

Pyramid Care

Fostering Services

Contents

1. Vision Statement.....	1
2. Introduction.....	2
3. Aim & Objectives	3
4. Philosophy of Pyramid Care Fostering Services	4
5. Standards of Care.....	6
6. Equality and Diversity	6
7. Staff Structure.....	Error! Bookmark not defined.
8. Services Provided by Pyramid Care Fostering Services.....	9
9. Support to Foster Carers	10
10. Supporting Children and Young People	13
11. Recruitment & Assessment of Foster Carers.....	14
12. The Fostering Panel	15
13. Training for Foster Carers	16
14. Complaints.....	17
15. Further Information & Service Development.....	17

1. Vision Statement

Pyramid Care Fostering Services has a clear ambition to provide a unique, bespoke approach to children and young people which will further enhance their lives and support children to develop in line with their cognitive functioning rather than their chronological age.

We believe that children need and deserve a good start in life, and that a happy and secure childhood is vital to help them reach their full potential. We cannot change what has happened in the young person's life before they are part of our service, but we can make a huge difference once they are. Foster carers play the key role in this process. We need to creatively and genuinely support our carers to achieve this.

We will support children and young people by providing specific therapeutic training for our carers who in turn will provide a unique therapeutic setting within their home.

We will creatively re-invest profits to support children and young people, carers and staff to ensure best supports and opportunities are readily available.

Every member of our service – staff, carers and young people will be working towards reaching their full potential- the core belief of Pyramid Care Fostering Services. We want our staff team to know that they are working within an environment that is supporting them to be the best worker that they can possibly be, and carers to feel that they have the right support, resources and service to enable them to succeed and be the best possible carers that they can be. Finally we want each and every young person who receives a service from Pyramid Care to be part of the process of assessing and reviewing their care needs to ensure that as a team of professionals we are doing our best to promote their self actualisation.

This is a 'living' ethos and a 'living' service. As such it will be defined by its users, and will evolve as it develops and grows.

"To find the best in others, to leave the world a bit better...to know that even one life has breathed easier because you have lived. This is to have succeeded". Ralph Waldo Emerson.

Our aim is to succeed....



2. Introduction

This Statement of Purpose has been developed in accordance with the Fostering Services Regulations 2011 and the National Minimum Standards 2011. This Statement of Purpose gives an outline as to how Pyramid Care Fostering Services will manage its service, its fitness to provide fostering services and how the welfare of the children within its care will be met. It demonstrates the systems that have been put in place to recruit, train and supervise staff and foster carers.



The statement of purpose is available to all foster carers, prospective foster carers, children/young people in placement, parents, colleagues from Local Authorities and other agencies. The children's version is available in a variety of child friendly formats. A copy of the statement is also made available to Ofsted. The statement of purpose is reviewed annually by the senior management team and will also be available on the website.

Description of Pyramid Fostering Services:

Pyramid Care Fostering Services was established in November 2012 by Jackie Gibson, Sally Yafai and Yaf Yafai because we are passionate about providing a quality bespoke service to committed foster carers to enable them to meet the challenges of providing a secure, loving home for young people in their care.

We have articles of Memorandum, which clearly sets out the company's aim and objectives and how the company is to operate. Pyramid Care Fostering Services is limited by Guarantee. It is registered to operate in England and Wales, Company No. 07980499.

3. Aim & Objectives

Aim - We have one clear aim, and that is for children to succeed in placement.

Pyramid Care Fostering Services is an Independent Fostering Agency, founded in 2012. We work in partnership with Local Authorities, providing foster carers for children who need to



be placed in a suitable home on an emergency, short or long term basis. We also recruit carers who can carry out parenting assessments as well as provide a family home. We aim to attract carers from many different backgrounds. This will enable us to match the right foster carer with the right child/young person according to their needs.

