



Statement of Purpose Capstone North

Statement of Purpose

The services offered by Capstone Foster Care North) Ltd are underpinned by:

Children Act 1989

National Minimum Standards 2011

The Fostering Service Regulations (England) 2011

The Children Act 1989 Guidance and Regulations Volume 4

The Childrens Bill 2013

Volume 2: Care Planning, Placement and Case Review (England) Regulations 2010 and statutory guidance

UN Rights of the Child

Capstone Foster Care (North) Ltd Philosophy

Capstone Foster Care (North) Ltd believes that children and young people have the right to experience a safe and supportive family environment that will offer safety and a nurturing home life. We believe this will allow children and young people to achieve their full potential.

Capstone Foster Care (North) Ltd feel that children and young people's views and wishes should be listened to and taken into account when planning our future services.

Capstone Foster Care (North) Ltd values the contribution that foster carers make to children and young people and recognise their professional role as part of the professional team that surrounds a child/young person.

Capstone Foster Care (North) Ltd recognises the enormous contribution that foster carers make to children's lives and we aim to meet the needs of the carers as well as the children.

Aims of the agency

Capstone Foster Care (North) Ltd aims to provide a fostering service which is conducted and managed by those with the appropriate skills and experience to do so efficiently and effectively.

Capstone Foster Care (North) Ltd aims to provide a fostering service which is managed ethically and efficiently.



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Capstone Foster Care (North) Ltd aims to provide a well-resourced service, which delivers excellence in foster care.

Capstone Foster Care (North) Ltd aims to provide a service that enables foster carers, their children and foster children placed to meet regularly throughout the year in a social setting in order to develop a sense of working together as a wider family.

Capstone Foster Care (North) Ltd aims to provide support and advice to the children of foster carers and to ensure that these children can access the support on offer by the agency.

Capstone Foster Care (North) Ltd aims to provide a service that enables foster carers and children placed to access respite if this is agreed to be within the best interest of the child.

Capstone Foster Care (North) Ltd aims to provide a service which works in partnership, with foster carers, social workers, the placing Local authority, if possible and desirable the child and their natural parents.

Capstone Foster Care (North) Ltd aims to provide a fostering service which promotes and safeguards the physical, mental and emotional welfare of the children placed in its care.

Capstone Foster Care (North) Ltd aims to provide a fostering service which ensures the protection and development of each child placed.

Capstone Foster Care (North) Ltd aims to provide a fostering service which promotes each child placed health and educational needs to ensure a child can reach their full potential.

Capstone Foster Care (North) Ltd aims to provide a fostering service that can assess the progress of a child or young person in placement and the ability of a young person to care for themselves upon leaving care.

Capstone Foster Care (North) Ltd aims to seek the views of the children of the family, foster carers, Local Authority, the child and their natural parents in order to evaluate and improve the services provided.

Capstone Foster Care (North) Ltd aims to promote contact between each child placed and any significant other providing that this is considered to be in the best interest of the child and in line with the Local Authority Care Plan.

Capstone Foster Care (North) Ltd aims to promote, support and respect the cultural, heritage and religious identities of children placed, and their foster carers, in choice of placement and subsequent support.



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Capstone Foster Care (North) Ltd aims to consult with those significant to a child in care and where it is truly practicable or possible to consult with the child himself, the foster parent and the child's social workers to assist in reaching important decisions.

Capstone Foster Care (North) Ltd aims to provide a service where foster carers are able to take a large sibling group and where the foster carers are experienced in dealing with the complex dynamics that may occur.

Capstone Foster Care (North) Ltd aims to promote and establish continuity in a child's life so that a child's identity may be maintained, their well being promoted and potential realised.

Capstone Foster Care (North) Ltd aims to provide appropriate support and preparation for independence to all children placed in line with the fostering agency guidance.

Capstone Foster Care (North) Ltd aims to provide a fostering service that promotes a supportive family environment in which a vulnerable parent or parents can develop the necessary parenting skills to meet the needs of their child/ren.

Capstone Foster Care (North) Ltd aims to ensure that the people who work in and for it are suitable to work with children and young people.

