

You care **We care**

Mosaic Foster Care

Therapeutic foster care



Statement of Purpose

Fostering Service - July 2019

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This Statement of Purpose was developed to meet the requirements from the following documents:

The Care Standards Act 2000

The Children Act 1989 and subsequent amendments

The Fostering Services Regulations England 2011 and subsequent amendments

The National Minimum Standards for Fostering Services.

Mosaic Foster Care is a Private Ltd Company (reg no 07133494) providing placements for children and young people up to age 21. Mosaic Foster Care Ltd is founded, owned and operated by its two directors.

Director - Roz Parsons CQSW

Director – Andre Palmer MA, BA, DipSW

The agency was established in 2010 and merged with Kites Children's Services Fostering in 2015, which was owned by the same Directors.

It is registered with Ofsted (Reg no. SC417598) and we are members of the Fostering Network and National Association of Independent Fostering Agencies.

This Statement of Purpose relates to:

**Mosaic Foster Care Ltd
Suites 1&2
Chalkwell Lawns
648-656 London Road
Westcliff-on-Sea
Essex
SS0 9HR**

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What we do

We are a fostering agency providing therapeutic placements for children who have experienced trauma and who have associated emotional, behavioural and attachment difficulties. For these children a permanent long-term placement coupled with therapeutic recovery is of paramount importance. All of the children who enter our specialist service receive individual assessment and therapeutic intervention by therapists who have expertise in working with traumatised children.

Whilst our overall service philosophy is therapeutic we don't rely on consultant therapists who don't work directly with our children.

Our therapeutic approach is integrated into all aspects of our fostering service including recruitment, training, support and supervision for carers and staff.

We ensure that each child has the chance to tell their unique story so that their story can influence their time with us. It's a small but vital part of work, that helps make the bigger picture.

MISSION

Everything we do is about improving the lives of children who have had a difficult start in life, help them come to terms with their past, and develop a successful future.

We do this by recruiting great people. To ensure we keep great people, we offer an outstanding package of support, so we guarantee to be there when needed.

Work with us, let's change children's lives for the better.

VISION

To remain at forefront of developments in long term therapeutic foster care for young people who have experienced trauma and continue to strive for exceptional outcomes.

VALUES

- 1. Child Centred** – We hold the child in mind and keep them at the forefront of decision making.
- 2. Ambitious** – We strive to be the best at providing long term, stable, supported placements.
- 3. Compassionate** – We maintain a working environment which supports people both professionally and personally.
- 4. Inspirational** – To adopt an attitude and culture where creativity and adaptability are core.
- 5. Empathic** – To show respect and love for each other.

14 Reasons why you should foster with us

1. **Owner founded and operated by two experienced social workers** – having people who have worked in social care for over fifty years means they really understand the work you do.
2. **Joined up therapy** – understanding the impact of hurt on a child's inner world is vital to their recovery – which is why we employ therapists who work 1:1 with children and carers.
3. **Supervising Social Workers** – with protected case loads (no more than 10 carers) our staff are always there when it matters.
4. **Dedicated Therapists** – with two thirds of children in care having experienced abuse or neglect, our therapists, together with you, can help children recover from their experiences.
5. **Local Monthly Support Groups** – we know foster care can be isolating, which is why our carers really enjoy meeting with like-minded people, both carers and staff to receive a helping hand.
6. **Bespoke local support** – we know that a regular break for you and fun time for the child can work wonders, that's why unlike most agencies, we allocate a named support worker for each child placed with us.
7. **Expert clinical support** – no one has all the answers - that's why we work in partnership with the Tavistock and Portman NHS Trust to provide bi monthly group consultation with a psychologist and family therapist for our staff. Carers can also attend when needed.
8. **Dedicated respite carers.** Three weeks paid holiday. Every full-time carer is allocated two respite carers. This ensures that if and when a child requires respite care, that they will experience consistent relationship-based care.
9. **Robust Out of Hours service (OOH).** We know that Fostering is a 24/7 role - that's why we developed a system of staff support to ensure we can be there when you need us most. With staff that can actually visit you at any time of the night, if needed, you know that real support is only a call away.
10. **Robust referral, matching and placement process.** All placements are planned without exception – our matching has been described as meticulous by Ofsted (2019). As a consequence, we had no placement breakdowns in 2018, compared to UK average of almost a quarter of placements breaking down.
11. **Mosaic children and youth clubs** hosted by support workers who run weekly clubs focusing on arts and crafts or walk and talk – providing a fun time for our children.
12. **Safeguarding Case Reviews** – we want our children to be safe and ensure their needs are being met – that's why we meet as a team every 3 months for each child.
13. **Only the right carers** – we have a great team of people to help and support you, so we need carers who love being part of a group of like-minded people.
14. **'Paperless' data records.** All of our carers are allocated iPads and direct access to their files and their child's files through their own Mosaic email address

