



Swiis Foster Care Statement of Purpose



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Chairman's introduction

Having previously held senior management positions in local authorities, I founded Swiis in 1988 to provide recruitment solutions within social care. Our evolution into healthcare swiftly followed and subject to an ever increasing requirement for qualitative foster care services across England, I established Swiis Foster Care in 2000 followed by Swiis Foster Care Scotland in 2002.

My vision for setting up Swiis Foster Care was and remains to meet the growing need for quality assured placements which offer the highest standards of care for children and young people whilst providing real placement choice for local authorities. My expectation of Swiis Foster Care and Swiis Foster Care Scotland is that in addition to exceeding all of the National Standards, our foster homes should be places where children and young people can thrive and prosper, offering them a genuine opportunity of a positive and satisfying future.

Swiis continue to exceed in making a real difference to the life chances of the children and young people placed with us. Our health, educational and stability outcomes are amongst the highest in the entire fostering arena whilst our registered offices are rated by OFSTED as OUTSTANDING or

GOOD across England, and our services in Scotland are rated 5 by the Care Inspectorate.

I believe that our commitment to putting children at the centre of all we do and our approach towards working in genuine partnership with our Local Authority clients to improve the wellbeing of children and young people is reflected in the results that Swiis consistently achieve.

Dev Dadral
Chairman, Swiis International Limited



About us

Swiis Foster Care and our sister company Swiis Foster Care Scotland make up one of the UK's largest and most independent foster care agencies. We provide safe, well supported placements for children and young people that maximise stability, security and successful outcomes.

As part of a national organisation, our teams in Birmingham, Bristol, Manchester, Lancashire, Durham, Leeds and Sheffield, alongside our sister company, Swiis Foster Care Scotland, currently provide placements for a large number of children.

The priority focus of everyone involved with the placement process is to ensure the specific needs of each individual child and young person are met.

We will ensure that each child and young person has the support to achieve the best outcomes possible and we will use the key areas identified as 'essential' for each region when establishing our services:

Staying Safe

Being Healthy

Enjoying and Achieving

Making a Positive Contribution

Achieving Economic Wellbeing

Our vision

Our vision is to lead the way in foster care provision and be recognised as exceptional.

Our promise

To provide stable, caring, family environments in which children and young people will thrive.

Our values

Caring

We look after each other

Understanding

We know what matters. We take time to listen

Committed

We are with you every step of the way

Exceptional

We go above and beyond for you all

Honest

We are open and straightforward

Respectful

We hold others in high regard and are sensitive to their needs

Our aim

We offer each child and young person a placement that meets their assessed needs and promotes the best possible outcomes through positive experiences and appropriate levels of support.

We aim to achieve this in the following ways:

- A team structure with an integrated approach involving social work, education and health and support professionals.
- Create a team reflecting the diverse communities with social workers who are experienced in children and young people's support services, whether that be via Local Authority or voluntary work experience.
- Recruiting and retaining a broad range of skilled and committed Foster Carers and staff from diverse cultural, religious and ethnic backgrounds.
- Careful matching of each child and young person with the Foster Carer who can best meet their needs.
- Providing 24-hour support and advice to our Foster Carers.
- Actively encourage children and young people, Foster Carers, carers own children and our partners to be integral to the continued development of our service via annual feedback, website, newsletters and group activities.
- Demonstrate a commitment to provide training for all our Foster Carers and staff members.
- Respect for individual differences and strengths, including recognition of gender, religion, ethnic origin, language, culture, disability and sexuality in all placements.
- A commitment to training and personal development within the Swiis organisation.
- A focus on continuous improvement, quality assurance and meeting or exceeding the National Minimum Standards for Foster Care.

Secure Base Model

Swiis are in the process of implementing the Secure Base Model as a theoretical framework to support therapeutic caregiving in foster homes. The Secure Base model has been developed through a range of research and practice dissemination projects led by Professor Gillian Schofield and Dr Mary Beek in the Centre for Research on Children and Families at the University of East Anglia.

We have chosen to implement the Secure Base Model to bring together all the current elements of our good practice and training under this one theoretical research base model. The aim is to have safe and secure foster homes for vulnerable children and young people where they thrive and achieve positive outcomes.

