

My Name is Hope – I Am a Foster Carer

Norfolk County Council Fostering Service

Statement of Purpose 2017-18



LOCAL AUTHORITY FOSTERING SERVICE REGULATIONS 2011

My Name is Hope – I Am a Foster Carer



**Foreword from the Children's Service Executive Director –
Matt Dunkley**

Putting children first

Foster carers are of critical importance to Norfolk County Council.

We welcome people from all walks of life and all ethnic backgrounds and religions. It doesn't matter if you are a home owner, tenant, or on housing benefit, employed or not employed. If you can demonstrate that you could meet the needs of a child or young person who is in the care of the Local Authority, then we will consider your application.

Many of the children we need to place in foster care will have suffered trauma, grief and loss. Some will have experienced or witnessed abuse or lived in chaotic environments, which may have left them feeling vulnerable and unsafe. We are looking for carers who can provide children with a safe and stable environment in which they can grow and develop. You will need to help them feel comfortable in your home and their surroundings. Foster carers work as part of a team with birth parents and a range of professionals to ensure good outcomes for children and young people.

It's important to remember that we are not simply looking for people who have had straightforward lives. We will consider your family history sympathetically. Coming through and learning from difficulties or losses can be helpful experiences for fostering.

We welcome applications from adults over 21 years of age. You need to have a genuine commitment to care for a child and lots of energy, understanding and patience. You need to have a spare bedroom in your home and sufficient time and space in your life to care for children and young people who may have a range of additional needs.

Thank you for taking the time to find out more about fostering in Norfolk.

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Aims & Objectives of the Norfolk Fostering Service

Norfolk Children's Services Vision: Our Vision: Children First

'Norfolk County Council will be a consistent, caring and responsible parent to all children and young people in our care through to adulthood. We Promise to put Children First and to work with them and the important people in their lives to ensure they are safe, happy and well. We will always be there at the right time to support children and young people to achieve their own personal ambitions by never giving up on them'

The aims of Norfolk County Council's Fostering Service:

We believe that children and young people in our care should:

- ✓ Be helped to grow and reach their potential
- ✓ Be given safe, nurturing experiences within a variety of caring resources which reflect need, respect difference, value diversity and promote inclusion
- ✓ Be listened to and services we provide should take these views into consideration
- ✓ Receive high quality, relevant aftercare.

We believe that children looked after by Norfolk Children's Services deserve:

- ✓ Services which help them overcome adversity and positively address disability
- ✓ Good assessments and understanding of their needs
- ✓ Positive care planning and high aspirations for their future
- ✓ All significant adults in their lives to be working together
- ✓ To be heard

The objectives of Norfolk County Council Fostering Service are:

- ✓ Recruit and assess carers who can meet the needs of Norfolk's looked after children and young people
- ✓ Train carers to the highest standards possible to ensure they can offer children and young people a safe and nurturing experience
- ✓ Ensure carers, as part of the team around the child, are able to support children and young people in accessing a full range of services to meet their needs; this will include their educational, health and attachment needs
- ✓ Work in partnership with our colleagues within Children's Services and external agencies to keep the child's best interests paramount
- ✓ Help carers to support our aims through:
 - Regular, planned and recorded supervision sessions
 - Ensuring the holistic, continuous professional development of all foster carers
 - Regular carer support groups (Network Groups)
 - Annual appraisals/reviews of carers that reflect continual practice and development
 - Publishing and advising our foster carer handbook
 - Agreeing a foster care charter with our carers
 - Offering 24 hour support
 - Involving carers in recruitment and training of new carers
 - Paying allowances and fees to carers

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Who Are We?

Norfolk Fostering Service comprises 4 teams plus 2 resource centres which offer short-term break to children with a disability:

The Fostering Recruitment Team recruits new foster carers and Agency Foster Carers wishing to transfer over to Norfolk Fostering Service

Three Family Placement Supervision Teams supporting foster carers. These teams each service a geographical area.

The Children with Disabilities Family Service workers are based at Marshfield in Kings Lynn and Springwood in Norwich. The team also recruits and supervises carers offering short-term breaks for children with a disability.

Appendix 2 gives full details of all personnel in our service.