Aims & Objectives

To provide therapeutic placements for children who have experienced trauma through abuse and/or neglect, and who have associated emotional, behavioural and attachment difficulties.

To ensure where possible that all our children are provided with a permanent long-term stable placement coupled with therapeutic recovery.

Ensure that all children who enter our specialist service receive individual assessment and intervention by therapists who have expertise in working with children who have experienced trauma.

Ensure our therapeutic work is undertaken in a collaborative way, ensuring that the child's story helps influence the wider systemic context.

To comply with and exceed where possible regulatory and best practice frameworks in all aspects of our functioning as an agency.

To promote all aspects of children's development within the five outcomes described in Every Child Matters.

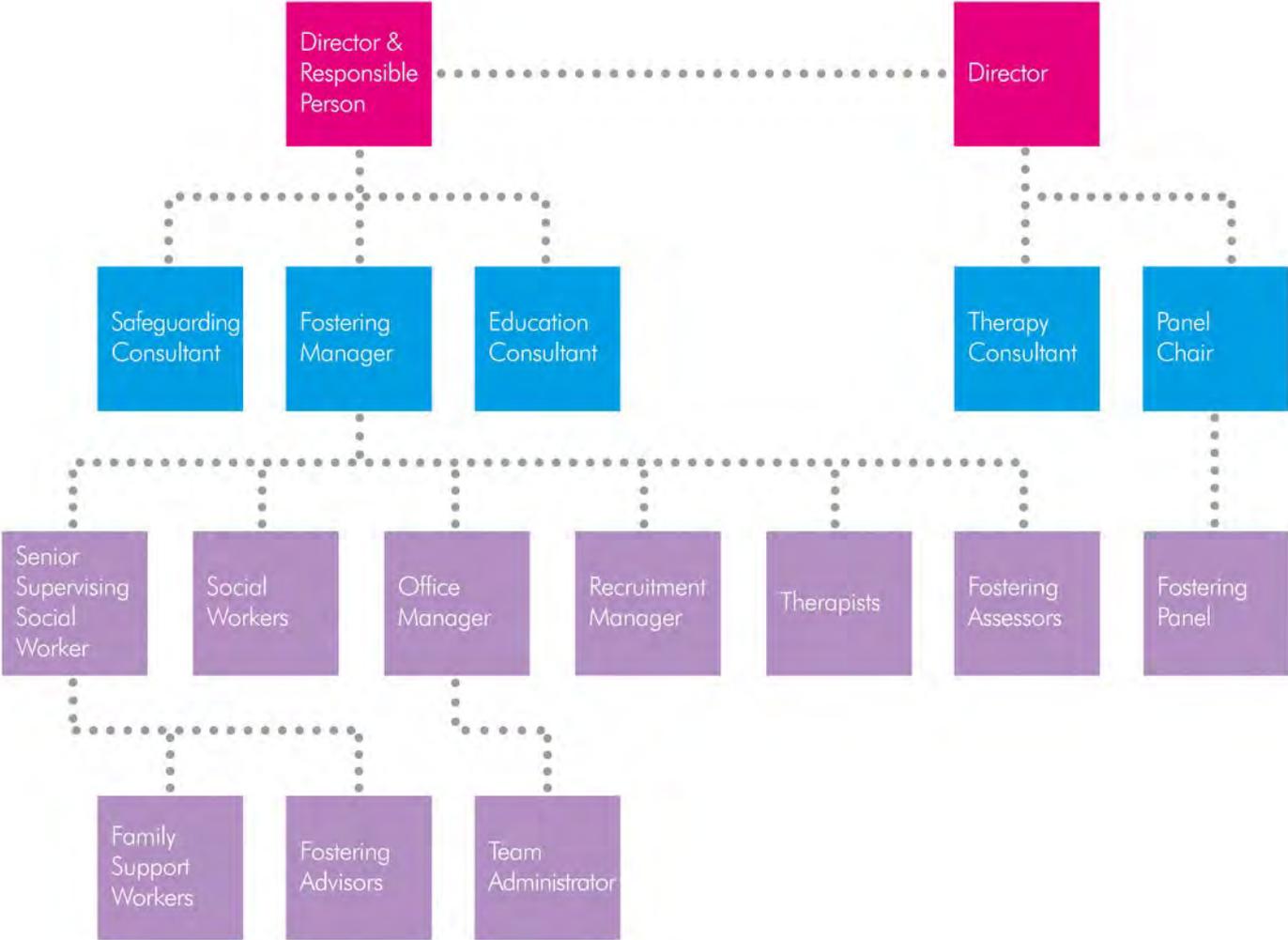
To work in partnership with other stakeholders whilst maintaining focus on the needs of the children we care for.