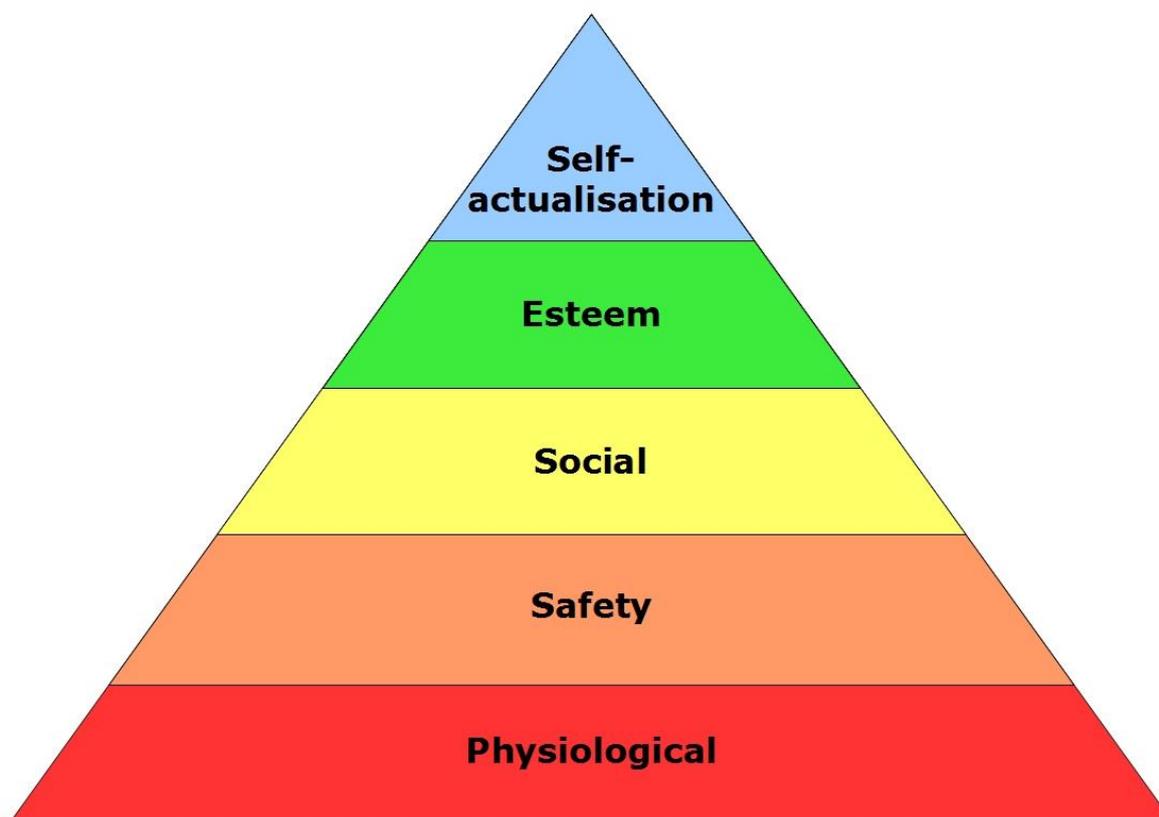
This is further underpinned by our core objectives.

Objectives

- We wish to ensure that the most competent foster carers are recruited and then are well supported by Pyramid Care via training, support groups, visits and telephone support.
- We will recruit skilled and competent staff. O'Hagan, citing a dictionary definition, writes of skilled as 'practical knowledge in combination with ability...cleverness, expertise,...knowledge or understanding of something'.(O'Hagan 1996:13).
- Recruiting foster carers from a diverse background who can offer high quality placements to looked after children.
- Providing a pro-active, responsive and professional service to foster carers, children & young people and commissioning authorities.
- Ensuring that foster carers have access to the necessary support and training to assist them with the tasks of fostering.
- To deliver foster placements that provide looked after children with a caring, safe and secure environment where they can achieve their full potential.
- To meet the social, educational and health needs of young people in placement by offering a high quality service.
- Ensuring that the views of young people and foster carers are considered in services provided.
- Building strong relationships with existing and potential Local Authorities by offering high-quality foster placements.
- Ensuring all staff and foster carers are up to date and knowledgeable regarding legislation, safeguarding and current good practice regarding fostering.
- Developing our service through consultation opportunities with foster carers, children & young people and commissioning authorities.

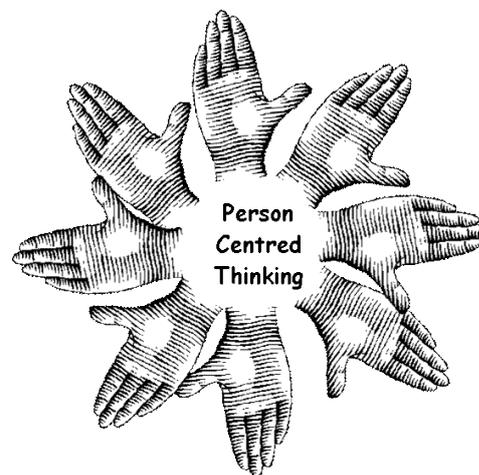
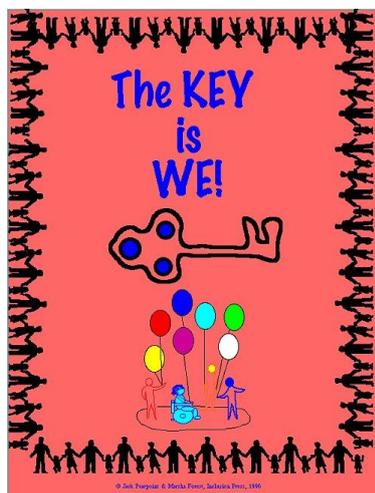
4. Philosophy of Pyramid Care Fostering Services