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Achievements in 2016/17 & Plans for 2017/18

Last year we:

- Reclaimed permanence for children by attending permanence panel and our staff co-producing linking reports matching the child to their foster carer
- Scrutinised more carefully the quality of viability assessments to ensure they are of a good standard.
- With the fostering advisory group published a new foster care charter with it becoming a team around the child charter
- Established the kinship care team who have undertaken over 500 reviews offered a twice weekly helpline to kinship carers
- Embedded signs of safety within the service a foster carer presented their signs of safety work to the Norfolk signs of safety conference
- Introduced a continuous professional development (CPD) portfolio for all fostering households

Next year we will:

- Improve our fostering website (September 2017) to include short videos
- Review staffing with in the recruitment team to create a duty worker role to improve the experience of perspective foster carers
- Run social media recruitment campaigns in June September and January 2017.
- Develop a model of hub foster carers focussed on providing step down placements to family life for children in residential care.
- With the fostering advisory partnership ensure the needs of children in foster care are addressed in the recommissioning of child and adolescent mental health service

Glossary to Abbreviations

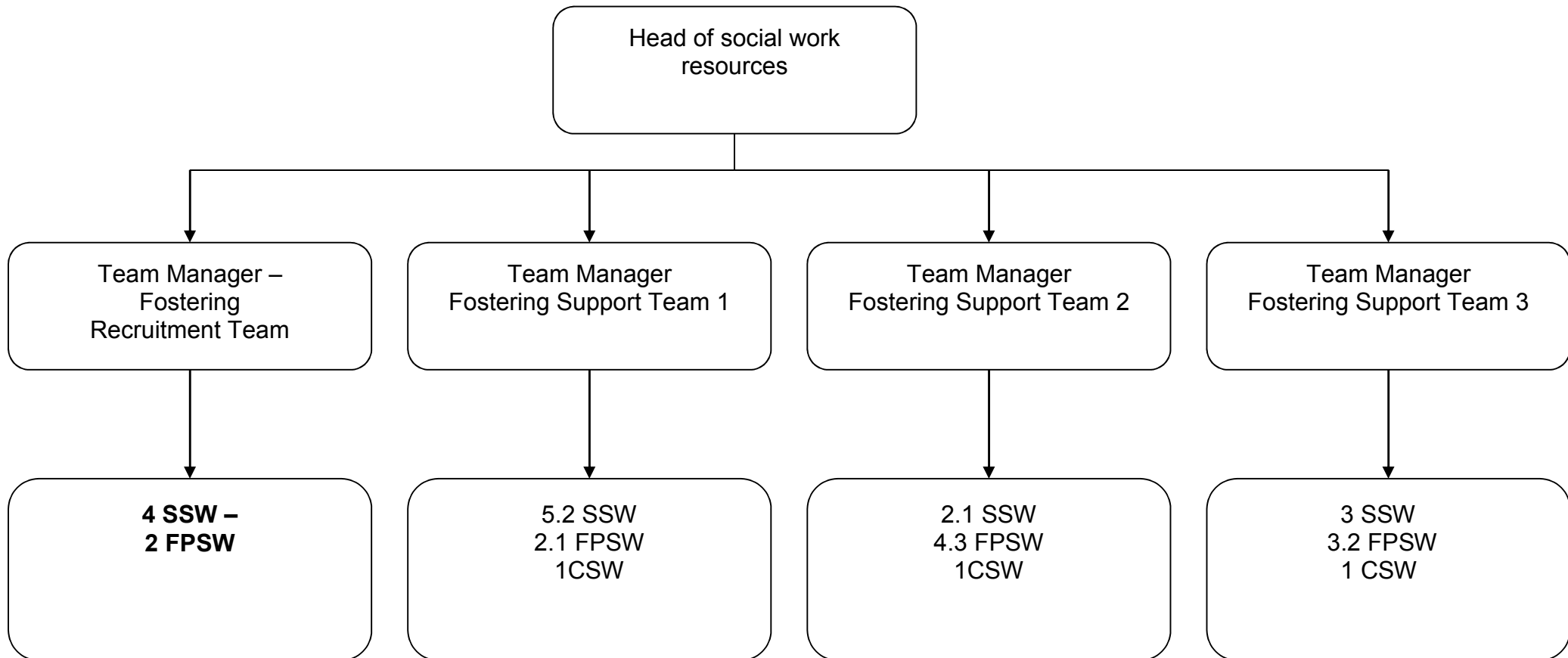
TM : Team Manager

SSW: Senior Social Worker

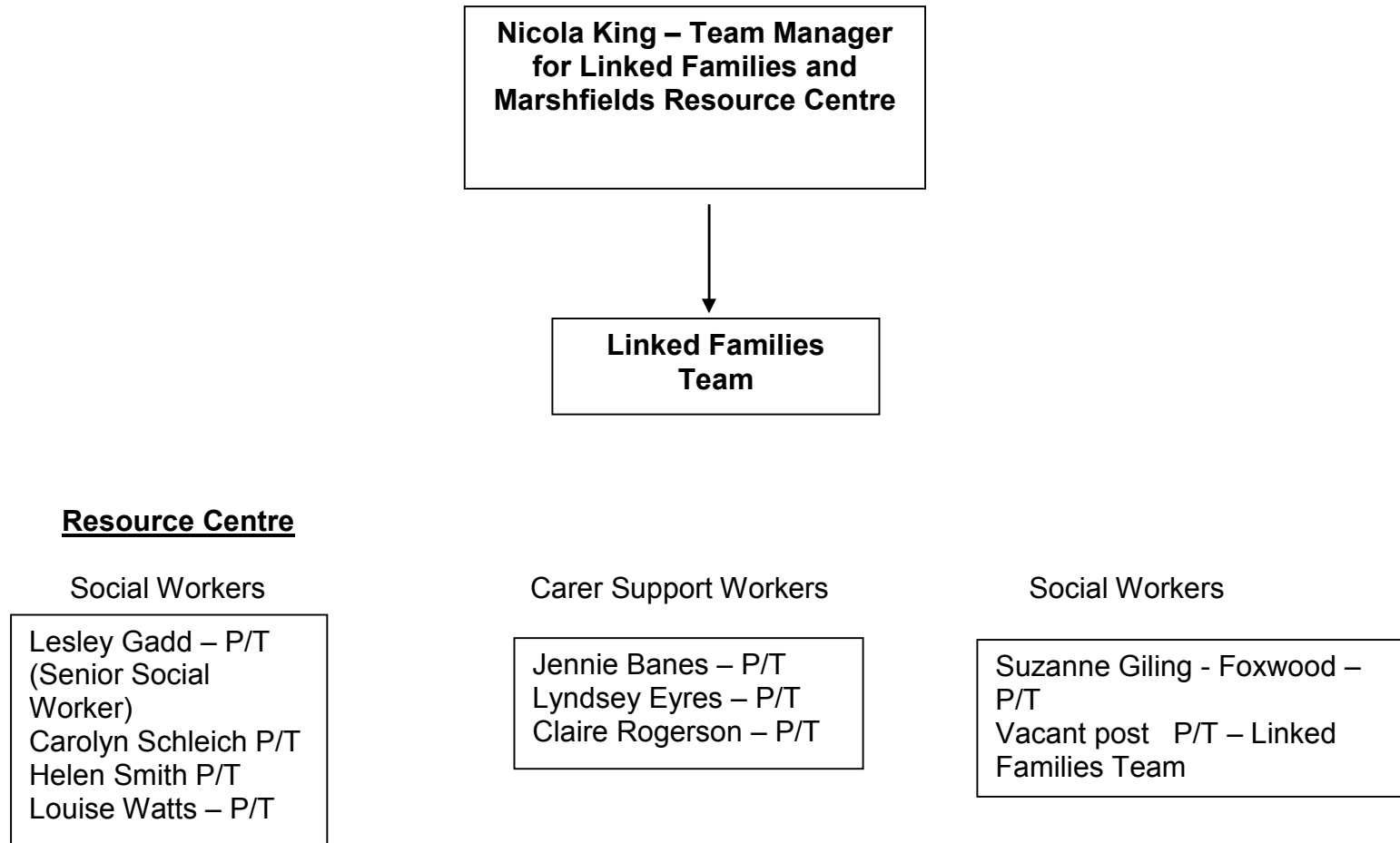
FPSW: Family Placement Social Worker

CSW: Carer Support Worker

Norfolk Fostering Service Structure



Norfolk Children with Disabilities Service Structure



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Types of foster carers, numbers of foster carers and children

Foster Carer Types: who are we looking for?

Foster carers are approved to offer:

- ✓ Foster placements to meet the objectives of a child's care plan
- ✓ Parent and child placements
- ✓ Connected Persons (Kinship Care) approved as foster carers in order to offer a placement to a specific child or children known to them
- ✓ Short Term Breaks / Short Breaks Plus for children who have a disability
- ✓ Targeted recruitment for carers who can take sibling groups teenagers and parent and child placements.