The Secure Base Model provides a positive framework that supports our work with children and young people and foster families. A secure base is at the heart of any successful caregiving environment, whether within the birth family or in foster care.



Our services

Swiis offer a full range of short term, long term or respite foster placement choices for children and young people from 0-18yrs and staying put arrangements for 18+. Foster Carers receive comprehensive training both pre and post approval and our thorough, competence based assessment process assists in ensuring that we have a diverse range of skilled Foster Carers available, ensuring the best possible match.

The following placements are available:

- Short term/task centred placements; working towards specific goals. These may include assessment placements, bridging and preparation for adoption, permanency or placements which meet other specific care plan objectives.
- Planned longer term placements for individual children or young people and sibling groups. Foster Carers are available who are able to make a long term commitment and offer stability for young people until they move to independence.
- Sibling placements are readily available as we recognise the importance of keeping families together and have Foster Carers who have been assessed as having sufficient space, skills and energy to take on this demanding task.
- Parent and child placements are offered with Foster Carers who have experience and interest in helping parents to develop their parenting skills and who can offer assessment and monitoring as required.
- Placements for children with disabilities will be offered on a full time or respite basis. Swiis Foster Care teams identify Foster Carers with skills and experience to meet this particular need and offer additional training where necessary.
- Short break and respite placements to support children's current placement, provide respite for birth families or provide a 'home base' for children attending residential schools.
- Unplanned, short notice or emergency placements are also available, including placement for asylum seekers, unaccompanied minors or other specialist placements.
- Remand placements provide a safe environment for young people who have been remanded by the courts.

Our expertise

Each placement is managed and supported by qualified and experienced professionals from within our multidisciplinary team including:

Supervising Social Workers

Our social work staff are linked to a maximum of 15 Foster Carers in order for them to be able to spend sufficient time in supporting our Foster Carers and children. All Supervising Social Workers are experienced and suitably qualified.



Their input into placements include:

- Minimum of monthly recorded supervision with Foster Carers.
- Regular visits and telephone contact to support Foster Carers.
- Visits to see the child or young person in placement.
- Liaising with all professionals responsible for the child or young person.
- Contributing to the child or young person's statutory reviews by supporting Foster Carers.
- Making unannounced visits to Foster Carers in accordance with the fostering regulations.
- Annual review of Foster Carers in line with the fostering regulations.
- Participation in the 24-hour support to Foster Carers.
- Participation and/or facilitation of training and support groups for Foster Carers and their children and young people.
- Advocating on behalf of the child or young person when appropriate to do so.

Our expertise

Education Support Workers

Education Support Workers work as part of the multidisciplinary team to ensure that all children and young children receive the education they require and deserve.

Swiis provides extensive educational support to our children and young people, ensuring that they have the best opportunities possible to achieve academic advancement.

Their support includes:

- Research into suitable school placements and advocacy for the child or young person to secure a place based on their educational needs.
- In-class support.
- Support at home on educational issues in partnership with the Foster Carer.
- Regular contact with school staff to monitor progress.
- Support in the preparation of personal education and support plans.
- Contributing to the child or young person's reviews.
- Advocacy for the child or young person and support around exclusions.
- Monitoring educational outcomes.
- Out of school hours learning encouraged and events organised in school holidays.
- Supporting young people in their transition from school to further education, employment and independent living.
- Supporting young people in their transition from primary to secondary school.

During the 2020/2021 academic year:

- Average school attendance was 97%

- 91% children achieved or exceeded the expected levels of attainment

Our expertise

Health Advisors

Our Health Advisors are all qualified nurses with substantive experience of working within a community setting.

Their input into placements includes:

- Ensuring that each child and young person is registered with all relevant health professionals, GPs, dentists and opticians.
- Ascertaining a child's immunisation status where required.
- Identification of any health needs.
- Liaison with other health professionals involved with the child or young person and monitoring of outcomes.
- Contributing to the child or young person's review.
- Direct work with child or young person on health related matters.
- Providing workshops for Foster Carers on health issues such as asthma and epilepsy.
- Advice and support to Foster Carers on health related issues.
- Providing Mental Health First Aid courses to our Foster Carers.