A firm commitment to the training and development of our foster carers, and our people, to ensure they have the knowledge and skills to deliver excellence.

To provide first class out of hours support through the provision of a multi-tier support system comprising of on call director, manager, social worker, support worker and respite carer.

To recruit foster carers from diverse backgrounds and skill base so that we can find the right placement for children and young people.

Our business structure



The Mosaic Team

All managers are professionally qualified in line with the requirements of regulations and National Minimum Standards. The directors hold a range of social work and degree qualifications and previous social care employment suitable to their level of managerial responsibility.

All social workers and their managers are professionally qualified and registered individually with the Health and Care Professions Council. Many have post qualifying specialist awards and experience related to working with children and young people in foster care.

Our therapists hold appropriate qualifications, experience and membership of a training body that includes registration with a nationally recognised organisation. Our therapists have access to external clinical supervision as well as organisational line-management.

In addition to permanent staff, we have a pool of support workers who undertake work for the agency. The majority of casual workers are employed within our children and young people support service.

A number of people work for our organisation on an independent, self-employed basis across a variety of roles. All self-employed workers are required to provide verification of any formal qualifications in relation to the work undertaken. All staff regardless of their employment status are subject to a rigorous recruitment process to ensure that the welfare of children and young people is safeguarded. All those commissioned on a self-employed basis hold the appropriate professional indemnity and public liability insurance that is checked and verified.

As of July 2019, Mosaic Foster Care had the following staff:

- 2 Directors
- 1 Registered Fostering Manager
- 1 Office Manager
- 1 Recruitment Manager
- 3 Supervising Social Workers
- 3 Therapists
- 2 Fostering Advisors
- 1 Administrator
- 4 Support Workers

Fostering placement services

All our fostering placements are subject to a thorough matching process, which carefully assesses the likelihood of a match between the skills, experiences and aptitudes of our carers with the needs of the child.

All of our placements are made in accordance with the Fostering Services Regulations. All our foster carers are approved and have a signed foster carer agreement that is regularly reviewed.

We have contractual arrangements with a number of consortia and Local Authorities including Eastern Region Four (Essex, Suffolk, Thurrock, Cambridge), West London Alliance (6 West London Boroughs), Norfolk County Council, London Care Placements (Pan London) and Kent County Council. In addition we receive referrals from many other authorities on a spot purchase basis.

Placement plans are prepared for each placement between commissioners, carers and the agency to ensure that all essential information is gathered and there is clarity of delegation for the foster carers for each placement.

All our placements are planned and therefore a great deal of pre-placement planning is undertaken including introductory visits, file reading when possible and discussions with previous carers/schools.

We ensure the racial, cultural and linguistic needs of children are attended to and consideration is given to their gender and sexuality when making placement decisions.

We ensure that our foster carer's homes comply with health and safety requirements.

Safeguarding children in our placements is of paramount importance. To this end a safer care plan specific to the child in place is agreed and we have robust procedures to review and monitor the welfare and safeguarding of children in our care.

Fostering placement types

Therapeutic Placements for Children and Young People with complex needs.

This group of children and young people form the largest cohort of our service and are at the core of our service design and delivery. Typically, this group will have experienced multiple traumas resulting in emotional and behavioural difficulties. They will often have experienced multiple placement breakdowns or be at risk of developing them.