Numbers of carers:

At 31 March 2017, Norfolk County Council supervised and supported 398 foster carer households.

In the year 2016/2017, Norfolk County Council recruited 41 foster families and 107 temporary approvals of kinship connected foster carers.

Numbers of Children:

At the end of March 2016, there were 447 children living in Norfolk County Council foster homes. The short term break scheme and short term plus scheme for children with disabilities offered placements to 32 children and young people.



The Fostering Recruitment Team

The Fostering Recruitment Team (FRT) has taken the lead in raising the public's awareness of the need for foster carers, responding to all initial enquiries, and in preparing and assessing all foster carers with the exception of those who specifically wish to care for children who have a disability.

Aims and Objectives

In its fostering role, our aims are to target recruitment to meet placement demands and meet the diverse and complex needs of Norfolk's looked after children by:

- ✓ **Inviting people who are enquiring about fostering to attend information sessions. They are shown a presentation about fostering and the recruitment process and get the opportunity to talk to experiences foster carers and social workers. Evaluation from people who have attended these meetings have proven to be positive.**
- ✓ **recruiting carers and assessing their suitability to offer fostering placements for children aged 0-18 years and into adulthood**
- ✓ **we assess carers who wish to transfer to Norfolk from Independent Fostering Providers or other local authorities**
- ✓ **undertaking kinship care assessments (connected person carer assessments) using BAAF (British association of fostering and adoption) form C**
- ✓ **we have a diverse and experienced staff team which includes qualified social work practitioners and administrative support**
- ✓ **we involve foster carers and young people who have been in foster carer in our recruitment and preparation training**
- ✓ **we raise an awareness of fostering with the general public, conducting specific publicity campaigns and promoting fostering**



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Work of the Fostering Recruitment Team

Publicity

The Fostering Recruitment Team has collaboratively worked in partnership with the Norfolk County Council Corporate Marketing Office and Communications Unit neighbouring Local Authorities and Fostering Net Work.

The team have implemented Stage 1 and Stage 2 of the Assessment and approval of foster carers: Amendments to the Children Act 1989 Guidance and Regulations.

Information on our website produces a significant number of enquiries, and informs enquirers of the new processes.

There is on-going monitoring of the sources of our initial enquiries and recruitment and assessment process.

Recruitment and Assessment

(a) All members of the public who make an initial enquiry can do so by contacting Norfolk County Council Customer Services on 0344 800 8020. Information about Fostering for Norfolk Children's Services can be found on the Norfolk Fostering service web site www.norfolk.gov.uk/fostering.

Once an enquiry has been noted, a Stage 1 Fostering Recruitment Social Worker will make contact with the enquirer to discuss the fostering task, including current placement and matching needs, they will gather basic information and if appropriate invite them to an information session.

Generally the information sessions are held every 3 weeks. A Fostering Recruitment Social Worker, a Fostering Supervision Worker and an experienced Foster Carer will be available to present information about fostering, the assessment process and answer any questions. People attending these sessions will be invited to complete and return a Register of Interest Form (ROIF) and once this has been received and discussed with a Team Manager a decision will be made as to whether an Initial Home Visit will be arranged.

(b) Applicants progressing beyond the initial visit stage are invited to attend a preparation course based on Fostering Network's "Skills to Foster" course. Working with difference is stressed throughout the course. The service aims to complete six courses per year. Basic Emergency Aid training is also provided. Young people from the Norfolk In Care Council attend this training and talk about their experiences of being fostered, **and an experienced foster carer co presents the training with a qualified social worker.**

(c) For those who are considered suitable and identify their wish to proceed, a social worker will be allocated to start the BAAF form F Fostering Assessment. This normally involves 8-10 visits to both partners (less if a single applicant) and two individual sessions. In addition, a comprehensive set of checks are completed in line with the Brighton and Hove Part VIII report including:

- Disclosure and Barring Service (DBS) checks
- Six references
- Employment check/reference
- Contact made with ex-partners of a significant relationship
- GP report
- A Health & Safety checklist
- A Safe Caring Family Policy
- The assessing social worker also conducts an unannounced visit.

Applicants read, comment and contribute to the report by writing some sections themselves. Where an assessor and applicant(s) have differing views this will be clearly stated in the report.

(d) The report is presented to a Foster Panel for a recommendation on whether the application should be approved and the terms of any such approval. A suitably qualified senior manager, as Agency Decision Maker, will make the final decision.

