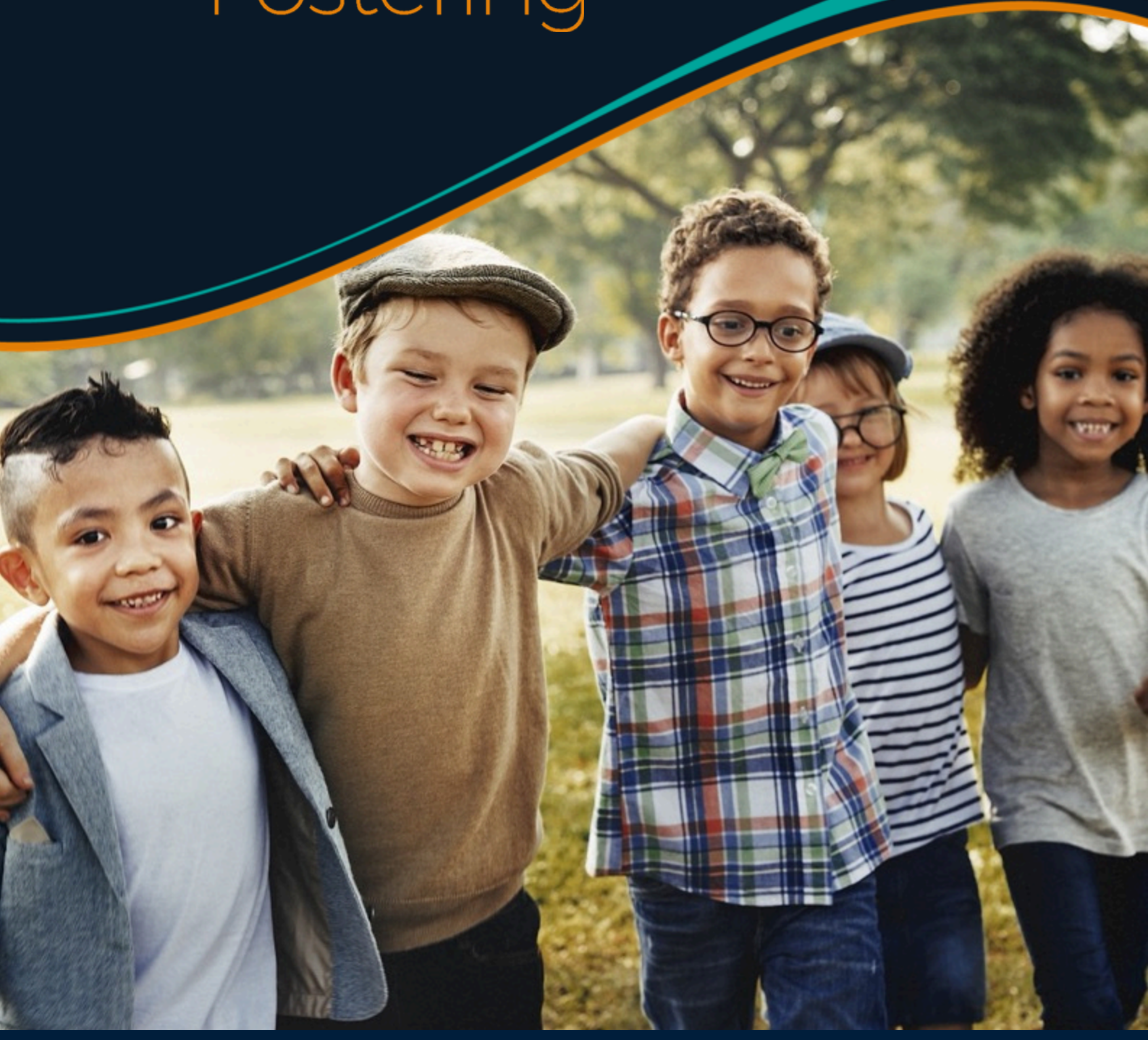
Flourish Fostering



Statement of Purpose

www.flourishfostering.co.uk

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Introducing Flourish Fostering

At Flourish Fostering, our small and friendly, personal and unique approach is just how fostering used to be. We take pride in ensuring a team approach, where our Foster Parents are supported to become part of our family, striving to create a caring fostering community where we all work together to ensure children's needs are met.

- Therapeutic Model – based on years of experience and research into what works.
- Outcomes – individualised therapeutic plans for each child.
- Supported Foster Parents – expert training and professional support.
- Proven Expertise – in running successful and outstanding children's services.

