



### **Statement of Purpose – Excel Fostering 2020-2021**

## ABOUT US

Excel Fostering, part of the Capstone Group is a Fostering Agency that was established in March 2009, and registered with OFSTED in October 2009, Ofsted Registration Number – SC396525. The agency is regulated by Ofsted and was given a ‘Good’ quality rating at our last inspection.

Our Registered Manager is Emma Miller, who is currently in the registration process with Ofsted.

### **The Agency is governed in accordance with:**

- The Children’s Act 1989
- The Care Standards Act 2000
- Children’s Act 2004
- Children and Young Persons Act 2008
- The Fostering Services (England) Regulations 2011
- Fostering Services: National Minimum Standards 2011
- The Children Act 1989 Guidance and Regulations Volume 4: Fostering Services
- Care Planning, Placement and Review Regulations 2010
- Children and Families Act 2014

Excel Fostering is part of the Capstone Foster Care Group having been acquired in May 2018. Whilst the Agency has grown organically since it was established to become a key provider of Fostering Services across the North West and Cumbria, it continues to maintain a strong family feel.

The Responsible Individual is **Jacci Kirkland** who is actively involved in the day to day business and along with the Management Team, meets on a regular basis to review and develop the following:

- Safeguarding
- Strategic Vision
- Financial management and Performance
- Legal Compliance and Quality Assurance
- Policies and Procedures
- Culture, Vision and Values – Developing the service in line with best practice.

## EMPLOYEE OWNERSHIP TRUST

Excel Fostering is owned by its employees which is known as an Employee Ownership Trust. We believe that being owned by our employees fits our values and our family culture as a fostering agency supporting carers, children and young people.

The Trust is governed by a panel of trustees who ensure that Excel Fostering continues to be managed in the best interests of its employees, foster carers and the children and young people we care for. These consist of a range of professionals experienced in the social care sector including:

- Richard Compton-Burnett - member of the Capstone Board of Directors
- Steve Blackwood - Employee representative trustee
- Alison Sargent- Employee representative trustee
- Andrew Winning - Independent Chairman

Our Board of Directors, Richard Compton-Burnett, Simon Constantine and Peter Battle continue to be responsible for the corporate governance of the company, including the organisations:

- The promotion of company culture and values
- Vision and mission
- Strategy and direction
- Regulatory and legal compliance
- Financial management
- Quality assurance systems
- Overall day-to-day operation, including its management of human resources
- Development and review of policies and procedures and implementation
- Corporate governance, including meeting all legislative requirements

The CEO and the senior management team fulfil the statutory duties and responsibilities and ensure that all matters are reviewed regularly and in a planned way.

## MANAGEMENT STRUCTURE

Excel Fostering has a Board of Directors that comprises:

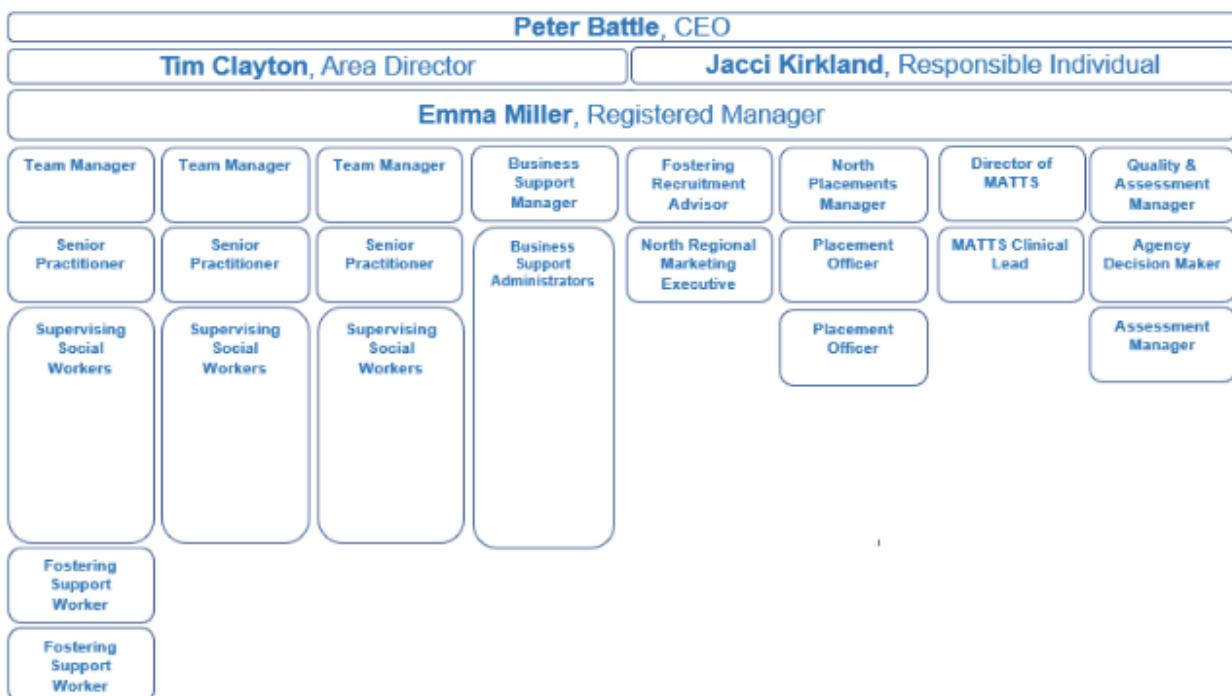
- Simon Constantine (Chairman)
- Richard Compton-Burnett (Non-Exec Dir)
- Andrew Burton (NED)
- Charles St. John (NED)
- Peter Battle (CEO)