The name 'Pyramid care' is symbolic of A. Maslow's theory of need which drives /motivates individuals to be the best that they can be. There are five main domains, although they cover seven main divisions:



- **Physiological needs** - the literal requirements for human survival – food, water etc
- **Safety Needs** – Freedom from threat, security (personal, financial), safety net against accidents/ illness and their adverse impacts.
- **Belongingness and love needs** - need for friendship, intimacy, and family. Humans need a sense of belonging and acceptance – either from a large social group or small intimate/ social connections. Being in care, or neglected can impact on the individual's ability to form and maintain emotionally significant relationships in general.
- **Esteem needs** - The human desire to be accepted and valued by others. People need to engage themselves to gain recognition and have an activity or activities that give a person a sense of contribution- to feel self-valued, be it in a profession or hobby. People with low self- esteem need to accept themselves internally.
- **Safety needs** - freedom from threat, security (personal, financial), safety net against **Cognitive needs** - knowledge, understanding, the desire for curiosity
- **Aesthetic needs** - order, beauty , structure, art etc
- **Need for self-actualisation** - self-fulfillment, realisation of potential. Maslow believed that in order to reach a clear understanding of this level of need you have to not only achieve the previous needs, but also master them first.

We recognise the limitations of Maslow’s theory and his hierarchy of needs, as it does not necessarily reflect everyone’s ‘order of need’ or priority of need e.g. Someone with anorexia may ignore the basic need for food, for a feeling of control and belonging. However, Maslow was one of the first people to analyse human needs and to relate the meeting of needs to the notion of human growth and development, motivation and the maximising of human potential. Pyramid Care strives to achieve and work within a Person-Centered Approach framework. PCA is a way of supporting and working with people, which then affects the whole culture of the service, and everything it does, by putting the service user/ young person at the centre of the care they receive. By working within this framework, PCA enables individuals to plan and set direction in their life. Foster carers and young people are not placed in a pre-existing service and expected to adjust – rather the service will adjust to them. Service user (Foster carer/ young person) involvement plays a crucial role in the development of the services that Pyramid Care Fostering Services provides – how it looks, feels and operates. **‘The Key is WE’**.



Carl Rogers (1951) believed that Individuals know more about themselves and their lives more than anyone else, and we should encourage personal growth. Possibly for some of our service users, they may be unable to deduce what is best for them, as they have not been in an emotional place that would encourage potential for growth. Their own negative self- perception, may have become a self –fulfilling prophecy of negative labeling (Seligman 1975). Initially we may need to utilise outside motivation, strategies, guidance and/or direction to help break this cycle and introduce a safe psychological environment.

To conclude, our ethos of ‘Pyramid Care’ is simple...

We will adopt a philosophy that is positive and humanistic, promoting of acceptance, congruence, empathy and unconditional positive regard, with a belief that EVERYONE has a potential for growth and a desire to be the best that they can be. We will strive to provide safe environments so that negative self-perception and behaviour can be changed and renewed.

5. Standards of Care

The principles and standards of care of Pyramid Care Fostering Services are designed to be in keeping with the Care Standards Act 2000, Fostering Services Regulations (2011) and the National Minimum Standards (2011), Working Together to Safeguard Children (2013). Foster carers must demonstrate their capabilities of providing safe care for children and young people who are placed in their care, whether on a short or long term basis.

Pyramid Care Fostering Services' standards of care ensure that:-

- The welfare of the child is safeguarded and promoted
- Consideration is given to the child's wishes and feelings
- The child's religious, racial origin cultural and linguistic needs are promoted.

In order to ensure a high quality of service Foster Carers are required to promote the child's welfare in such areas as; their education, health, emotional and behavioural development, identity, social presentation, family, social relationships and self care skills.

6. Equality and Diversity

Pyramid Care Fostering Services has an equal opportunities policy that applies to staff, foster carers and allied professionals. The Equal Opportunity policy is based on the Race Relations Amendment Act 2000, Sex Discrimination Act 1975, The Equality Act 2010, Disability Discrimination Act 2005 and the Geneva Convention on the Rights of the Child 1989. These pieces of legislation help Pyramid Care Fostering Services to make a clear statement of the intention not to discriminate on grounds of race, gender, religion, language, disability, sexuality, age or on any other grounds. A copy of this policy is available on request.