Work of the Fostering Recruitment Team – Continued

Family and Friends wishing to be approved as foster carers (connected persons)

Regulations require that children who are looked after by the local authority can only be placed with either an approved foster carer or, for a period not exceeding 16 weeks, with a relative or friend of the child who has been approved as a temporary foster carer by an appropriate senior manager within Children's Services.

- The FRT offers consultation to the team and the practitioner where connected persons assessments may be required, and when temporary approval has been given
- Once temporary approval has been granted a social worker from the FRT will undertake an initial visit to complete the necessary paperwork required by regulation
- If suitable for assessment by FRT an assessment plan will be agreed and reviewed.
- The assessing social worker, together with the child's social worker, will complete a BAAF Form C assessment and present it to the fostering panel. The agency decision maker will make the final recommendation
- The FRT also undertake fostering assessments where specific children have been identified but not yet placed.



Fostering Supervision and Support Teams

The teams offer supervision and support to foster carers. All carers have an allocated supervisor who will visit regularly, conduct an annual foster carer review, liaise with children's social workers and help to ensure appropriate placements are made. All children placed with foster carers should be in placements with a carer who has the quality, skills and experience to meet their needs.

The teams supervise and support two types of foster carers:

Fostering: Offering placements to children until the conclusion of their care plan.

Connected Persons (Kinship Care): Offering a Looked After Child a placement where the child is known to them as a family member or friend.

All newly registered foster carers are approved to care for children and young people between the ages of 0 to 17, but in line with our smoking policy, some carers will not be approved for children under the age of 5 (with exceptions for connected carer approvals).

Foster carers and their families receive:

- ✓ Regular supervision visits **in line with the fostering task, generally 4-8 weeks**
- ✓ Twenty-four hour telephone support from an on-call **Fostering worker**
- ✓ Invitations to regular support groups held throughout the county, including educational and social events and a group specifically for the children of foster carers.
- ✓ All foster carers on approval are funded for membership of the Fostering Network which provides independent advice and mediation as well as other associated benefits
- ✓ On-going training to encourage continuous development

Fostering Supervision and Support Teams – Continued

The team provides supervision and support to enable foster carers to work to young people's care plans. We aim to provide foster placements offering therapeutic care by promoting a Team Around the Child approach, with the focus on the foster carer providing 'therapeutic re-parenting'. We actively manage the placement to ensure that outcomes for the children are our primary focus.

Foster carers need the following to "therapeutically re-parent" young people:

- To be seen as a key part of the Team Around the Child
- A heightened sense of self-awareness, including being emotionally grounded and evidencing the ability to be reflective in their practice
- To possess a good working knowledge of theoretical models to use as a framework for understanding young people's behaviour
- Access to good quality wrap-around services.

Partnership Working

The Fostering advisory partnership which consist of foster carers and staff has become the group that drives our service over seeing training and improving team around the child working.

All carers are required to work closely alongside the families of looked after children, with sensitivity and an understanding of the responsibility attached to looking after another person's child. This can be complex and demanding, both for the carers and the child, and requires an emphasis to be placed on joint working with social workers and colleagues in all relevant agencies.

All carers are required to record details of the child's life in their care and contribute to effective assessments.

In addition to the basic allowance, in Norfolk we operate an accreditation scheme, based on the 'Task Skills Profile' which is used by the social worker and carer to determine whether a carer has the skills required to be accredited at a higher level.

All carers can access the LAC CAMHS Service (A Primary Mental Health Service for Looked After Children and Adopted Children). This service provides consultation and guidance to foster carers and professionals working with looked after children. Each child's situation will be considered individually.

Annual Foster Carer Review

Annual reviews of carers ensure that we keep in the forefront our aims and objectives for the children in our care. The views of all those involved are sought to contribute to the review. It is particularly important that the child or young person's voice is heard.

It is at the review that decisions are made regarding the carers' continued suitability. Their terms of approval are reconsidered and support and training needs identified.

The supervision teams have developed the way in which reviews are carried out to ensure that foster carer reviews are reflective of continual practice, and support the continuous professional development of all foster carers.

User Engagement

The fostering service has strong links with the Norfolk In Care Council (NICC). The NICC comprises a group of children and young people who are or have been looked after by Norfolk County Council Children's Services. It is hoped that by talking with and listening to those in our community who experience what it is like to be looked after in a foster family we can find ways to improve our service.