At Flourish Fostering, we work tirelessly to provide whatever the child needs to help them recover from the past and face the future with confidence.



Our Mission Statement

Our mission is to provide a range of high quality therapeutic fostering services to meet the needs of children and young people who have been through adverse childhood experiences. We aim to find inventive ways to bring improved outcomes to those who may have had limited opportunities in life so far, and to provide these in a creative and cost-effective way, whilst meeting the needs of children and young people.
In summary, our mission is to provide professional therapeutic fostering services which set the gold standard in achieving quality outcomes for each child and young person we care for.

Our Values

Flourish Fostering's vision is to help children and young people who have been significantly harmed (those who have experienced the trauma of abuse, neglect and/or multiple family placement breakdowns) to recover from their early experiences and thrive in a safe and trauma-informed environment.
Flourish Fostering recognise that it is important to nurture a warm and professional relationship with Foster Parents and create an environment in which high levels of support and professional curiosity and challenge can be tolerated. We achieve this by providing structured processes for Social Worker and Foster Parent supervision. We take pride in best practice and investment in the training and professional development of Foster Parents and staff.

Our Promise

To children: Flourish Fostering are committed to providing safe, nurturing homes for children who are unable to live with their birth families. Flourish Fostering are committed to enabling children to achieve their potential and to develop resilience, overcoming the loss and trauma they may have experienced in the past. We will work tirelessly to provide whatever the child needs to help them recover from the past and face the future with confidence.
To Foster Parents: As well as going the extra mile for foster children, we also go the extra mile for Foster Parents. Staff will support Foster Parents to be able to dig into reserves of resilience when they are going through difficult times. We will provide the motivation and pockets of energy to help Foster Parents feel restored and revitalised, and offer the comfort of knowing that there is a strong and skilful team available, including mentors who will be able to help through challenging times.



Regulatory Framework

Flourish Fostering is registered and inspected as a fostering provider under the Children Act 1989, the Care Standards Act 2000, the Fostering Services (England) Regulations 2011, the Care Planning, Placement and Case Review (England) Regulations 2010, the National Minimum Standards for Fostering Services, the Children Act 1989 Guidance and Regulations Volume 4: Fostering Services, the Children Act 1989 Guidance and Regulations Volume 2: Care Planning, Placement and Case Review, and Working Together to Safeguard Children. The service is regulated by Ofsted and inspected under Ofsted's social care inspection framework for independent fostering agencies.

Our Model of Therapeutic Fostering

Being a Foster Parent is a rewarding and fulfilling career that provides the opportunity for a child to be cared for as an individual and develop bonds with safe and caring adults, to ensure children's needs are met in order to achieve a positive outcome.

Flourish Fostering has developed a therapeutic model of fostering based on years of experience and research into what works for children and young people with complex emotional and behavioural difficulties. It emphasises the safety of each child, the importance of consistent and reliable relationships, and the ability to regulate stress and communication between members of the professional network and becoming a trauma-informed organisation. Each of the founders of Flourish Fostering has worked in therapeutic fostering for many years and bring a wealth of experience and knowledge. The family environment has huge potential for providing a trauma-informed therapeutic home for the child, as well as a safe and loving environment. The Clinical Director, Mica Douglas, has completed a Doctorate researching Therapeutic Fostering. She is a Social Worker and Psychotherapist, bringing a unique blend of leadership skills to the company.

Learning from the research was extensive and rich, especially into the needs of children in care who have been significantly harmed. That research now informs Flourish Fostering's therapeutic assessments for children, in order to be able to identify their needs, respond accordingly and monitor progress on our therapeutic tracker.

The needs of Foster Parents were also reviewed in the research, and Flourish Fostering will implement evidence-based practice about what helps a Foster Parent to think therapeutically, the qualities looked for in assessment, and the resilience that helps them to hold on to children through thick and thin.



Outcomes for Children

A holistic assessment of each child or young person begins with the Planning Meeting and the gathering of initial information to help identify the needs of the child and what may support the Foster Parent.



Once the child or young person has settled into the placement, an assessment of trauma and attachment needs is undertaken. Baseline scores on emotional, social and behavioural measures are gathered and repeated to monitor progress.

The assessment findings are used to create individualised Therapeutic Plans for each child or young person in Flourish Fostering. The plans will supplement the Care Plan and Risk Assessment. Further assessments are available for children and young people with more complex needs as and when needed.