Capstone Foster Care (North) Ltd aims to ensure that the personnel who work for the agency are managed, trained and supported in such a way as to ensure the best possible outcomes for children placed in its care.

Capstone Foster Care (North) Ltd aims to ensure that the number of staff and foster carers and their range of qualification and experience are sufficient to meet the purposes and functions of the organisation.

Capstone Foster Care (North) Ltd aims to ensure that detailed records are appropriately maintained and are accessible, to the fostering service, Local Authorities, individual foster carers, the children placed in its care and their parents in line with the agency confidentiality policy and the Data Protection Act.

Capstone Foster Care (North) Ltd has a well-established complaints policy and procedure which is accessible to children placed within the agency, families, Local Authorities, Foster Carers and others as appropriate.

Capstone Foster Care (North) Ltd aims to ensure that foster carers, children placed and their birth parents should have the opportunity to challenge decisions made by the fostering agency and will be made aware of the procedure open to them.



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Capstone Foster Care (North) Ltd aims to ensure that the premises used as offices are suitable for the purposes.

Capstone Foster Care (North) Ltd aims to ensure that it is financially viable as an organisation and makes appropriate remuneration to its foster carers that reflect the cost of supporting a foster child.

Objectives of Capstone Foster Care (North) Ltd

The objectives of the Company are as follows: -

- To provide a safe and caring environment for the children placed in its care and one in which they are able to reach their all round full potential.
- To provide a fostering Service which can support the needs of children including children and young people with special needs.
- To provide a fostering service of the highest quality this is combined with an innovative education service.
- To provide a fostering service which actively seeks to provide a service that reflects the diversity of religious and cultural richness reflective of the wider community.
- To provide a model of excellence in foster care which, by example, enhances the image of foster care.
- To provide a fostering service that is accountable and open to scrutiny.
- To provide appropriate care from the child's perspective, which is safe, inclusive and facilitates contact with the child's natural family.
- To provide a fostering service which promotes emotional warmth and attachment, with an understanding of the developmental needs of children and young people placed.
- To provide a fostering service where the recruitment and retention of staff is monitored to enable suitable quality staff who receive supportive supervision, training and feel valued members of a team.
- To provide a fostering service which will take appropriate measures to protect, assist and support staff, foster carers, their children and children and young people in place.



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- To provide a fostering service that is committed to improve the outcomes for Looked After children and to assist foster carers in the preparation and support of young people into independence.
- To adhere to its own policy and procedures and to continually evaluate the service it provides.

The Standards of Care Followed by Capstone Foster Care (North) Ltd

- Capstone Foster Care (North) Ltd provides a fostering service to Local Authorities which adheres to statutory requirements and nationally recognised standards of care and codes of practice.

The Status and Constitution of Capstone Foster Care (North) Ltd

Capstone Foster Care (North) Ltd is a for profit making Company, which provides a fostering service to Local Authorities who purchase its services.

Capstone Foster Care (North) Ltd Limited employs all its own staff which include Social Workers & administration staff. To ensure that children, young people and their foster carers remain fully supported by professional staff at all times:

- D.B.S Checks are undertaken on all the following:
 - Foster Carers
 - Adults in the household
 - Capstone Foster Care (North) Ltd Staff
 - Baby sitters / identifies members of carer support network
 - Regular visitors to the Foster Carer's home where identified as providing child care
 - Foster Panel Members.
 - Independent Assessing Social Workers
- Additional Local Authority checks are undertaken on Foster Carers.
- A copy of the Statement of Purpose is available upon request to any person working for the purposes of the fostering service, any Foster Carer or prospective Foster Carer of the fostering service, any child placed with a Foster Carer by the fostering service or parent of any such child. This is also available on eth Capstone Website and is accessible to all.



Capstone Foster Care (North) Ltd is a member of the Fostering Network, National Association of Fostering Providers (NFAP) and also CorumBAAF. This ensures up-to-date knowledge in relation to the provision of a fostering service. Capstone Foster Care (North) Ltd is also a member of various North West Regional Forums. Capstone Foster Care (North) Ltd is registered with North West Placements.