These placements require multiple support services to support them and includes but is not limited to:

- Individual assessment and therapy for the child
- Clinical supervision for the foster carers
- Therapeutic support groups for foster carers
- Safeguarding reviews
- Integrated therapy planning meetings

In addition to those children who will benefit from our therapeutic model of care, there will be those who require an additional level of care, attention and safeguarding that can best be offered through our solo therapeutic placements. These children will benefit from being the only foster child living in the foster home and with no birth children under the age of 11 living in the home.

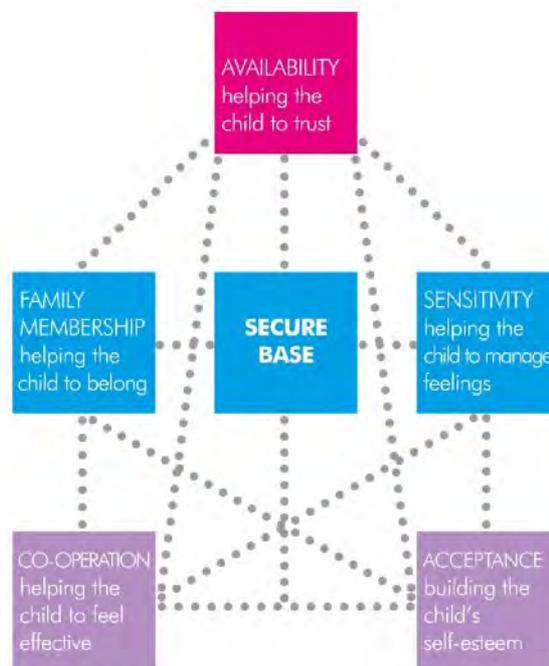
We have particular expertise in responding to children and young people who have experienced sexual abuse and have behavioural difficulties stemming from this, for example children with reactive sexual behaviour, sexually harmful behaviour and vulnerability to sexual exploitation.

Social work services

Our social workers are trained to ensure that the children and young people's welfare is paramount. They work in partnership with the foster carers to ensure that the children and young people's needs are met and that they are provided with a safe, nurturing placement where they are able to meet their potential and achieve therapeutic recovery.

The Secure Base Model is drawn from attachment theory, and adapted to include an additional element, that of family membership, for children who are separated from their birth families. The model proposes five dimensions of caregiving, each of which is associated with a corresponding developmental benefit for the child. The dimensions overlap and combine with each other to create a secure base for the child, as represented below.

The Secure Base Model:



Social work services

The model provides a framework which can be of help with:

The assessment of prospective foster carers and adopters.

Assessing the capacities of caregivers (birth parents, residential workers, foster carers and adopters) to provide a secure base for children in their care.

The supervising social worker will visit the foster carers regularly to undertake supervision. These times are an opportunity to discuss the day-to-day care needs of the children and young people and how the foster carer is working to meet those needs and progress the placement care plan and integrated therapy plan.

Carers' training needs will be assessed and discussed through supervision meetings and for those carers the supervising social worker will undertake an unannounced visit to foster carers annually.

Mosaic Foster Care also carries out health and safety inspections of each fostering household to ensure a high standard of accommodation. The supervising social worker will attend all meetings and reviews with the carer, prepare reports for annual reviews and keep a thorough and accurate record of all fostering activity.

Our social workers act as a hub for all information about the placement ensuring that communication is effective between all parts of the system that serve the child and placement.

Mosaic therapeutic services

Assessment Based Treatment (Trauma Assessment Pathways)