What Children Can Expect:

- Therapeutic Fostering Plans & Assessments by a Child and Adolescent Psychotherapist
- Pocket Money Every Week
- Savings Account (£10 per week)
- Clothing/School Uniform/College Allowance
- Forums to Meet Other Foster Children
- Sports & Social Events
- Your Voice to be Heard, Through Forums, Feedback & a Young People's Ambassador
- Activities & Outings
- Skills Workshops
- Achievement Awards
- Participation Pledge
- Health & Wellbeing Checks After a Young Person Has Been Missing

Additional Optional Services

- Psychotherapy*
- Play Therapy*
- Family Therapy*
- Life Story Work*
- Speech and Language Therapy*
- ADHD/ASD Assessments*

* Arranged if needed at an additional cost



Flourish Fostering (North) - St Luke's Chapel

St Luke's Chapel, 57 Buxton Road, Stockport SK2 6NB is a converted church that is now used as office premises. There is a small garden and a car park in this beautifully converted property where foster parents can attend meetings and training.

What Foster Parents Can Expect

The Flourish Fostering team understand that fostering is fun and incredibly rewarding; we recognise that it is also complex and demanding.

We believe that all children deserve to live in a friendly, safe and stable home; that's why our dedicated fostering team are committed to ensuring that our Foster Parents are trained to the highest possible standard in order to meet the needs of the children and young people placed in their care.

As a Flourish Foster Parent, you can be assured that you will receive outstanding support every step of the way. Our Foster Parents have access to a training programme that is research-based, and includes mandatory training such as safeguarding, paediatric first aid and health and safety, through to optional intermediate and advanced levels of therapeutic training. There are opportunities to gain external qualifications in trauma-informed care and therapeutic fostering, through innovative media. The training, combined with supervision groups, ensures that the golden thread of therapeutic fostering runs throughout our service, catering for families in their first year to those families who have years of experience.

This commitment to training for both staff and foster families ensures that we can place a wide range of children with varying and bespoke needs. We pride ourselves on our flexibility and will always go the extra mile to support Foster Parents in whatever way is needed.

- Foster Parent Group Supervision (Monthly)
- Foster Parent Individual Supervision (Monthly)
- Weekly Telephone Contact
- 21 Nights Pause (Respite)
- Consultancy with an in-house Psychotherapist
- Therapeutic Plans to Provide Additional Support & Guidance
- Extensive Training Programme; Including Options to Gain Qualifications
- Out of Hours and Duty Social Workers, So there is Always Someone There for You
- Web Portal for all Policies, Documents, Foster Parent Handbook, Diaries and Forms That You Will Need
- Annual Review of Your Work and Progress
- Travel Allowance
- Holiday Allowance for Each Foster Child
- Clothing Allowance for Each Foster Child
- Festival Allowance for Each Foster Child
- School Uniform Allowance for Each Foster Child
- Social Events
- Membership to 'Foster Talk' That Gives Access to Financial and Legal Advice if Necessary
- Prize Draw Every Month
- Foster Parents in Their First Year Will Receive Additional Support from a Mentor to Help Them Through the Tricky Times

Foster Parent Pay and Allowances

Flourish Fostering provide competitive pay and a full range of fostering allowances which will enable Foster Parents to fully meet the needs and expenses of foster children.

The payment you receive from us will be made up of two elements, which are calculated on a weekly basis per child in place:

- The Maintenance Allowance for the Child – This covers the costs of everything that you need to care for a child, such as food, clothing, transport, personal items and household expenses.

- The Foster Parent Fee – This is effectively your salary for the time and skill dedicated to fostering.

  The amount that Foster Parents receive for each of these components will vary depending on a number of factors, including the type of placement, the age of each child and, sometimes, the complexity of their needs.

  We also provide our Foster Parents with 21 nights' pause (respite), funded by Flourish Fostering, and actively encourage our Foster Parents' family members and own support network to provide the continuity of care for foster children in their Foster Parents' home. This enables our Foster Parents to have exclusive recuperation time to recharge their batteries.