NICC contribute to the Skills to Foster preparation training for applicants to foster by attending a session and taking questions. All participants attending the course find this a useful part of the preparation training.

The NICC have been working in partnership with the fostering service and the virtual school to develop training programmes focused upon the educational requirements of looked after children and the role foster carers can play in maximising educational opportunities for the children in their care.

NICC have also been involved in helping to train foster panel members and divisional managers in the importance of placement planning. They attended sessions and underlined the importance of delegated authority



Children With Disabilities

Linked Families Team

The Linked Families Team supports a county wide scheme with supervising social workers based in Marshfields in Kings Lynn and Springwood in Norwich. The Linked Team are responsible for the recruitment and assessment of prospective Linked Families who are then approved, supervised, supported, reviewed and trained in line with all other foster carers in the broader fostering service. The Linked Families Team are responsible for the matching and placing children and ensure the carers are fully involved in the matching process.

Linked Families Fostering Scheme

As a county wide scheme the Linked Families carers are located across the county. The scheme provides a series of planned short breaks for children and young people with complex disabilities who are referred by the children with disabilities field work teams. The children primarily live at home with their parents and/or carers and can receive sitting, day care or overnight stays with a Linked Families foster carer.

The Linked Families Scheme currently has 32 fostering households approved, of which 8 are fee paid carers, to provide short break links. Carers can have a variety of experience in working with children with disabilities, most have a background in Health, Social Care or Education. Each will be able to offer a unique experience due to their family composition, living environment, background, availability to offer care and personal interests. Alongside providing short breaks, Linked Families carers have also supported parents in addressing challenging behaviours or developing a child's skills, for instance personal care or independence skills. There have been occasions when carers have undertaken task centred, time limited, work with the child and their family to benefit the child's well-being; this could include support within the family home through sitting or within the community. Requests for this support are made by the child's Social Worker in consultation with parents. Linked Families carers have at times also been able to provide emergency and unplanned care for children in response to parental ill health or safeguarding concerns. These requests would be made by the child's Social Worker in consultation with parents.

When children are matched to carers for short breaks, the Linked Families practitioner will identify any training needs associated with the placement in consultation with the family, carers and other professionals involved in the child's care. This could include Moving and Handling, Epilepsy Awareness, Administering Medication, Gastrostomy training, Steps On, Signalong, Autism Awareness or any other course required to provide safe care for that child or young person.

Children with Disabilities

Linked Families Short Breaks Plus Scheme (Fee paid)

The Short Breaks Plus Scheme are fee paid carers and was commissioned to provide a service for children and young people with complex health needs, autism and/or challenging behaviour who were 'hard to place'. Fee paid (or contract) carers provide up to four nights planned care per week. High levels of support, more in-depth training and an expectation to take 'hard to place' children distinguish these carers from the non fee paid scheme.

Linked Families carers are provided with necessary furniture and equipment to meet the needs of the child and adhere to safety standards. This can include mobile hoists or toys to promote children's development and skills and those that record or capture a child's experience of their short breaks.

Current and future equipment needs are identified at the start of each placement and will be reviewed on a regular basis to promote positive and suitable, lasting links. Carers are encouraged to raise any aids and adaptations needs with their supervising social worker as and when the need arises.

Learning & Development

Skilled foster care is central to the County Council's ability to provide the best possible service to children; training is of central importance in supporting carers and helping them to increase skills to face the many challenges that foster caring brings.

To encourage and support the development of the *Team around the Child* fostering, training has been incorporated within the wider corporate parenting training plan. This facilitates and supports our belief that those who train together will work well together. It breaks down barriers and improves understanding of colleagues' different perspectives.

We have a training strategy that reflects the core beliefs and aims of the fostering service, and addresses the requirements set out in the National Minimum Standards for the Fostering Service Regulations.

Integral to all our training is valuing difference, diversity and challenging discrimination. Anyone who delivers training for Norfolk County Council is expected to sign a tutor agreement form which clarifies our anti-discriminatory practice.



Training for foster carers ensures the following:

- Training meets the needs of foster carers, the requirements of National Minimum Standards for the Fostering Service, and the Training, Support and Development Standards for Foster Care
- The training provided enables foster carers to provide high quality care which meets the diverse and complex needs of the children placed with them
- The training promotes the recruitment and retention of foster carers
- The training ensures that carers are an integral part of Children's Services
- The training is delivered within existing and planned resources
- All training promotes partnership working.

We offer foster carers & staff an increased knowledge of what works & why, and some fresh ideas through the training programme.