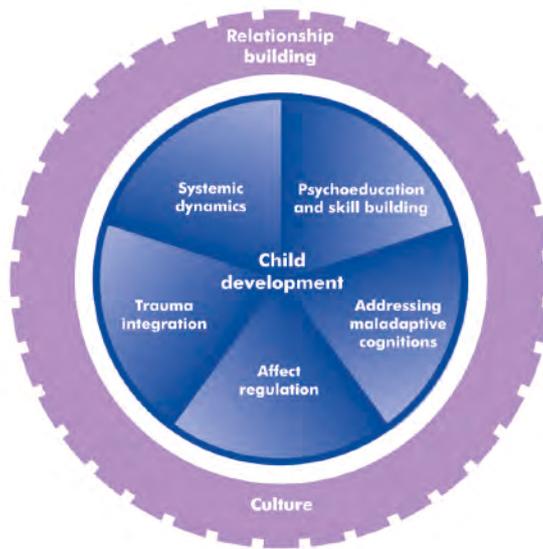
Assessment

All therapeutic interventions are led by comprehensive assessment by suitably qualified and experienced therapists, which begins once the placement commences. We always work directly with the child over 6-8 sessions, once in placement, as well as ensuring all information from multiple sources is synthesised into our assessment formulation. Utilising an assessment based Treatment model leads to the development of an integrated plan of prioritised interventions ensuring that childrens' need for therapeutic recovery are carefully planned through a structured assessment model. In the vast majority of situations this will involve individual therapeutic interventions with the children. As we only use our own people, there is no waiting list and due to the diverse group of therapists we use we are usually able to ensure appropriate gender and skills are provided to the child.

Intervention

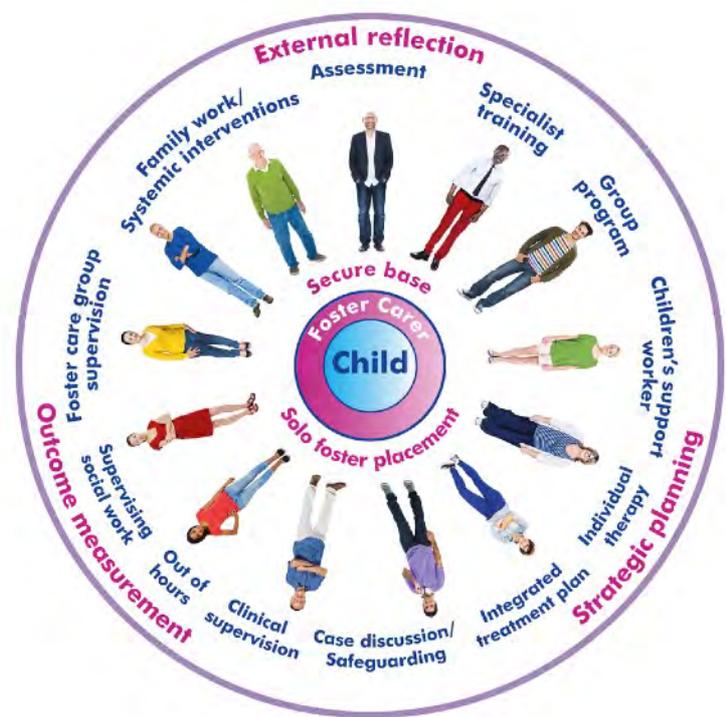
Following assessment a range of treatment pathways are available to address the particular needs of the child. Typically the children referred to Mosaic have experienced multiple traumas though a range of abusive experiences including sexual, physical, emotional and neglect. Our approach couples secure base foster care with therapeutic interventions through a whole system approach. This approach avoids the 'splits' that can often occur in therapeutic work ensuring that the foster placement is as much the agent of change as the individual therapeutic relationship.

In 2015 we developed our use of the Trauma Wheel (Chadwick Center for Children and Families. (2009). Assessment-Based Treatment for Traumatized Children: A Trauma Assessment Pathway (TAP). San Diego, CA: Author.) to help guide our interventions.



The foundation of the Trauma Wheel requires the application and awareness of developmental, relational, and cultural dynamics. The therapeutic relationship and understanding of relevant cultural issues are the tyre and the rim that hold the wheel together and keep treatment moving forward. The spokes of the wheel, and required areas of treatment, include: psychoeducation and skill building, addressing maladaptive cognitions, affect regulation, trauma integration and systemic dynamics. The child's developmental functioning is the driving force of the wheel and will determine how the client moves through the treatment spoke.

Coupled with the Trauma Wheel we have developed a systemic process for supporting our placements which is summarised below in the Mosaic Compass of Support.



Mosaic Foster Carers

Recruitment & Assessment

We follow a clear procedure for recruiting our carers and our recruitment process is often much quicker than the 8 months from application to approval required by legalisation.

Marketing

We have our own dedicated recruitment team comprising of our recruitment manager and fostering advisors. Our recruitment team organise all marketing activity and are involved in various direct marketing activities in the communities we serve. They also co-ordinate all activity from initial enquiry, home visits, application through to our Skills to Foster preparation training.