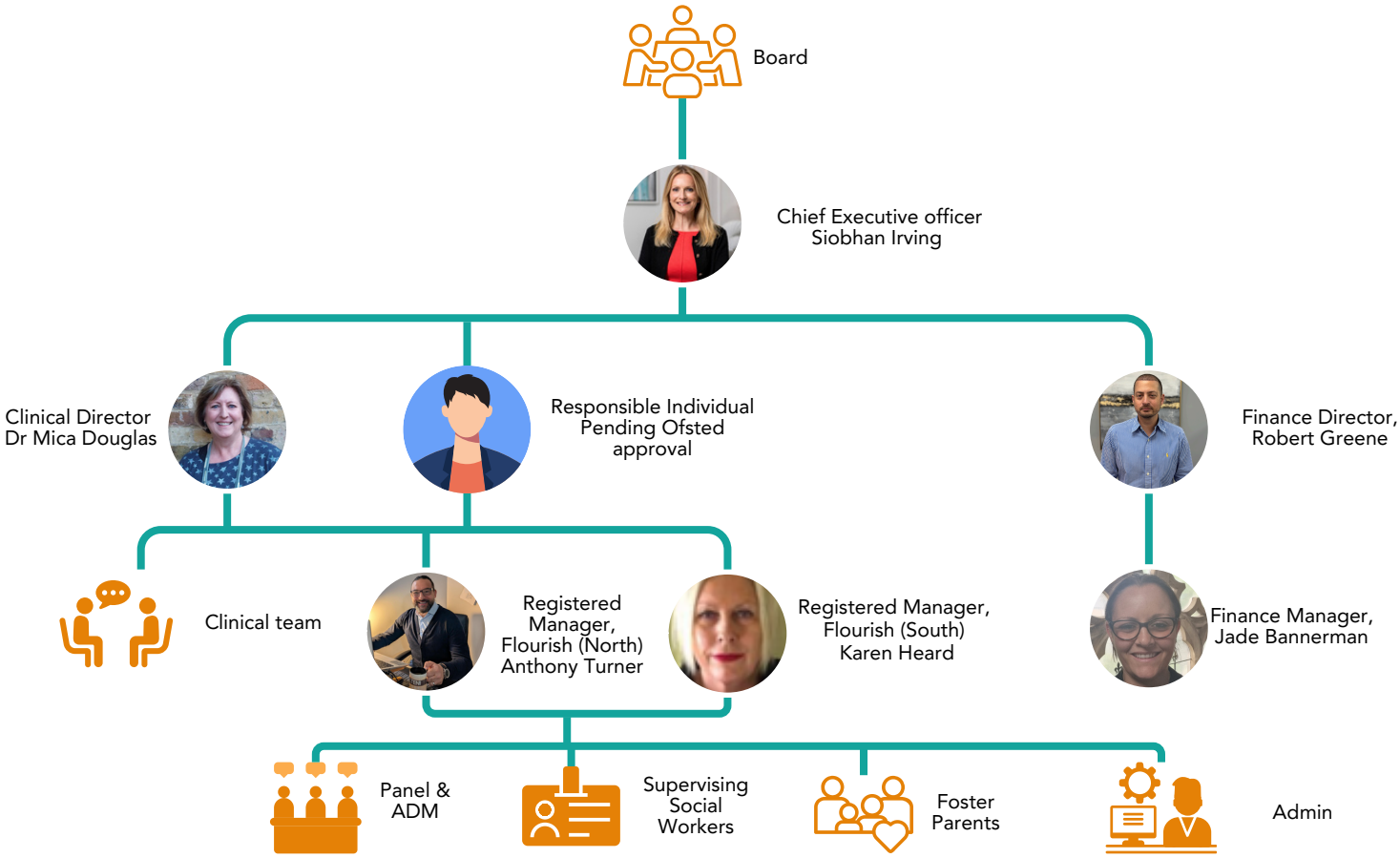
Foster Parents are also entitled to a range of additional payments to cover special occasions and circumstances, such as buying birthday gifts for children in place, holiday allowances to cover other costs during school holidays, religious festivals and some travel costs. Payments are paid electronically, directly into your bank account. As a Foster Parent, you will be eligible for National Insurance credits from the government, which will count towards your State Pension.

As a Foster Parent, you are classed as self-employed. Your earnings will be subject to special tax arrangements which in most cases will mean that you will pay very low, if any, tax on your income from fostering.