The service offers foster carer buddies who work with carers to help them achieve the Fostering Training Standards and all aspects of the fostering task.

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The full Training Plan is updated each year. Every carer is expected to gain the knowledge required from the core training courses, which include: Skills training, Safeguarding Children and Emergency Aid; de-escalation training and workshops on equality and diversity.

Following the core courses, carers can choose from a range of further opportunities including:

- Working with Children and Young People in Care
- Fostering Changes Programme
- Managing Relationships
- Courses on attachment/helping manage behaviour
- Making and Maintaining Positive Relationships with Birth Families
- Making the Most of Reviews
- Substance Misuse
- Bridge training
- Secure Base training

Learning is offered by face to face courses, as well as e-learning and other learning opportunities.

An NVQ Level 3 qualification is available.



How to Complain or Challenge a Decision

While Norfolk's Fostering Service endeavours to get things right first time, every time, there may be occasions where service users wish to make a complaint. This section sets out the procedures in place, should this situation arise.

The complaints procedure

Norfolk County Council has a designated Compliments & Complaints Team which coordinates the investigation of complaints made by prospective and approved foster carers. All complaints are logged by the team.

Children, young people or their representative can make a complaint by using the local rate number 0344 800 2020 or accessing the Norfolk County Council website www.norfolk.gov.uk

The key features of this complaints procedure are:

- ✓ Most issues can be sorted out informally by the manager responsible for the service within 10 working days.
- ✓ If the case is not resolved, an independent person completes an investigation within a further 25 working days.
- ✓ If the issue remains contentious, the Chief Executive's Department commissions another investigation to make recommendations to be considered by a Panel of three independent people.

Children and young people wishing to make a complaint must either be receiving or seeking a service from Norfolk County Council Children's Services.

Any individual or group, other than children and young people, receiving or seeking a service from Norfolk County Council, who wish to make a complaint, can do so by writing to:

Compliments and Complaints Manager, FREEPOST IH 2076
Norwich NR1 2BR or at www.norfolk.gov.uk

Challenges to decisions regarding suitability to foster

If prospective fostering enquirers are assessed as unsuitable as foster carers before having a formal application accepted, they can ask for a Team Manager to review the decision.

If the Team Manager upholds the decision, the enquirer(s) can ask to refer the decision not to proceed with the process to the Operational Manager -Adoption, Fostering & Residential Care for final adjudication. If this reviewing officer upholds the original decision, there is no further ground for appeal.

If a formal application to foster is accepted by the fostering agency, and doubts regarding suitability subsequently arise, the applicants are able to insist that their assessment as foster carers is presented to the Fostering Panel.

If the panel recommends that the applicants are unsuitable as foster carers, and this recommendation is agreed by the agency decision-maker, the prospective carers can refer themselves to an independent panel through the Independent Review Mechanism.

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Any serious concerns regarding the Fostering Service practice can be referred to the OfSTED inspectorate. The main office for the OFSTED fostering inspectorate service is:

OFSTED National Business Unit
Royal Exchange Buildings
St Anne's Square
Manchester M2 7LA
Tel: 08456-40-40-40
e-mail address: enquiries@ofsted.gov.uk



If a child has any serious concerns relating to Fostering Service they can contact the Children's Rights Director themselves. The details are:

Office of the Children's Rights Director
Ofsted
Aviation House
125 Kingsway
London
WC2B 6SE

Tel: 0800 528 0731
web address: rights4me.org

Fostering Service Management Arrangements

The OfSTED named, responsible manager is the head of social work resources.

Pen picture of Peter Ronan – Head of social work resources

- History Honours Degree (University of East Anglia, 1984)
- Diploma in Social Worker (CETSW No 41175, 1993)
- Certificate in Management (NEBS NC970000221711051098, 1998)
- HCPC Council Registered Social Worker (Registration Number SW31989.)
- Enhanced DBS July 2016

Peter has worked for Norfolk County Council since 1988 beginning in a residential children's home. Peter developed a key worker system whilst studying for his diploma in social work. Post qualifying, Peter developed an interest in working with families to achieve change. He Developed and led the Children Support Team which developed flexible packages of support to assist families to change drawing particularly from solution focused and attachment theory.

During this period Peter also chaired Foster Panels (1997 – 2000) and took on management responsibility for home care. Peter became the responsible individual for Children's Services Homecare, a service that has been constantly rated as 'outstanding'(3 teams) and 'good' (one team).