Our expertise

Placement Support Workers/Participation Workers

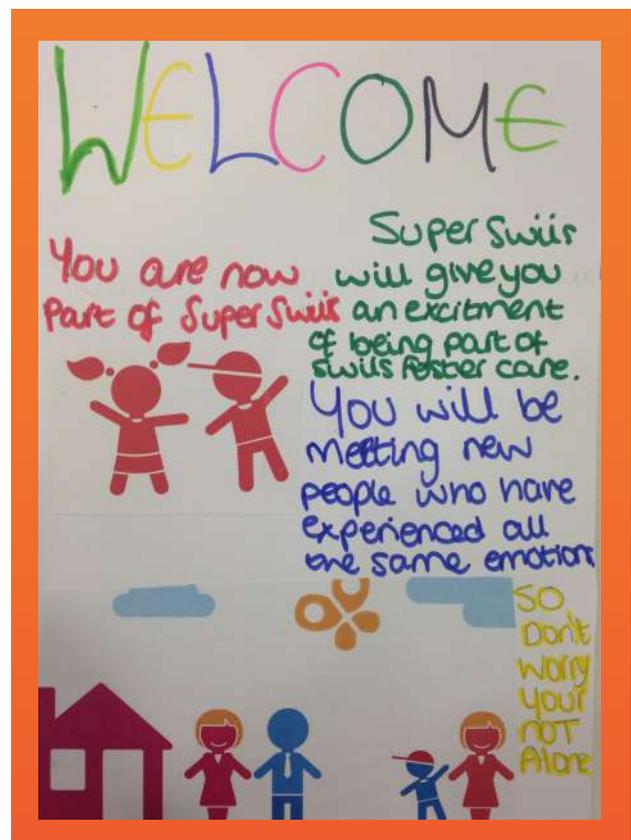
Our social work support staff are suitably qualified and experienced workers in the childcare field.

This support includes:

- Supporting Foster Carers with childcare.
- Assisting with transport arrangements.
- Support packages to a child or young person not in school.
- Activity workshops for all children and young people placed with us and for Foster Carers' own children, with a view to enabling them to participate in the development of our agency.
- Facilitating support groups for Foster Carers' own children.
- Producing a newsletter for our children and young people and our Foster Carers.
- Individual work with children and young people on issues around identity, self esteem and 'moving on'.
- The role of Placement Support Worker/ Participation Worker allows for innovative ways of working with children and young people. This includes completing life story work within a therapeutic framework, allowing a child or young person to explore their past, present and future and

an opportunity to work through any associated feelings around these issues. This work is always undertaken in a child centred way and at the child or young person's own pace.

- Life story work offers children and young people a sense of identity and helps to promote self worth.



Our procedures

How we recruit, train, support and review our Foster Carers.

In line with the Fostering Services: National Minimum Standards (2011), we have an established process and procedure for the recruitment, training and support of our Foster Carers. During the initial stages of a Foster Carer application, all prospective applicants are provided with information about the agency, the fostering task, the assessment and checks process, and the financial and support package. Initial information will be requested from all prospective applicants before the recruitment team undertake the first stage telephone screening process. Following a successful first stage, an 'Initial Home Visit' will be arranged.

Following the Initial Home Visit, if the applicant meets the criteria and the assessor undertaking the Initial Home Visit makes the recommendation, a 1 day preparation training day is offered to the applicant(s) to help them determine if they wish to proceed with a fostering career. Day 1 training has been designed to ensure that potential Foster Carers fully understand the impact which fostering will have, not only on their lives, but those of their families. Day 1 also fully discusses the expectations from the Foster Carers in terms of the commitment, time and support required for any placement they may have.

Once the potential Foster Carer has completed Day 1 training, the trainer will provide feedback on

the Foster Carer's input and their understanding of the fostering role, we will then contact carers to see if they wish to proceed to formal application.

If an agreement is made to proceed, a further 3 days of preparation training is delivered once the assessment commences (and before the applicants go to panel). Feedback for each day/delegate is provided by the trainer and is included within the assessment to support the overall assessment process.

(Each stage of the application process is available to view via the Swiis Foster Care website www.swiisfostercare.com).