Home visits

A fostering advisor undertakes initial home visits to gather information from potential applicants and provide an insight in to the work undertaken by Mosaic Foster Care. The fostering manager makes an assessment of the information which is gathered and for those people who are successful at this stage can then formally apply to be assessed.

Preparation training

We hold regular preparation courses for those carers who have applied to foster with us and are currently in assessment. These courses are also open to any of their adult family members who may be involved in supporting them in the fostering task.

Assessment

Potential foster carers who choose to apply complete an application form giving detailed information about themselves and their family and consent to enquiries to ascertain their suitability to foster.

Applicants are required to have medical examinations completed by their GP to ensure that there are no underlying issues that may affect their ability to foster. Reports are made available to our agency medical advisor for his/her comments.

Mosaic Foster Carers

Applicants are asked to identify at least three personal referees who will provide written references and be interviewed as part of the assessment process. References from external agencies and personal references, which are provided in confidence, cannot be accessed without the consent of both the subject and relevant referees.

A qualified social worker will carry out an assessment (Stage 2), which requires full participation by the applicants. She/he will visit them at their home, generally on 6-8 occasions, to collect information about all members of the household and the applicants' experience and skills in relation to fostering. This forms the basis of an assessment report.

During the assessment process, applicants are asked to compile a portfolio of written material giving examples of relevant experience, skills and competence.

Applicants are expected to attend the Panel meeting with their assessor.

Our fostering manager has an overview of the pre-panel process to ensure regulatory compliance and quality control of the assessment.

The Panel makes recommendations about the suitability of applicants to be approved as foster carers with Mosaic Foster Care. It is the role of the Agency Decision Maker to make the final decision.

Mosaic Foster Carers

Both directors of the fostering agency are designated as Agency Decision Makers. One of the Agency Decision Makers is allocated to those applications being heard at each panel and they read and consider all the assessment information and take into account the Panel recommendation and make the decision to approve applicants or not, taking into account the Hoffsetter guidelines.

Applicants are informed verbally (within 2 days) and in writing (within 5 working days) about the decision. All information obtained about prospective foster carers is held on secure electronic database files and all relevant sections are available to view upon making a subject access request and receipt of third party consents.

Foster Carer review

Each fostering household will have a review annually, unless there are significant changes to their circumstances in which case we will conduct a review at that time.

These circumstances may include –

After the final strategy meeting of an s.47 investigation involving a carer(s)

Where allegations have been made regarding a carer(s) child care practice and no s.47 investigation is pursued.

Where there has been a breakdown in the approved carer's relationship resulting in one carer moving out of the household. In this instance both carer's will be subject to review except where one/or both carer's has given notice of an intention to resign.

Where there have been significant changes to the carers' lifestyle.

Where there has been the death of a carer.

Where a carer has been diagnosed with a serious illness.

When a carer has stopped or started living with a partner.

Where a carer is not working in partnership with the agency including a lack of willingness to attend training.

The annual household review will address the carers' training and development needs for the next year and suggest, if required, alterations to their approval status. The ECM (Every Child Matters) outcomes are covered to provide a picture of how the carer works with the children and young people in their care. Reports will be requested from the Local Authorities social worker, school, supervising social worker, carer, the child/young person in placement, the birth family (if appropriate) and any other interested party.

Carers' will be invited and encouraged to attend all Panel reviews.

Training Foster Carers

We are committed to ensure that all our carers receive high quality and relevant training to ensure they are able to meet the needs and safeguarding the children and young people in their care. All our foster carers are required to complete a minimum amount of training on relevant subjects as agreed by their supervising social worker and included in their Professional Development Plan, including:

Child protection and safeguarding

Working with children who have been abused

Safer caring

Managing difficult behaviour

Managing and promoting contact

Identity and self-esteem

Valuing diversity and promoting equality

Recording

First aid

Health and safety

Health care of fostered children and young people

Education of fostered children and young people

Empowering children and young people

Preparing children and young people for adulthood

Supporting Foster Carers

All our carers complete our Skills to Foster preparation training as part of their preparation to foster. Following approval all carers receive a comprehensive package of support and development opportunities including:

An agency induction programme delivered by the Registered Manager and a supervising social worker.

