinspire.co.uk

Inspectors

Tracey Coglan Greig, Social Care Inspector
Rachel Walker, Social Care Inspector

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