It is anticipated that the application to become a Foster Carer will take between four and six months. Following approval by our Agency Decision Maker, all Swiis Foster Carers undertake a programme of ongoing in-house training and development, as well as the opportunity to attend support groups. Annual Foster Carer Reviews are carried out in accordance with the Fostering Services: National Minimum Standards (2011). These are chaired by an independent person and feedback is sought from placing agencies, Foster Carers, children and young people, education staff and any others involved with the placement. The review focuses on the Foster Carers' development and evidence of the competencies for foster care as assessed in the

Our procedures

original fostering assessment. Training attended and future training needs are also explored. Foster Carers' annual reviews may be brought forward in certain circumstances, where appropriate, as detailed in Swiis Foster Care procedures.

Children and young people's guide

Swiis Foster Care provides a guide for all children and young people and their families. This includes information about the agency, the service offered and a range of contact numbers.

The guide, produced in conjunction with young people, is available in two formats relevant to the child's age and can be translated into other languages as required. The English language guides and a range of useful links can also be accessed via our website at www.swiisfostercare.com.

Details of the complaints/suggestion's procedure and contact details for the relevant governing body are also included in the children's guides.

Status and constitution

Swiis Foster Care Limited is a national independent provider of Foster Care services to Local Authorities. The Company currently has offices in Birmingham, Bristol, Manchester, Lancashire, Durham, Leeds and Sheffield.

We accept referrals for the placement of children and young people from all areas England.

Swiis Foster Care Ltd is a private limited company registered in England at Companies House and is part of the Swiis International Limited group of companies.

The Company is registered, regulated and inspected under the Fostering Services Regulations 2011 and National Minimum Standards by Ofsted in England. Copies of inspection reports and all other public documents can be obtained on request from Swiis or direct from the inspecting bodies, they can also found on our website:

www.swiisfostercare.com.

Name and Address of Responsible Individual:

Name: Keith Stopher

Address: Swiis Foster Care Limited, 4th Floor, Prince House, 43-51 Prince Street, Bristol. BS1 4PS

Telephone: 0782 501 5736

Email: keith.stopher@swiis.com



The inspecting bodies

Ofsted

Piccadilly Gate
Store Street
Manchester
M1 2WD

Tel: 0300 123 4666

[www.gov.uk/government/organisations/
ofsted](http://www.gov.uk/government/organisations/ofsted)

Number of Foster Carers

Swiis Foster Care is committed to increasing the number of fostering households for Children Looked After, and our commitment for 2022/23 is to grow our Foster Carer base by a further 15% across England.

Local information in respect of current Foster Carer numbers is available within the regional appendices.

Due to the nature of the Foster Carer role, growth figures are expected to fluctuate throughout the year. To support the growth and stability of our Foster Carers, a number of Foster Carer retention programmes have been initiated including an improved Foster Carer support infrastructure and newly approved Foster Carer webinar training, which is provided within 8 weeks of the Foster Carer being approved. These initiatives have significantly reduced the number of Foster Carers resigning and has greatly improved the resilience of newly approved Foster Carers.