The Structure of Capstone Foster Care (North) Ltd

Richard Compton-Burnett

Director Capstone Foster Care

Richard is a director of Capstone Foster Care (North) Ltd and CEO of the Capstone Foster Care group. Richard has been leading the development of the Capstone group since its establishment almost a decade ago.

Richard worked in accounting and finance for 10 years before setting up a business in London with three partners that specialised in helping young companies to grow. He then established and ran a charity for two years before setting up Capstone with Simon Constantine in 2006.

Simon Constantine

Director and Chairman of Capstone Foster Care (North) Ltd.

Simon qualified as an accountant and then spent ten years developing a healthcare company specialising in scientific instrumentation before it was sold in 1997. Since then Simon has worked with several management teams in the healthcare sector focusing on quality, integrity and creating long term value.

Alison Sargent.

Operations Director

All of her 26 years' career has been within education and social care settings, working with those most disadvantaged and excluded from mainstream society. Prior to joining Capstone Foster Care Alison was Operational Director for the Fostering Agency, Pathway Care and was a Board Director at Mencap for 7 years.

She started her career working with the Rathbone Society as an outreach youth worker on estates in Salford. These projects enabled disadvantaged young people to access education and vocational training opportunities, raised aspirations and prevented entry to juvenile justice. She went on to secure funding and direct the development of similar projects across Manchester and the North West.



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Her 11 years in local government included commissioning and managing the delivery of social care for children and adults with disabilities. From 1992-2000 she directed resettlement of Adults with Learning Disabilities under section 28A from long stay hospitals back into their home communities, re organising and commissioning new models of day and residential services in partnership with health.

She has a BSc in business studies, is a qualified primary school teacher and Further Education tutor for students with additional needs and disabilities.

Catherine Lockett

Regional Director

Catherine has 30 years' experience of working within Social Care settings with 22 years experience in child care and 17 years' management experience. A Qualified Social Worker, Child Care Practitioner and Mental Health Practitioner, Catherine has a solid track record in the Fostering arena. Previously the Fostering Team Manager with Rochdale MBC, she was responsible for managing 22 staff and around 150 Foster Carers. Catherine 'turned around' the Fostering service in Rochdale from a 'satisfactory' rating to 'outstanding' in every single category within 12 months. She set up an Independent Fostering Agency (Classic Foster Care) in March 2010 and has a passion to ensure that children are matched appropriately with Foster Carers and that carers feel fully supported 24 hours a day. Classic Foster Care became part of the Capstone Group in August 2016 and took over as Regional Director for Capstone North in December 2016.

Qualifications/Training

- Various social care and management training (full profile available on request)
- DipSW (Diploma of Social Work)

Client Groups/Specific Skills:

- Fostering – Team Manager for LA and IFA
- Part of the North West Consortium
- Manager for a LA Leaving Care Team
- Manager of a Resettlement and Supported Lodgings Scheme
- Experience in Mental Health, Child Care and working with Adolescents
- Setting up an independent fostering agency

Employment History

Capstone Foster Care North - August 2016 – present
Agency Decision Maker / Responsible Individual for Capstone North (Includes Classic Foster Care)

Classic Foster Care (IFA) - March 2010 to August 2016



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Managing Director / Company Owner
Independent Trainer / Associate Trainer for Fostering Network (Approved July 2010)

Rochdale MBC- September 2006 – March 2010
Fostering Team Manager

Rochdale MBC - July 2001 – September 2006
Assistant Team Manager – Leaving Care Team (in conjunction with placement on CAMHS Team)

Oldham MBC - July 1996 – July 2001
Housing Support Team Manager

Calderdale MBC - July 1993 – July 1996
Housing Support Officer

Calderdale Social Services - August 1990 – July 1993
Residential Social Worker

Leeds Western Health Authority - September 1986 – August 1990
Student Nurse / RMN

Mary Moden

Registered Manager

- 1990 – In Service Certificate in Social Care
- 1994 – Certificate in Social Services
- 2006 – MA in Community Care
- 2006 – Advanced Award in Management and Practice

Mary worked with adults and children with disabilities in her early career before moving into working in a Therapeutic Residential project post qualification. She remained in this field working with children with significant attachment difficulties for almost ten years as a Registered and later Operations Manager.