7. Board of Directors

Our Board of Founding Directors consists of:

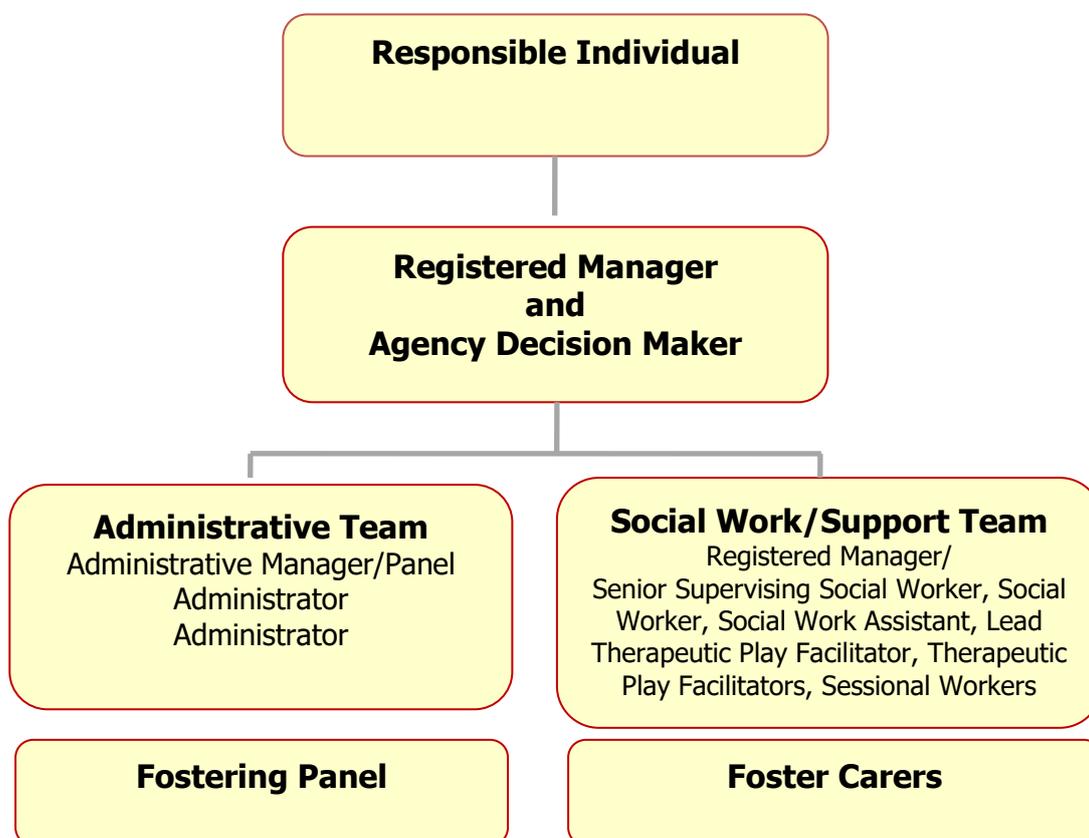
Jackie Gibson – who has extensive experience of working in Social Care through the administration of Residential Services for children and young people, and has previously been the Administrative Manager and Panel Administrator for an Independent Fostering Agency rated outstanding (2017).

Sally Yafai - who has extensive experience in a Social Care setting, working for Local Authority Children and Families Team, as well as Duty and Assessment. She has extensive knowledge and experience of front line foster care since commencing fostering in 2003. She has also set up a previous Independent Fostering Agency, rated outstanding (2017) whereby she was the lead in relation to therapeutic support and interventions.

Yaf Yafai – who has extensive experience in Social Care settings and is a qualified Social Worker and was part of a team, and Registered Manager, of an Independent Fostering Agency rated outstanding (2017).

The Board of Directors is responsible for the governance of the company. The Board receives reports on the management, outcomes and financial state of the company every three months.