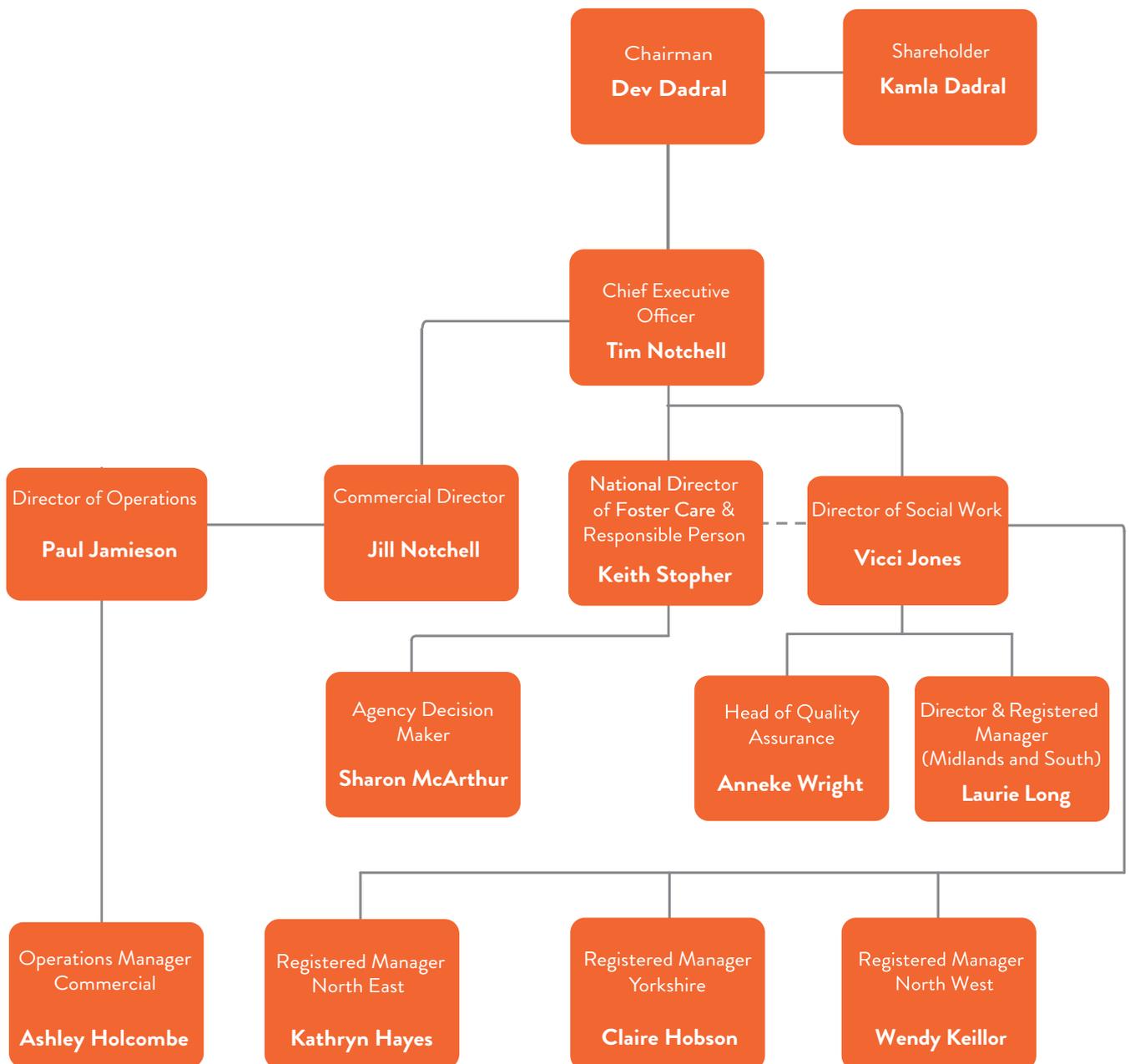
Complaints and Compliments

In accordance with the Fostering Services Regulations 2011 (Reg 18) and National Minimum Standards (Std.1 & 21.11) Swiis has developed a written procedure for managing all complaints made by or about our Foster Carers, Children Looked After or Swiis Foster Care Staff.

Details of both complaints and compliments are reported within the appendices of this Statement of Purpose and contain regional based information. (Appendices for each region are available upon request).

Our Management Structure

The national management group meets on a regular basis.





Swiis Foster Care Offices

Midlands and South

24 Highfield Road, Edgbaston
Birmingham,
B15 3DP

Tel: 0121 452 7120

Bristol Hub

4th Floor
Prince House
43-51 Prince Street
Bristol, BS1 4PS

Tel: 0117 906 5299

Yorkshire

Unit 5 Pavilion Business Park
Royds Hall Road, Wortley
Leeds, LS12 6AJ

Tel: 0113 224 4300

Sheffield (Hub)

Suite 11 & 12, The Quadrant,
99 Parkway Ave,
Sheffield,
S9 4WG

Tel: 0113 224 4300

North West

15 Warwick Rd, Old Trafford
Manchester,
M16 0QQ

Tel: 0161 886 4580

Lancashire (Hub)

Suite 4, St. Mary's Chambers
Haslingden Road,
Rawtenstall
Lancashire, BB4 6QX

Tel: 01706 833 130

North East

2nd Floor West, Severn House
Mandale Business Park
Belmont Industrial Estate
Durham, DH1 1TH

Tel: 0191 236 1150

Head Office

4th Floor
Prince House
43-51 Prince Street
Bristol, BS1 4PS

Tel: 0333 577 1234

We believe that this Statement of Purpose is an accurate reflection of the Fostering service we provide and the quality of care provided to our Children Looked After.

The information contained within this Statement of Purpose will be updated annually.

02.08.2022