Moving away from Residential setting Mary was a reviewing officer in Lancashire for a period of time before moving in to a Senior Practitioner role in Oldham's Children with Disabilities team.

In 2009 Mary moved into a large Independent Fostering Agency and after 2 years as a Senior Supervision Social Worker was promoted to Principal Social Worker where she managed a satellite office in the Lancashire area.



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Mary was appointed as Senior Practitioner to Capstone North in October 2014 and promoted to Registered Manager in April 2015.

Pam Hulme

Senior Practitioner

- 2004 - Diploma in Social Work
- 2015 - Practice Educator Award Stage 1

Pam qualified as a Social Worker in 2004 and was employed by Tameside MBC as a Childcare Social Worker on an Assessment and Care Management Team. Pam gained experience of working with families in need and also gained valuable experience of working within the Child Protection and Court arena, and with Looked After Children.

In 2007, Pam joined a large Independent Fostering agency as a Supervising Social Worker and was promoted to Senior Supervising Social Worker in 2009 after gaining further fostering experience.

Pam joined Capstone Foster Care as Senior Practitioner in September 2015.

Gail Holbrook - Senior Practitioner

- 1981 – Certificate in Qualified Social Work (CQSW)
- 1981 - Applied Social Studies BA Hons
- 2008 – Post Qualification levels 1-6

Gail has been a Social Worker for over thirty three years, working in all areas of Children's Services. For the majority of this time, Gail worked in a Local Authority setting until her recent move to Capstone Foster Care.

Gail gained a BA (Hons) degree in Applied Social Studies and a Certificate of Qualification in Social Work in 1981. She then started her career in a generic social work team, before specialising in children and families work, working with children in need and their families and in the child protection arena.

After gaining general experience in this area, Gail decided to specialise and as her particular interest was working with Cared for Children, Gail worked in two different Children's Placement Teams in 1985 and 1991. In 2003, Gail decided to further progress her development and gained a position as a Supervising Social Worker in a Fostering Team, before progressing to Practice Manager in the Fostering Service in 2010. Gail gained her Post Qualifying Award in Social Work 2008.



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Vivienne Webster

Senior Practitioner

- 1991 - Diploma in Social Work

Vivienne qualified as a Social Worker in 1991 and was initially employed by Leeds City Council as a Family and Childcare Social Worker. During her 5 years in this position, Vivienne further enhanced her social work skills working primarily in child protection and the court arena as well as developing her interest in fostering services.

In 1996 Vivienne joined Kirklees MDC and worked both within a child protection team (part time) and the fostering team. In 1997 her developing skills in fostering services gave her the opportunity to take up a full-time position with Kirklees fostering services where she remained until 2004. She then returned to Child Protection services and joined the Family Services Unit (FSU) Leeds, where she was based in The Court Assessment team and undertook children and families' assessments on behalf of Leeds City Council.

In 2005, Vivienne's acquired a position as Senior Social Worker with a large Independent Fostering agency where she remained until 2010. She then chose to work independently across the West Yorkshire region undertaking fostering and adoption assessments for local authorities and as an independent reviewing officer within the Independent Fostering sector.

In 2012 Vivienne returned to the large Independent Fostering agency as Principle Social Worker and then as Registered Manager.

After a brief career break, Vivienne joined Welcome Foster Care (a subsidiary agency to Capstone) as Senior Practitioner in 2015 and transferred into the Capstone North team in September 2016

Carole Bell

Senior Supervising Social Worker

- 2000 - BSc (Hons) degree in Social Work
- 2000 - Diploma in Social Work
- 2004 - Post Qualifying certificate in Social Work
- British Sign Language: Stages 1 & 2.

Carole is a qualified social worker, who has for the majority of her career in the field of social care, worked with adults and children with learning and physical disabilities.



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Prior to joining Premier Foster Care she worked for Barnardo's, within a Children's Disability Team where she gained valuable experience of supporting children and families.

Carole joined Premier Foster Care Ltd in May 2004, prior to its merger with Capstone Foster Care in May 2011

Jo Kelly

Senior Supervising Social Worker

- 1992 - BA (Hons) Degree Sociology Major/Women's Studies Minor
- 2003 - Diploma in Social Work
- 2005 - Post Qualifying certificate in Social Work

Jo is a qualified Social Worker. Upon qualifying Jo was employed by Rochdale Metropolitan Borough Council (September 2003) as a Child Care Social Worker in a medium to long term team.

