

Flourish
Fostering



**WELCOME TO
FLOURISH FOSTERING**

www.flourishfostering.co.uk



WELCOME TO FLOURISH

We couldn't be happier that you would like to know more about therapeutic fostering, and that you may be considering fostering with Flourish.

At Flourish we really do do things differently, so let us share some of things that you should know about us.





FIRST THINGS FIRST, A LITTLE BIT ABOUT US ...

35 years on from the incarnation of independent fostering, a group of like minded professionals came together to create something truly unique.

Flourish is the UK's most advanced therapeutic fostering service, founded and led by nationally recognised and respected management, clinicians and fostering families.

Our model is truly unique – both in the way we are structured and the model by which we operate.

Flourish Founders Group: our founder members, comprised of experienced staff and fostering families, are the guardians of the Flourish visions and values, providing a consistent presence that holds the life-force of therapeutic fostering for the future.

Our Flourish Founders Group is at the heart of our community. Together, it has established a 'circle of success' from which every child, staff member and Foster Parent can draw upon to become the best versions of themselves.

Innovating for change: innovation is at our core and this is evidenced across our service.

From our unique therapeutic model and VR enabled behaviour change training programme, to our in-house developed Diploma in Applied Therapeutic Practice, we are the pioneers of 'doing things differently'.

Relationship led: once a family joins Flourish it's hard to leave! Our ethos, whilst professional, is one of partnership, respect and family. We bond over bake off's, dog shows, sports days, coffee mornings, craft afternoons – there is an enjoyment in 'togetherness' and that's what makes us special. And yes, we are rated as Outstanding by Ofsted – as well as by our staff team, families, young people and our Local Authority partners.

The Flourish way: a small but mighty organisation, where the working environment is like being part of a family; where people are known by name, and personal attention is the order of the day.



OUR FOUNDERS

DR. MICA DOUGLAS

Clinical Director



A social worker and a highly regarded Psychotherapist who has worked in therapeutic fostering for over 20 years, Mica trains, supervises and supports our Foster Parents to manage the complexities of caring for children and young people who have suffered relational trauma. In 2020 Mica completed a doctorate in exploring therapeutic training and how this can elevate the skills of Foster Parents in achieving often remarkable results in fostering. Mica's findings from that research study plays a key role in informing the therapeutic work at Flourish Fostering. Her vast experience as a Social Worker, Manager and a UKCP Registered Psychotherapist (for adults as well as for children and adolescents), gives Mica a unique combination of skills to lead Flourish.

The fact that I have worked as a Social Worker and as a Psychotherapist for many years has given me a unique view of fostering, and my passion is in developing interesting training courses that genuinely leave people eager for the next instalment.

NICOLA TUNBRIDGE

Director



Nicola has worked in the independent fostering sector for over 25 years, most notably as an innovative and successful Managing Director. Having been both a Foster Parent and an entrepreneur, Nicola is passionate about the creation of a cutting edge and 'stand out from the crowd' fostering provision that truly makes a difference to Foster Parents and to children's lives. A dedicated Therapeutic Practitioner, she trained at Family Futures Consortium and designed the highly praised 'The Future is Orange' course on childhood attachment.

The support that the Flourish Fostering team provide means that our Foster Parents can get on with their job of looking after children and young people in their care, knowing that they are equally-valued members of the team; I'm here as a 'hands-on' Director, committed to ensuring that we provide our Foster Parents with a first-class experience.

OUR 'WHY?'

We do what we do to help children and young people who have been significantly harmed to recover from their early experiences and thrive in a safe and trauma-informed environment.

We recognise that it is important to nurture a warm but professional relationship with Foster Parents and create an environment in which high support and high challenge can be tolerated. We take pride in best practice and investment in the training and professional development of Foster Parents and staff.



Flourish South – The Cedars, Kent



Flourish North – The Old Chapel, Stockport



WHAT MAKES US DIFFERENT?

Our families are an integral part of our professional team, working side by side with our social workers, therapists and administrative staff.

The professional respect we have for our families is evidenced throughout our service which includes a transparent promotion criteria allowing for professional progression as well as sector leading pay, allowances and benefits.

Flourish families also benefit from 21 days paid respite, a range of additional allowances, thought provoking training programmes and qualifications, as well as having the support of a dedicated team of employed therapists lead by our Clinical Director.



**Holiday allowance
for each foster child**



**Clothing allowance for
each foster child**



**Festival allowance
for each foster child**



**Summer holiday
allowance**



**School uniform allowance
for each foster child**



Birthday allowance

We operate an open door policy across our service and ensure our Flourish offices are a truly enjoyable and welcoming place to visit, learn, meet and socialise.



OUR THERAPEUTIC APPROACH IS OUR EDGE

Our therapeutic model is based on research carried out by Dr. Mica Douglas and leading researchers into trauma and attachment. The premise is that all children in care have suffered relational trauma, which means they have been hurt in relationships that were meant to cherish and safeguard them.

Relational trauma requires relational repair, which means the child can only heal from within a safe, nurturing and informed relationship. The Flourish Therapeutic Model supports Foster Parents and staff to build reparative relationships with children and young people. Foster Parents are given extensive training and guidance on how this can be achieved and play a vital role in providing a positive experience for every traumatised child.

The emphasis is on the quality of relationships between:



Through the relationship, the Flourish team works to contain and champion our Foster Parents while they do the important work of containing and holding the child in their care.

COULD FLOURISH BE RIGHT FOR YOU?

Fostering is one of the most vital tasks we can undertake to safeguard the future of traumatised children and young people. Fostering for Flourish means you will be equipped, supported and developed to ensure you are confident in your role as a therapeutic Foster Parent where you will be providing professional support and a loving home to those most in need.

These are just some of the qualities we look for in our prospective foster parents:



Kindness



Compassion



Stickability



Advocacy



Resilience



Ability to reflect



Self-awareness



Empathy



Fun

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GET IN TOUCH

If you would like to learn more about fostering for Flourish, please contact Kath or Karen for an informal chat.

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