Assistance with completing carers training support and development standards within the first 12 months of approval.

Regular supervisory home visits by their fostering social worker.

Low caseload of supervisory social workers to foster carers meaning support is available when needed.

Regular clinical supervision from their allocated therapist who also works directly with the child in placement.

Attendance at case discussion safeguarding forum which includes all professionals working with the placement and chaired by a dedicated safeguarding consultant.

Attendance at integrated treatment planning meetings to ensure that the foster carer and therapy team are working in concert to address the treatment goals.

A multi-tier on-call system comprising of a manager, social worker, support staff and respite on call foster carers who can respond by working directly with the child during out of hours or in exceptional circumstances provide emergency respite care (with consent from placing authority).

Use of Mosaic Foster Care IT infrastructure to ensure compliance under the Data Protection Act (includes iPad, Mosaic email address, secure login to database).

Regular consultation between the agency and carers on important matters which effect carers, for example agreements, CLA reviews, Statement of Purpose revisions etc.

A generous reward element to ensure we recruit carers who can dedicate the time required to care for the child placed.

Regular events which bring together carers and children for social events such as our regular 'party in the park' and Christmas parties.

Mosaic education expertise

Education is an area in which many children and young people who are looked after often fail to achieve their full potential. This can be for many reasons, such as frequent placement moves and subsequently disrupted education, and a lack of consistent support.

Education is an important part of the placement plans for our children and it is an area in which we have ensured we have the available expertise to assist when necessary. We have appointed an education consultant who is the headteacher and SENCO in our sister agency's school (Kites Children Services). By utilising this consultant we are able to ensure appropriate liaison with education departments, schools and Local Authorities whenever concerns regarding a child's education is identified.

Mosaic facts & figures

Foster Carers

As of July 2019 we have 24 full-time carers of whom 5 are approved as respite carers. We currently have 17 children in placement utilising 16 of our fostering households. Our current vacancy rate of 10% means that we can offer choice to our local authority partners and is in line with most independent fostering agency vacancy rates and lower than the national average of 39% (Fostering Network 2013).

Children

We currently have 17 children in placement, all of which are placed in our core specialist service.

14 have been placed for 12 months or more.

All children are placed on a long-term basis.

2 are black or minority origin.

9 are female and 8 are male.

All children are over 10 years of age.

All children are on Care Orders (s31 CA 1989).

Mosaic facts & figures

Representation and complaints procedure

All children/young people placed with our foster carers are informed of the Representation and Complaints Procedure on commencement of placement by their supervising social worker. They are provided with a children's guide, so they are able to contact the Directors and Fostering Manager directly if they wish. All Foster Carers, staff and placing local authorities/health and social care trusts are provided with information about our Representation and Complaints Procedure.

Complaints and compliments

A summary of complaint outcomes and their impact upon service design and delivery are collated and are fed into our developmental meetings when required.

Mosaic Foster Care has a comprehensive Complaint Procedure which is available by emailing, calling or writing to us.

External inspection

As registered care services, our service is subject to regular auditing and we are proud of the outcomes. These are publicly available via the websites of the inspectorates concerned, via our website or from our office.

Service improvement

We promote a culture of continuous improvement, giving careful attention to feedback about its services offered by any individuals or organisations with whom we come into contact. Operational staff are supported by managers (and other specialists) who focus on quality assurance throughout the company. Regular development meetings are held to ensure our strategic plans are implemented and reviewed.

Mosaic further information

Further information regarding policies, practice and procedures can be found in the following handbooks. These are reviewed and updated each April.

Company Handbook – outlines our employment practices.

Fostering Handbook – policies and procedures for carers and staff.

Assessment and Treatment Handbook – outlines our assessment methodology and therapeutic interventions.

Safeguarding Handbook – provides advice and guidance on safeguarding and child protection incidents along with comprehensive safeguarding policies.

Fostering Panel Handbook – provides information on the work of the fostering panel including membership and procedures.

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Therapeutic foster care



Mosaic Foster Care
Suites 1&2, Chalkwell Lawns, 648-656 London Road,
Westcliff-on-Sea, Essex, SS0 9HR
T. 01702 344088 F. 01702 344064
Em. info@mosaicfostercare.com

www.mosaicfostercare.com

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