8. Staffing Structure



- The **Responsible Individual** – Stuart Day – has an extensive knowledge in relation to children and young people through his role in education and as a former independent Fostering Panel Chair. He has a BA Hons in History and a Post Graduate Certificate in Education. He is the person who ensures that the Fostering Agency undertakes all the work required of a Fostering Agency and works to and within the Standards and Regulations. He will ensure that the Company has good quality assurance systems.
- The **Registered Manager** – Yaf Yafai – has been involved in social care for over 30 years, and has previously managed Residential Children’s Homes to an “outstanding” provision, as well as being a former Registered Manager for an Independent Fostering Agency leading it to an “outstanding” Ofsted rating. He has a Diploma in Social Care Management and a Social Work Diploma. He is responsible for managing on a day to day basis the Social Work services, and has responsibility for overseeing all other members of the fostering staff team.
- The **Social Work Team**, which includes the **Social Work Manager, Senior Supervising Social Worker, who has a Social Work Degree and Social Work Assistant.** The Social Work Team takes responsibility for working with and supporting foster carers, children and young people.
- The **Administrative Team** takes responsibility for overseeing and developing all areas of administrative tasks.
- The **Fostering Panel** takes responsibility for making recommendations to the Agency Decision Makers with regards to all who are presented to the Fostering Panel.
- The **Agency Decision Maker** listens to the recommendations of the Panel and determines as to whether or not to endorse the recommendation.
- The **Foster Carers** take day to day responsibility for looking after and supporting the development of children and young people in placement.

The fostering team meets on a regular basis to review the business needs of the service.

9. Consultants and Specialist Advisors

Pyramid Care Training, Consultancy and Support Services provide training, developmental and therapeutic support to the Agency.

Psychologist, Bill Say, who supports staff and carers through clinical supervision. He further supports staff and carers to understand the complexities and mental health issues relating to trauma that looked after children present.

We also work closely with The Family Place which is a multi-disciplinary team led by Clinic Director Dr. Vivien Norris, Consultant Clinical Psychologist. Vivien is also qualified as a Certified Theraplay Therapist and a Dyadic Developmental Psychotheraplay Practitioner. The company works with the Therapeutic Play Facilitators in relation to principles of therapy.

10. Services Provided by Pyramid Care Fostering Services

In line with our aims and objectives, a range of services are provided to foster carers, the children and young people in the care of Pyramid, and the professional agencies it works with. Pyramid Care Fostering Services provide placements for all children and young people from birth to 18 years of all nationalities, ethnicities and religions. Pyramid provides:

- **Emergency Care** - Emergency foster care is provided at any time of the night or day to be provided for a few days. This type of fostering is available at short notice.
- **Short-term Care** - Providing care for anything from an overnight stay to a period of several months. This care is provided on a temporary basis until the child can return home to their own family or a longer-term fostering placement or adoption arrangement can be made.
- **Long-term Care** - Care provided for children and young people who cannot return to live with their families so need to stay in foster care until they are old enough to live independently.
- **Specialist Placements**- for children and young people with disabilities.
- **Respite** - Also known as 'shared care', this covers a variety of different types of part-time care. Care can be provided for anything from a few hours each week to a couple of weekends each month, giving a child's own family or their full time Foster Carers a break.
-

This includes the following measures:

- Matching considerations
- Risk Assessment completed for all
- Parent and child placements
- Placing Alongside Considerations
- DBS checks for parents in placement
- Expectations regarding recordings
- and progress reports
- Safe Caring Strategies
- Support from Supervising Social Worker

In order to prepare young people for independent living we provide foster carers with an allowance. We have a policy on savings for children and young people looked after by Pyramid Care Fostering Services. A centralised fund savings scheme is administered by Pyramid Care Fostering Services. This money is made available to children and young people when they cease to be looked after by our foster carers.

Pyramid Care Fostering Services provides a 24-hour emergency service. A number of Pyramid's foster carers will be available for short term care thereby enabling them to accept emergency placements for individual children or a sibling group. The out-of-hours service ensures that foster families can contact a named person in an emergency.