The Board of Directors meets quarterly and is responsible for the overall strategic direction and all corporate and financial responsibility for the company.

There are other mechanisms in place to ensure the appropriate governance of the Group including:

- The Employee Owned Trust, panel of trustees who ensure that Capstone Foster Care Group continues to be managed professionally on behalf of its employees.
- The Senior Management Team which meets monthly to direct and monitor the operational and financial performance of the company's activities including business planning and policy development.
- The organisation's forums for discussion and monitoring of relevant issues including local management and staff team meetings, attended by managers, social workers and administrative support staff and whole regional events which inform practice.

## ORGANISATION STRUCTURE



## AIMS and OBJECTIVES

Our aim at Excel Fostering is to provide safe fostering families where children have opportunities to learn, develop and achieve their potential.

**In order to achieve our aims, our objective is to:**

- Recruit a diverse range of Foster Carers to meet the needs of our children.
- Have a robust foster carer assessment process that ensures the agency recruits safe and motivated people who are committed to learning and development.

- Provide appropriate support to our Foster Carers through regular supervision, support groups, continuous professional development and a 24 hour on – call advice service.
- Review our Foster Carers at least Annually and undertake unannounced visits at least once a year.
- Ensure that there are systems in place for the purposes of good matching with children, young people and their foster carers.
- Have Personal Development Plans which will highlight any gaps in skills or knowledge and that training and support is provided to meet those needs.
- Demonstrate our commitment to continuous learning and improvement by listening to children, young people, foster carers, staff and other stakeholders to improve the service we provide, through a variety of feedback opportunities.
- Have efficient and effective finance and administration systems.
- Work efficiently, openly and effectively with Local Authorities
- Have appropriately skilled, qualified and experienced staff.
- To treat all stakeholders fairly, without prejudice, openly and with respect.
- To be active members of Nationally recognised Advisory Services to ensure we are informed, learn and develop and remain compliant, safe and relevant.

## **OUR VISION AND VALUES**

The Agency is committed to working together with Foster Carers and all agencies to ensure positive outcomes for children and young people. In order to achieve the overall aims of the organisation, Excel Fostering will adhere to the Fostering Services: National Minimum Standards 2011, Fostering Services Regulations 2011, the government agenda for children's social care and the United Nations Declarations of the Rights of a Child.

We are committed to the values underpinning the National Minimum Standards and strive to demonstrate these throughout our organisation.

We are committed to continually improving our practice by keeping up to date with current research, and being active in local and national groups which represent Foster Carers and the essential services that they provide to the most vulnerable children in society.

We are committed to actively encouraging children and young people to shape and develop the service.

**These Values are:**

- The child's welfare, safety and needs are at the centre of our care;
- All children should be accepted as they are;
- Children should have an enjoyable childhood, benefiting from excellent parenting and education;
- We will have high aspirations and hopes for all of the children and young people in our care;
- Children should have a wide range of opportunities to develop their talents and skills creating the opportunity to lead a successful adult life;
- Every child should have their wishes and feelings heard and listened to and taken into account;
- Children should be encouraged to form and express their own opinions, and be supported by Foster Carers and the agency to make their views known;
- The particular needs of disabled children and children with complex needs will be fully recognised and taken into account;
- Each child should be valued as an individual and given personalised support in line with their individual needs and background in order to develop their identity, self confidence and self-worth
- The significance of family time for looked after children and maintaining of relationships with birth parents and the wider family, including siblings, half siblings and grandparents, is recognised and actively promoted; as is the Foster Carer and Agency's role in this
- Children in foster care deserve to be treated as a good parent would treat their own children and have the opportunity for as full an experience of family life and childhood as possible, without unnecessary restrictions
- Foster Carers have the right to full information about the child
- The central importance of a child's relationship with their Foster Carer should be acknowledged and the Foster Carers should be recognised as core members of the team working with the child.
- It is essential that Foster Carers receive relevant support service and development opportunities in order to provide the best care for children
- Genuine partnership between all of those involved in fostering children is essential to deliver the best outcomes for children, this includes the Local Authorities we work with Children's Social Care, Health Services, Education Providers, Commissioning Teams, Foster Carer Providers and Foster Carers.
- Children should be cared for beyond their 18<sup>th</sup> birthday where appropriate and should have the opportunity to remain with Foster Carers.