In 2006 Peter became a key member of Norfolk Children's Safeguarding Board, acting as Chair of the Southern Local Safeguarding Group and leading and managing 5 child protection teams across the Southern area.

Peter was also the operational lead for the re-write of Child Protection Procedures following Working Together 2010.

Peter brings a strong understanding of the families Looked After Children came from, detailed working knowledge of child protection and court process in adoption, fostering and residential care.

Since coming in to his current post in June 2011, Peter has put continuous improvement at the heart of all three services he manages, and there are active improvement plans for each of the three services in place

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APPENDIX ONE: Staffing

Staffing at 01.04.2013 is as follows. Full time hours unless stated.

Adoption, Fostering and Residential Care Operational Delivery Manager

	Total Experience of Children and Families	Experience of Fostering
Peter Ronan	27	4

County Fostering Recruitment Team

	Total Experience of Children and Families	Experience of Fostering
Team Manager Sheila English Certificate in Social Services, PQ Child Care Award, HCPC-registered Social Worker	43 years	23 years
Family Placement Social Workers		
DIP SW, BA Specialist Award Children & Families, PQ Certificate HCPC registered Senior SW	19 years	6yr & 3 mths
BSc (Hons), MA Social Work, DipSW, HCPC-registered Social Worker	15 years	9 years
DipSW, PSCC Inservice London, HCPC-registered Social Worker	32 years	14 years
CQSW, BA Specialist Award Children & Families, HCPC-registered Senior Social Worker	29 years	13 years
DipSW (Germany), MA Social Work, PQ certificate, HCPCGSCC-registered Senior Social Worker	20 years	9 years
DipSW, Degree in Social Sciences, RSA in Counselling Skills, HCPC registered Senior Social Worker, NNEB in Child Development	19 years	17 years

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Fostering Team 1

	Total Experience of Children and Families	Experience of Fostering
Team Manager Mike Woodward CQSW, Cert. Counselling, HCPC Registered SW	29	25
Family Placement Social Workers BA Classical Studies, MA/Dip SW, Child Care Award (MA Route). HCPC registered SW	14	8
DipSW, Practice Teaching Award, Specialist Award (Hons), HCPC Registered SW	24	9
DipSW, PQ1, HCPC registered SW	28	22
CSS. PQ, HCPC registered SW	35	11
BA Hons (First Class) History, MA/ DipSW (Distinction), HCPC registered SW	14	8
BA Hons Theology, MA/DipSW, HCPC registered SW	9	8
BA Hons Social Work, HCPC registered SW	13	1
BA Hons Drama & English Literature, MA in Social Work, HCPC registered SW	11	6
BA Hons Early Childhood Studies. MA in Social Work. HCPC registered SW, HCPC registered SW	13	1
Carer Support Worker NVQ Level 3 – Business Studies	4	4

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Fostering Team 2

Team Manager Suzy Holman, BA (Hons), CQSW, MA Social Work, Practice Teacher Certificate, Counselling cert, HCPC registered SW	27	15
Family Placement Social Workers DipSW, PQ (1), HCPC registered SW	14	9
Dip Sw, PQ, RGN, Management cert, HCPC registered SW	21	1
Dip SW, HCPC registered SW	27	9
DipSW, HCPC registered SW	24	14
DipSW, Montessori Teaching Cert. HCPC registered SW	23	9
Dip SW, HCPC registered SW	14	8
BA Hons in Social work, PQ, HCPC registered SW	25	6
Carer Support Worker BA English lit, Post graduate cert	6	6
NVQ 3 (Business) RSA 1, 2 3	20	1

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Fostering Team 3

	Total Experience of Children & Families	Experience of Fostering
Team Manager Martyn Lovett NEBS Management Certificate, DipSW, HCPC registered SW	31 Years	4 Years
Senior Social Worker CSS, HCPC registered SW CSS, HCPC registered SW CSS, HCPC registered SW CSS HCPC registered SW	17 Years 25 Years 33 Years 22 Years	15 Years 8 Years 24 Years 12 Years
Family Placement Social Workers		
MA in Social Work, HCPC registered SW	5 Years	3 Year
MA in Social Work, HCPC registered SW	8 Years	2.5 years
MA in Social Work, HCPC registered SW	3 Year	3 Year
MA in Social Work, HCPC registered SW CSS, HCPC registered SW	22 Years	2 Years
Carer Support Worker	12 Years	12 Years