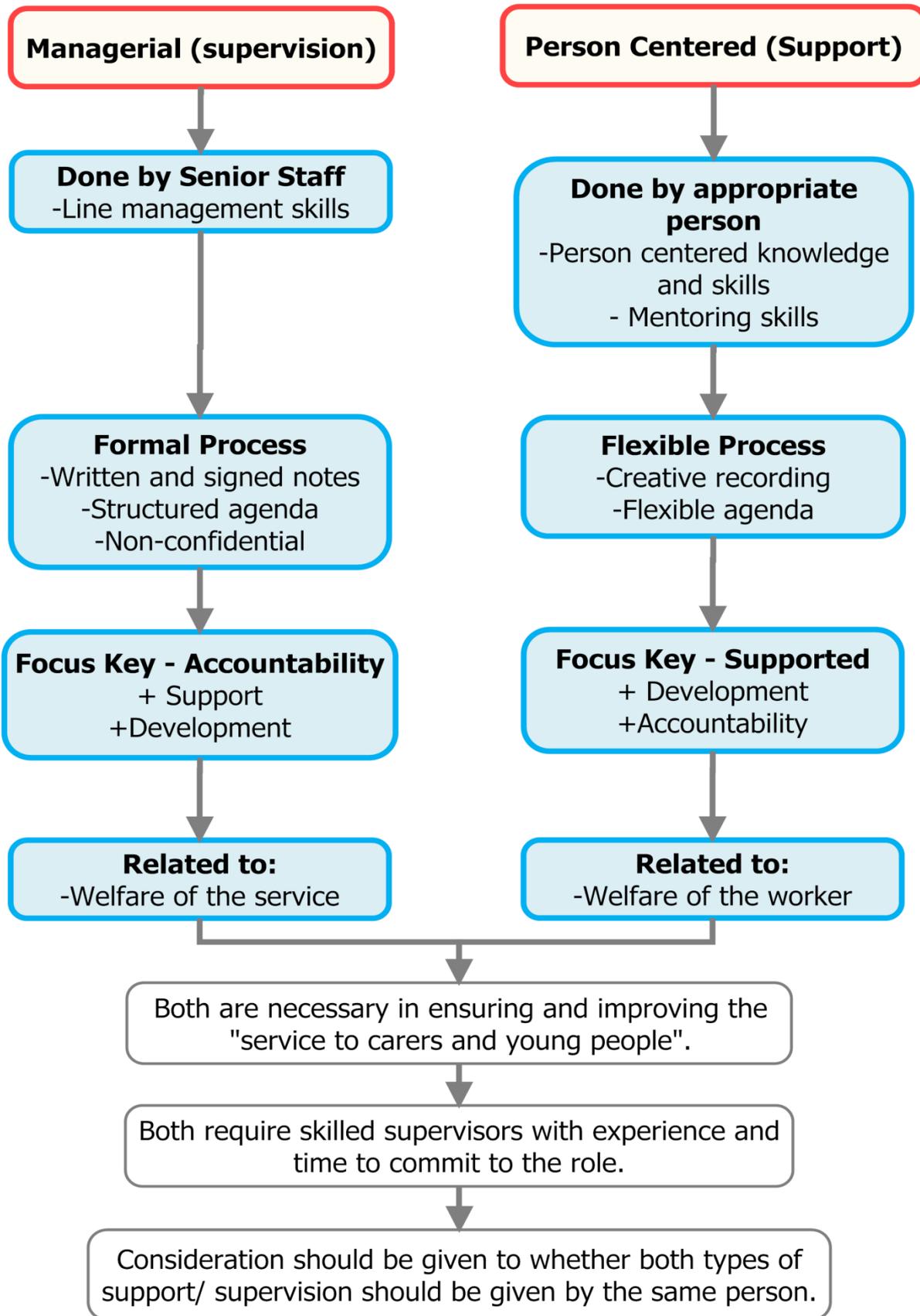
11. Support to Foster Carers

Pyramid Care Fostering Services value the contribution that foster carers are making to the development and well-being of children and young people in placement. Pyramid Care Fostering Services provides a high level and wide range of support to foster carers to enable them to meet the needs of children and young people in placement. Types of support offered by Pyramid Care Fostering Services include:

- **Support from Social Work staff** - The Supervising Social Worker links with specific foster carers, and offers them support on a regular basis. All foster carers are introduced to a Supervising Social Worker when approved and they carry responsibility for liaising with the foster carer and other agencies on their behalf. Supervising Social Workers also conduct home visits on a monthly basis, unannounced visits and annual foster carer Reviews, supported by Social Work Assistant. All carers and children will also have access to further Therapeutic Play Facilitator support.
- **Foster carers' monthly group supervision and networking** - Foster carers are provided with an opportunity to meet regularly with each other and their Therapeutic Play Facilitator social worker to give mutual support to each other. The combination of this means that foster carers can really reflect on the complexities of their work, and

can have direct access to senior management if wished. Monthly group supervisions are facilitated by an independent psychologist.