**WHAT WE DO**

Excel Fostering provides fostering placements for children and young people aged 0-18 years and parent and child arrangements (including those parents who are over the age of 18 years).

Excel fostering aims to provide safe fostering placements where the children and young people's welfare, safety, and needs are at the centre of their care. To achieve this we will support children and young people:

- To be healthy.
- To stay safe.
- To thrive emotionally.
- To develop the skills necessary to achieve in education.
- To participate in society and fulfil their potential.
- To keep siblings together wherever possible.
- To prepare children for adulthood and support them to achieve economic well-being.
- To have choice and aspirations.
- To be protected from the risk of exploitation.

## HOW WE DO IT

At Excel Fostering our registered office is Lytham St Annes and we also have a regional office in Burnley which enables us to be local to carers in the communities that we serve. Training and meeting facilities are available within various regions, including Cumbria, Warrington, East Lancashire and Lytham St Annes which is achieved by using community resources. This ensures that we are able to deliver a local service close to the communities of both the children and the Foster Carers.

## **How we will work to achieve excellent outcomes for children and young people:**

- Working in genuine partnership with all people and agencies who form the team around the child.
- A robust recruitment process enables us to recruit a diverse group of foster carers, carrying out a thorough and detailed assessment that ensures the agency is compliant and safe.
- Ensuring our Fostering Panel is constituted of people with a real insight and understanding of the role of a Foster Carer.

- Providing support to foster carers through regular supervision which is reflective and inclusive.
- Having systems in place to ensure that good matching of children, young people and their foster carers takes place.
- Being committed to continuous learning and improvement by listening to children, young people, foster carers, staff and other stakeholders, including using our Childrens Council to influence the development of the agency.
- Excel Fostering will help children to make their own views known and understand their rights .
- Having, sufficient skilled, qualified and experienced staff in positions throughout the organisation.
- Having effective and efficient finance and administration systems that support and enhance the social work service.
- Having robust recruitment processes throughout the organisation which ensure the welfare of children is safeguarded.
- Having quality monitoring systems in place to ensure consistent and safe practice throughout the organisation.
- Committed to Equality and Valuing Diversity in all that we do.
- Having robust Safeguarding that is threaded through everything we do, ensuring the delivery of safe child-centred care with comprehensive and robust safeguarding systems.
- Having a comprehensive Complaints service. At Excel Fostering we welcome any feedback about our service and its delivery, even if that means it is in the form of a complaint. We will actively work with you to resolve complaints informally or via our formal processes. All complaints are monitored in a regular basis by the Senior Management Team to ensure compliance or to identify ways to learn and further develop.**For a copy of our complaints procedure or to make a complaint, Please contact the Registered Manager on 01253 712734**

## SERVICES WE PROVIDE

**Excel Fostering provides a range of foster placements and services including –**

- **SHORT TERM Foster Placements**
- **SIBLING GROUP Foster Placements**
- **EMERGENCY Foster Placements**
- **LONG TERM OR PERMANENT Foster Placements**

- RESPITE Foster Placements
- PARENT (S) AND CHILD placements
- SOLO Foster Placements
- MATTS – Clinical and therapeutic support to foster placements
- Staying Put Arrangements

## **CONTACT US:**

**Registered Office and North West Office:**

**A: 243-245 Clifton Drive South, Lytham St Annes Lancashire FY8 1HW**

**T: 01253 712734**

**E: [admin@excehfostering.com](mailto:admin@excehfostering.com)**

## **Burnley Office Hub:**

**A: Unit 1 Dominion Court, Rossendale Road Ind Estate (Off Rossendale Road)  
Burnley BB11 5UB**

**T: 01253 712734**

**E: [admin@excehfostering.com](mailto:admin@excehfostering.com)**

## **REGISTERED HEAD OFFICE:**

**A: Wootton Chase, Wootton St Lawrence, Basingstoke, Hampshire England  
RG23 8PE**

**T: 01253 712734**

**E: [admin@excehfostering.com](mailto:admin@excehfostering.com)**

## **Visit the Website:**

**Website : [www.excehfostering.com](http://www.excehfostering.com)**

**Social Media : [facebook.com/excehfostering](https://facebook.com/excehfostering)**

**This Statement of Purpose is provided to and made available to all stakeholders who work with Excel Fostering and can be accessed via our website [www.excehfostering.com](http://www.excehfostering.com) or hard copy format requested from our offices.**

**The Statement of Purpose is reviewed at least annually by the Senior Management Team.**

**Our statement of purpose was reviewed and updated August 2021.**

**Where a foster carer or child has particular communication requirements, this statement of purpose will be made available through alternative formats.**