You can find more useful information about how this may work for you on the HMRC website: www.gov.uk/foster-carers



Meet the Management Team



Management Structure and Resources

The Senior Fostering Management Team meets monthly and has responsibility for the strategic direction, quality assurance and day to day management of the organisation. The team consists of:

- Chief Executive Officer, Siobhan Irving
- Clinical Director, Dr Mica Douglas
- Responsible Individual, pending Ofsted approval.
- Registered Managers, Karen Heard (South)
- Registered Managers, Anthony Turner (North)
- Finance Director, Robert Greene
- Finance Manager, Jade Bannerman
- Director and Chair, Nicola Tunbridge

The Senior Fostering Management Team is responsible for the corporate governance of the company, as well as determining and reviewing the following:

- Safeguarding Children and Young People
- Strategic Vision
- Quality Assurance
- Annual Business Plan
- Financial Management and Cashflow
- Policies and Procedures
- Legal Compliance
- Culture and Values
- Overall Effectiveness of the Service

The Board – is made up of people who have worked in fostering for many years and they have all individually invested in the company. The Senior Fostering Management Team is overseen by the Board. Siobhan Irving, Robert Greene and Dr Mica Douglas sit as Board members and report directly to them.

Meet the Flourish North Team



Dr Mica Douglas
Clinical Director

Over the last 18 years, Mica has been leading the way for Foster Parents to gain qualifications in therapeutic fostering and will help Flourish Foster Parents become champions of therapeutic fostering. Mica is well known in fostering circles for her skill in helping Foster Parents to achieve more than they knew was possible with children and young people in their care. Her hallmark is in developing potential.
She has a Doctorate in Therapeutic Fostering about the experiences of Foster Parents going through therapeutic training and how it changed them and their relationships to children in their care.
Mica brings integrity, values, and a standard of training to fostering that is second to none. Her experience as a Social Worker, a Manager, a UKCP Registered Psychotherapist and as a Child and Adolescent Psychotherapist, gives her a unique combination of skills to lead the company.

The Clinical Director has responsibility for:

Operational Oversight of:

- Training programme delivery for Foster Parents from Pre-Panel through to Post-Panel and beyond, up to Diploma level.
- Providing or sourcing training for staff.
- Enquiry and Placements – Managing initial enquiries from prospective Foster Parents and arranging visits. Responsible for ensuring referrals for placements are responded to efficiently, liaising with the Registered Manager and Supervising Social Workers to put forward good matches to the Local Authority.
- The objectives of Flourish Fostering.

Anthony started in Social Care in January 1993. Anthony qualified as a Social Worker in December 2003. Since qualifying, Anthony has achieved other social work and various management qualifications as per Ofsted requirements. Anthony is registered with Social Work England.

Anthony has worked in various social work environments such as residential child and adult care, a local authority initial social work response team and further experienced working in a long term residential social work team as a Senior Residential social worker.
Anthony has worked in the independent sector since 2004. Anthony has held various management and senior positions with other Independent Fostering Agencies and has a strong knowledge of the associated fostering regulations and standards that underpin good practice, and which Independent Fostering Agencies are guided by and adhere to.



Anthony Turner
Registered Manager,
Flourish Fostering
(North)

Supervising Social Workers
These are qualified, Social Work England registered and experienced Social Workers. They each have a geographical area and are responsible for visiting Foster Parents' homes on a monthly basis for formal supervision, attending meetings, spending time with children and young people as appropriate, and undertaking all aspects of the Supervising Social Worker role. The Supervising Social Worker will also facilitate group supervision for the Foster Parents they manage.

Social Work Assistant
The Social Work Assistant will be someone who can get alongside children and families, making good relationships. Part of their role will be organising children's events and activities, using their initiative and working closely under the direction of the Registered Manager and Supervising Social Workers.

Administration Staff
This is a key role supporting the Supervising Social Workers, Registered Manager and the Social Work Assistant. They assist all members of the team including arranging reviews, training and data-inputting, as well as welcoming visitors and hospitality.

Meet the Flourish North Team

Nicola has worked in independent fostering for 26 years, most notably as an innovative and successful CEO. Having been a Foster Parent and an entrepreneur, she is passionate about the creation of a cutting edge and 'stand out from the crowd' fostering provision.

A dedicated therapeutic practitioner, she trained at Family Futures Consortium and designed the highly praised 'The Future is Orange' course on childhood attachment.

Nicola is proud to be part of Flourish Fostering, particularly as it offers the personal, family feel and timely responses and actions that Foster Parents expect and deserve.



Nicola Tunbridge
Director and Chair



Siobhan has worked in health and social care for 10 years, and has 15 years of senior management experience.
Siobhan is a confident and collaborative leader who is focused on supporting the team in delivering the best outcomes for young people in care.