- **Out-of-Hours Service** - The out-of-hours service operates seven days a week, twenty-four hours a day. Foster carers know that they can always contact a member of staff should they need to do so. Supervising Social Workers are available 24 hours a day via the Out of Hours Service
- **Independent support calls** — As well as formal supervision, we offer independent support calls which enable us to ensure that we are meeting our carers' needs, and that they are happy with the service they receive.
- **Social Events**— We arrange social events from time to time where foster carers will be able to socialise with other carers in a relaxed environment.
- **Skills Development Training**— We offer a number of training workshops to help develop the skills needed as a foster carer. The workshops will bring practical knowledge together with expertise and theoretical knowledge or understanding about the subject. TSD workshops are also provided to support carers' completion of TSD standards.
- **Therapeutic Support** - Pyramid has links with adolescent therapists who have experience of working with children with difficult or challenging behaviour. Theraplay Informed Practice play sessions are facilitated on an individual and group basis.
- **Other Placement Support** - Where appropriate foster carers are given additional support, i.e. respite arrangements and back up care assessments and funding. Specific additional resources may also be funded/provided.
- **Annual Review** - All foster carers have an Annual Review to ensure that they continue to be suitable to look after foster children. Annual Reviews also provide an opportunity for foster carers to evaluate their practice and review their Professional Development Plan. Professionals and children in placement (including birth children) are invited to contribute to the review process
- **Foster Carer Handbook** - All foster carers receive a link to the Foster Carers' Handbook via Dropbox. The handbook contains information regarding the agency's policies and procedures and is updated regularly.
- **Activity Days** — A wide range of individual and group activities are provided on a weekly basis, providing further opportunities for short periods of respite.
- **Finance** - All Pyramid foster carers receive an allowance for each child in placement.



12. Supporting Children and Young People

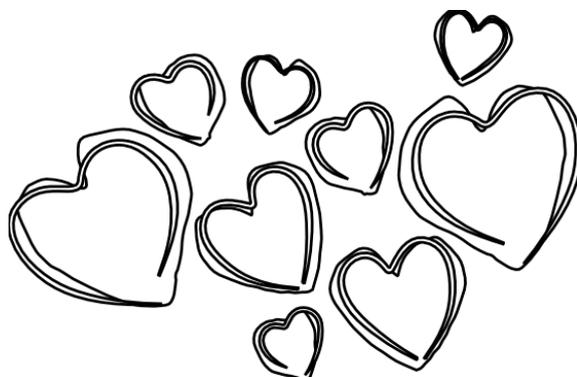
Pyramid offers a range of services to children who are placed with the agency. Foster Carers ensure that children/young people's health, educational, psychological and emotional needs are met. Foster carers work in partnership with various professionals to ensure that children and young people achieve their full potential. Young people in placement are encouraged to maintain positive links with birth families (if appropriate and part of the care plan) and foster carers play an important role in facilitating contact arrangements.

Children and young people are also offered opportunities to express their views at the Foster Carer's review contributing to Pyramids quality assurance systems.

Types of support offered by Pyramid include:

- **Therapeutic Support** - In recognition of the psychological and emotional needs of children who have suffered in a variety of ways and as a result of abuse and neglect, Pyramid also has access to therapists and trained staff to work directly with carers and children requiring this type of service when required.
- **Child Saving Scheme** - Every child or young person placed with Pyramid has £10 per month saved for them for the duration of their placement with Pyramid.
- **Reasonable Access to a Computer** - Pyramid encourages all Foster Carers to provide young people with reasonable access to computers.
- **Consultation with Children and Young People** - Pyramid takes the young people's participation agenda very seriously and holds consultation events for children and young people to assess its performance and suggest ways in which it can improve. Children and young people are also encouraged to provide feedback for foster carers annual reviews.
- **Promoting Independent Living** - A support package is available to support young people age 15+ to promote their independent living skills. Young people are given the opportunity to attend training courses to prepare them for independence.
- **Children and Young Person's Guide** - In accordance with the National Minimum Standards (2011), Pyramid has developed some Children's Guides to compliment the Foster Carer's handbook. We have produced two guides, one is aimed specifically at children under 12 and the other aimed at young people over 12 years. Foster Carers are requested to go through the guide with children/young people who are placed with them and ensure that they understand their rights. The Children's Guide contains a list of important contact numbers that children and young people can use if they would like to speak to an independent person.
- **Children's Annual Award Ceremony** - Pyramid holds an Annual Children's Awards Ceremony to give children and young people an incentive to do well regardless of whether this is in education, sports, progress within the placement or overall behaviour.
- **Life Story Work** - Children who do not live with their birth families, and who may have had lots of moves, often don't have much information about their personal history. They may find it difficult to develop emotionally and socially. Each young person will receive a 'memory pack' as part of helping them to collect keepsakes and

memories, which they will keep and take with them when they leave our care. 'It is difficult to grow up as a psychologically healthy adult if one is denied access to one's own history'. Vera Fahlberg. Following attendance at activities, children receive a Life Story account of the day for life story purposes.