Siobhan Irving
Chief Executive Officer

Robert brings over 20 years of professional experience, with 12 years dedicated to Financial and Commercial leadership within the Social Care sector. His career has been shaped by a passion for improving the lives of children and young people, particularly through fostering services.



Robert Greene
Finance Director



Jade has been working in finance for 12 years, and has experience in financial auditing, acquisitions, commercial transactions, payroll and budgeting and forecasting.
Jade has been with Flourish since January 2023 and enjoys working within children's services.

Jade Bannerman
Finance Manager

Meet the Flourish North Clinical Team



The North clinical team comprises highly qualified, BACP/UKCP-registered psychotherapists with extensive knowledge and experience of working with foster parents, children and young people who have experienced trauma, adversity and disrupted attachments. Lead by Debra Payne, the team provides a range of specialist therapeutic services designed to support the emotional wellbeing, development and individual needs of children and young people in foster care, whilst also strengthening the confidence and skills of those caring for them.

Their work includes providing therapeutic consultations, developing individualised therapeutic plans and producing comprehensive Therapeutic Review reports, informed by recognised standardised measures to assess progress, identify emerging needs and guide ongoing support.

In addition, the team is responsible for designing and delivering bespoke therapeutic training to staff and foster parents, ensuring that therapeutic knowledge and trauma-informed approaches are embedded into everyday practice. They also facilitate monthly group reflective practice sessions for both staff and foster parents, providing a safe and supportive space to explore challenges, reflect on experiences and develop effective therapeutic responses. The team also undertakes therapeutic life story work with children and young people, supporting them to make sense of their experiences, develop a coherent understanding of their personal histories and strengthen their sense of identity and belonging.

Debra is a highly experienced integrative psychotherapist with over 30 years' experience of working with children, young people and their families across a wide range of therapeutic and social care settings. Throughout her career, she has developed extensive knowledge and understanding of the emotional and psychological needs of children who have experienced trauma, adversity and disrupted attachments, alongside the importance of providing effective therapeutic support to those caring for them.

Debra is passionate about promoting a trauma-informed, relationship-based approach to supporting children and young people, recognising the vital role that foster parents and professionals play in helping them feel safe, secure and understood.

Debra joined Flourish Fostering in October 2024 and brings a wealth of knowledge, experience and therapeutic insight to the team, supporting the delivery of high-quality, child-centred therapeutic services that promote emotional wellbeing, resilience and positive outcomes for children and their foster families.



Debra Payne
Lead Psychotherapist, North.

Flourish Fostering



Flourish Fostering Exists to Provide:

- Foster Parents who are fully prepared, supported, supervised and trained in their role.
- Foster homes which provide stability and security to children.
- Foster homes which promote a child's positive sense of their own identity, including their culture, religion and ethnicity, respecting the child's origins and differences.
- Foster homes which help the foster child make sense of their past.
- Foster homes which actively promote the child's education and learning, including celebrating their strengths, interests and talents.
- Foster homes which actively promote the child's physical and emotional health, including mental wellbeing.
- Foster homes which help the child understand and manage risks for themselves and involve them in their care planning.
- Foster homes which actively prepare the young person for adulthood, at a pace and style that the young person can tolerate.
- Foster Parents who are keen to understand the internal world of the child.
- Social Worker supervision that takes a robust approach to the best practice, challenging Foster Parents to provide the high-quality care that children deserve.

Flourish Fostering



Our Parent and Child Service is underpinned by the knowledge of what babies need in the early years of their little lives. We promote attachment as a core principle of what helps children feel safe in the world and develop self-esteem. Our philosophy is to give each parent the skills and nurture to help them become good parents to their children, whilst recognising that they too may have missed out on this precious time. We train Foster Parents in how to approach this complex work, and provide additional support to Foster Parents with extra home visits from Supervising Social Workers.

Parent and Child Service

Flourish Fostering Services

- Foster Parents are drawn from a range of cultural and religious communities, reflecting the needs and identities of children coming into care.
- Foster Parents able to care for children of different ages.
- Foster Parents able to keep siblings together when needed.
- Foster Parents able to contribute towards the ongoing assessment of each foster child, supporting the development and review of the child's day to day care as appropriate.
- Foster Parents trained to care for children with complex health needs.
- Foster Parents trained to provide Parent and Child arrangements.
- Foster Parents trained to care for children and young people at risk of exploitation.
- Foster Parents trained to support young people making a step-down transition from a children's home.
- Foster Parents trained to provide young people with a therapeutic placement.
- An ongoing programme of group activities and individualised direct work for children and young people will be provided by our Social Work Assistant.

Safeguarding

Flourish Fostering's main priority is to protect and safeguard children. We do everything possible to ensure that our staff, Foster Parents and foster children know the importance of keeping children safe. All that we offer is underpinned by the most recent thinking on safeguarding.

We offer:

- A service which makes safeguarding a priority in terms of the safety of children, recruitment of Foster Parents and staff, and in terms of involving statutory agencies appropriately when issues of concern come to light.
- A collaborative approach to care planning and risk assessment with the responsible authority.
- The development of an individual Therapeutic Plan for each child.
- Foster homes which are carefully matched with the needs of the child.
- Monitoring and quality control systems through our cloud-based data system, that help us to report on results for children and young people.
- Membership of local safeguarding multi-agency partnerships to share best practice and learn from others.





Quality in Recruitment

- Flourish Fostering is committed to recruiting Foster Parents who can meet the high standards that we demand and meet the needs of children referred for placement. We recognise that Foster Parents come from all walks of life and our experience informs us there is no stereotypical Foster Parent. We celebrate differences.
- There is a robust recruitment process in place that is responsive to initial enquiries and quickly screens out those who are obviously not suitable. Interviews and pre-approval training and assessment enables applicants and staff to make informed decisions about suitability.
- The assessment process takes 3-4 months, and every effort is made to ensure there is no avoidable delay. Within that time frame, DBS checks and safeguarding checks will be made on all applicants. All information obtained is held on file in accordance with the Fostering Services Regulations (2011) and Data Protection Act. Covid-19 has meant that our assessments and Panel have been online this year.

Initial Enquiry

Your initial enquiry is an opportunity for you to find out if fostering is for you. The application process will provide all of the answers to your questions, enabling a process to find out more about you and your motivation to become a Foster Parent.

Home Visit

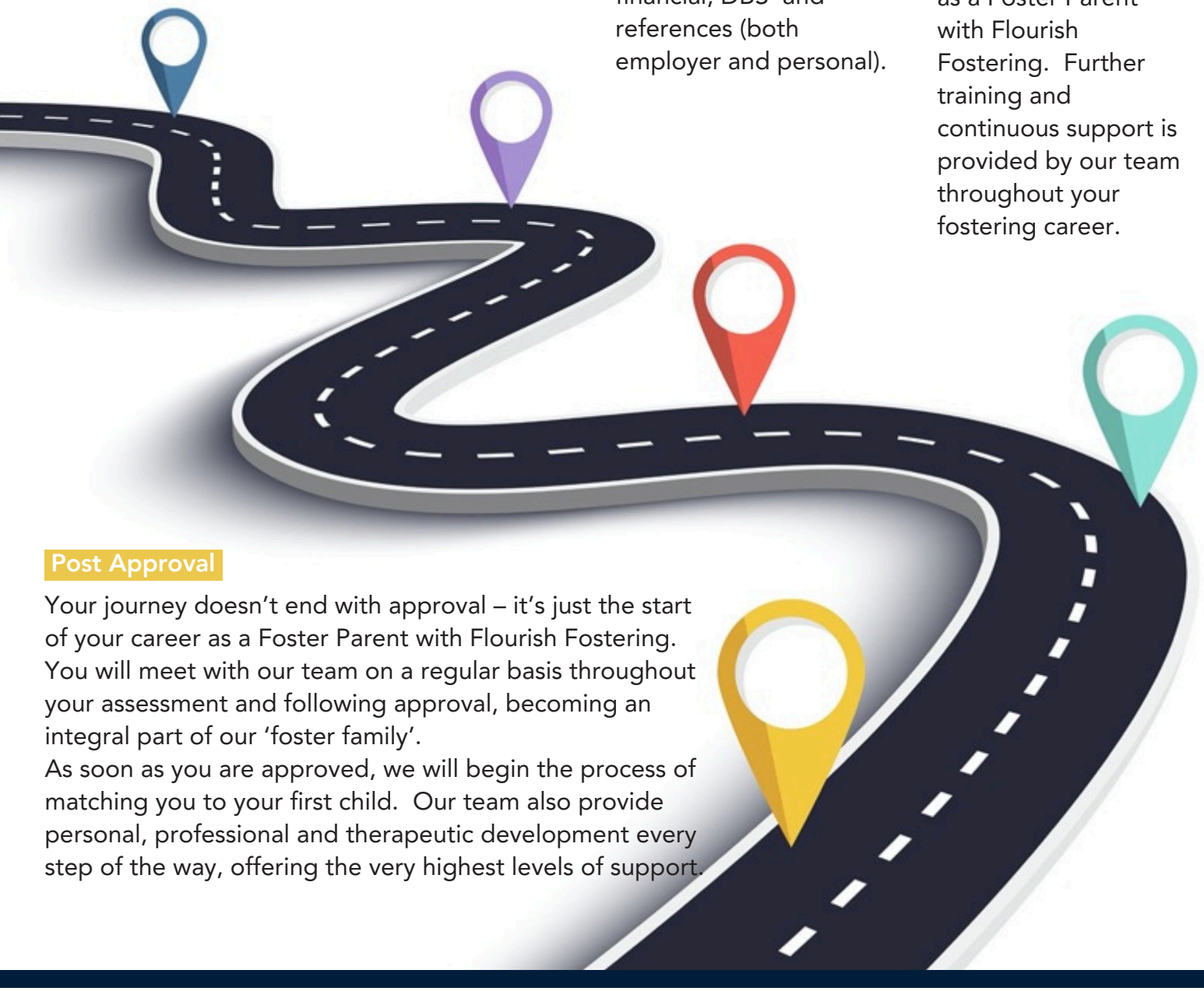
Someone from our fostering team will do an Initial Home Visit, in person to have a detailed discussion about your individual circumstances, your family, and any experience that may be relevant to fostering.