13. Recruitment & Assessment of Foster Carers

Pyramid Care Fostering Service is committed to the recruitment of a diverse group of foster carers who can meet the needs of children and young people who are placed with the agency. The follow process is followed when dealing with applications to foster:

- Initial Home visit takes place in the home of the prospective foster carer Applicants complete an Application Form, giving detailed information about them and their families. This includes written consent to carry out the necessary checks and enquiries to ascertain their suitability to foster.
- Statutory Checks and References are undertaken regarding all applicants. This includes the following checks and references:
 - Enhanced DBS checks on applicants and adult members of the household.
 - Identity Checks and verification of Personal History
 - 3 Referees who will provide written references and will also be interviewed
 - Previous partner references (if applicable)
 - Medical Assessment
 - Enquiries to Children's Social Services Authorities
 - Health and Safety Assessment
 - Employment References
- Applicants are invited to attend the "Skills to Foster" training course to enhance their understanding regarding the tasks of fostering
- A qualified independent Social Worker carries out a Competency-based Assessment (Form F Assessment). This means that applicants are asked to demonstrate their competence to become approved Foster Carers. We advise applicants that they must provide evidence of their ability to foster vulnerable children and young people. We will also gain additional evidence from our observations when applicants attend the 'Skills to Foster' course. Throughout the assessment process information is gathered using the Agency's assessment forms.

- The assessment process includes 6-10 home visits to the applicants and interviews with applicants, household members, birth children and referees. Throughout the assessment process applicants are advised and helped to gather information and evidence providing examples of their relevant experiences and skills. This enables applicants to produce a portfolio of evidence.
- The completed assessment is presented to the Fostering Panel. All information gathered except references are shared with the applicants. Applicants are also given an opportunity to read the social worker's assessment before it is presented to the Fostering Panel for them to comment on.

14. The Fostering Panel

Pyramid Care Fostering Services' Fostering Panel is compliant with the Fostering Services Regulations 2011. According to these regulations, all fostering services have to set up a Fostering Panel to carry out the following duties:

- To consider applications and to recommend whether or not applicants are suitable to be approved as foster carers
- Recommend the terms on which fostering approval is to be given (i.e. the number of children and young people, types of placement)
- Consider foster carers' annual reviews: The first review of newly approved foster carers will be presented to the panel and any subsequent reviews referred to it by the fostering service.
- To give advice and make recommendations regarding any other matters referred to them by Pyramid Fostering Services.
- To oversee the conduct of assessments carried out by the fostering service.



15. Training for Foster Carers

Pre-Approval Training

All potential foster carers are required to attend Skills to Foster Training to enhance their understanding regarding the tasks of fostering. The training course covers the following areas:

- What do foster carers do?
- Identity and Life Chances
- Working together (as part of a team)
- Understanding children in foster care
- Safe Caring
- Transitions

Post-Approval Training Courses



Pyramid Care Fostering Services understands the benefits of training and education. Training is provided to both foster carers and to children placed with them. Work done includes developing parenting skills, the management of difficult and challenging behaviour, Safeguarding, Equality & Diversity, Legislation, the facilitation of leisure activities, how to live independently etc.

Pyramid supports foster carers to achieve the CWDC TSD Standards by running regular training courses for them and through the support of their Supervising Social Worker. It is also a requirement of Supervising Social Workers to discuss with their foster carers how they are getting on with meeting the CWDC TSD standards and check their portfolios. This helps Pyramid to realise its vision of substantially improving outcomes for children and young people by maintaining high quality standards.

Pyramid develops its training programme on an annual basis following feedback from foster carers.

Foster carers are required to complete TSD workbooks within the first 12 months of being approved. Pyramid Care Fostering Services provides the necessary support to foster carers (via regular workshop and meetings with supervising social workers) to meet the CWDC TSD standards and complete their workbooks.

16. Complaints

Pyramid Care Fostering Services has a Complaints Procedure and the guidelines are clearly described in the Foster Carers' handbook. The Complaints Procedure indicates the types of actions that will be carried out if a complaint is made. In addition Pyramid has a 'Whistle blowing' Policy, which is designed to give staff and foster carers the freedom to expose any area of bad practice within the company. If you require a copy of the complaints procedure you can contact Pyramid Care Fostering Services on 01905 622322.

You can also make direct contact with the Chief Inspector at Ofsted either by telephone on 0300 123 1231, by e-mail at enquiries@ofsted.gov.uk, visit www.ofsted.gov.uk, or write to Ofsted at Piccadilly Gate, Store Street, Manchester, M1 2WD.

There is a separate number for children's complaints and this is incorporated into the Welcome Information Pack which is made available to children at the point of either transition or placement.

17. Further Information & Service Development

If you would like further information please do not hesitate to contact Pyramid Care Fostering Services in writing or on the phone using the contact information outlined at the front of this statement. Your interest and comments are welcome.

Pyramid Care Fostering Services
St Ann's
Spetchley
Worcester
WR5 1RS
Email: jackie@pyramidcare.org.uk