Application Assessment

A 'two-way' formal process of applying to become a Foster Parent - a detailed assessment of your suitability to become a Foster Parent that informs you throughout your journey, and involves a number of checks including medical, financial, DBS and references (both employer and personal).

Training

You will undertake our 'Skills to Foster' course - an introductory three-day training programme that provides an insight into your role as a Foster Parent with Flourish Fostering. Further training and continuous support is provided by our team throughout your fostering career.



Post Approval

Your journey doesn't end with approval – it's just the start of your career as a Foster Parent with Flourish Fostering. You will meet with our team on a regular basis throughout your assessment and following approval, becoming an integral part of our 'foster family'.

As soon as you are approved, we will begin the process of matching you to your first child. Our team also provide personal, professional and therapeutic development every step of the way, offering the very highest levels of support.

Quality Assurance and Monitoring

To monitor the quality of the services outlined above, Flourish Fostering uses the following audit methods:

Child and Foster Parent Records
All the child records completed by Flourish Fostering staff are dip-audited by the Registered Manager on a monthly basis, with action taken to address any deficits. All Foster Parent records are signed off and monitored through regular supervision provided by the Supervising Social Worker.

Scrutiny of the Fostering Panel
It is the role of Fostering Panel to make recommendations about the approval status of Foster Parents. Flourish Fostering is committed to ensuring that Fostering Panel takes a balanced but robust approach to its role as providing feedback and quality assurance for the company. There is always an independent Social Worker present on Panel, as well as other professionals.

The Voice of the Child
The voice of child is important to us, and we want children looked after by Flourish Fostering to feel that they are heard. Evidence for this will come from participation in the Child in Care Review, the Foster Parent Annual Home Review, children's forums and one-off consultation events and questionnaires developed by Flourish Fostering. Children will be seen regularly by Flourish Supervising Social Workers and will be attending activities and events overseen by our Social Work Assistant.

Education
Flourish will work closely with schools who have our children on the roll to ensure that the school feels supported in knowing the needs of that foster child. We will do this through consultations and through free training for schools.

Participation
All young people in our care will be encouraged to participate in a variety of ways in social events, fun activities and through giving feedback.

In addition to the methods outlined above, outcomes for children and the service are measured in the following areas:

- Educational Attainment and Attendance
- Placement Stability
- Number of Complaints and Allegations
- Number of Incidents of Children Going Missing from Care
- Number of Accidents or Other Noteworthy Incidents Involving Foster Children
- Number of Children with an Individual Therapeutic Plan and Risk Assessment
- Strength & Difficulties Questionnaires (SDQs)

In keeping with the expectations of the 2011 National Minimum Standards and Statutory Guidance for fostering services, this Statement of Purpose provides only an overview of our aims and ethos. Further information about any aspect of this Statement of Purpose is available from Flourish Fostering upon request.

If you know someone who needs this Statement of Purpose in another language or format, please let us know and that will be provided.

Flourish Fostering

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Small Company, Big Difference.