Prior to this Jo worked for Oldham Metropolitan Borough Council for ten years as a Residential Social Worker. Initially Jo worked with children with learning and physical disabilities before working within mainstream Residential Children's Homes.

Jo has gained valuable experience of working with children and their families within the 'Looked After Children' / 'Child Protection' systems/procedures.

Jo joined Premier Foster Care in 2005 prior to its merger with Capstone Foster Care in May 2011

Dawn Noblett

Senior Supervising Social Worker

- 1995 - Certificate in Social Services
- 2005 - Practice Teacher Assessor

Dawn, in 1984, became a Registered Childminder for Lancashire County Council and enrolled on a training course at Blackburn College which led to her applying for a child care position. She was initially employed on a casual basis within Children's Homes which later became permanent. In 1992, Dawn was employed as an Assistant Officer in Charge where she subsequently gained her Child Care qualification in 1995.

In 1996, Dawn transferred to field work and became a senior practitioner in 2000 undertaking in the main, Child Protection and Family work. Dawn remained until joining the staff at Premier Foster Care in July 2005 prior to its merger with Capstone Foster Care in May 2011



Lauren Greenwood

Senior Supervising Social Worker

- 2013 - MA in Social Work

Lauren joined Capstone Foster Care in September 2013 after completing her 100-day placement on her qualifying course.

Prior to qualifying as a social worker in 2013, Lauren worked as a Health Mentor in schools, seeing children and young people on a 1:1 basis to discuss any health or emotional issues. Prior to this, she worked with children who had life limiting conditions and also worked part time on a psychiatric ward.

Vicky Whitaker

Supervising Social Worker

- 2015 – MA in Social Work

Vicky joined Capstone in 2015 as a student Social Worker and after successfully completing her final 100-day placement, was employed as a Supervising Social Worker.

She has a BA (HONS) Early Childhood Studies and completed an MA Social work in 2015. She has over 10 years' experience of working with children and families, mainly in educational settings.

Alison Dickson

Senior Supervising Social Worker (F/T)

- 1999 BA (Hons) in Social Work Studies and DipSW

Alison's initial employment was as a temporary social worker in a 'children in need' team where she remained for seven months. Her role was to work with and support vulnerable birth families that required a service. This involved working in partnership with other professionals and identifying child protection concerns, organising core group meetings, case conferences etc. Whilst in this employment Alison managed a case load of children aged from birth to 16 years old.

Alison then went on to work with Action for Children supporting young people aged from 16 to 21 years. After 10 years Alison decided to move into the private sector managing a contact centre. However, whilst Alison decided that she did like the work she missed the hands-on approach and therefore decided to move into the independent sector working for



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an independent fostering agency which became part of Capstone Foster Care in June 2013.

Elaine Houston, Supervising Social Worker.

- 1988 – B (Eng) Materials Science and Engineering
- 1989 – PGCE (sec) Physics and general science 1989
- 2001 - DipSW / DipHE in Social Work

Elaine has worked for Leeds City Council children's services for 23 years, after teaching science for 1 year. In 1991 Elaine became a care officer in a residential children's home for boys aged 10 – 18 years. She was promoted to senior officer in 1994 with responsibility for supervising staff and leading shifts. She returned to residential after a secondment to do her Diploma in Social work and from 2003 worked part time in residential CH's and part time with the Family Support Service (FSS).

The FSS role involved supporting and advising parents/ carers of children 0-16 years to prevent them becoming looked after or placement breakdown, while working together with other agencies to safeguard children. This was done using individual sessions, running parenting groups, direct work with children and organising respite.

In 2010 Elaine began working as a keyworker for teenagers at risk of entering the criminal justice system. This involved co-ordinating services and working intensively with the YP, and those around them, to make positive changes. She did this for 4 years before gaining her post with Capstone in May 2015.

Adam Badat

Recruitment Co-ordinator

- AVCE in Business
- NVQ 3 health and social care

Adam joined Capstone Foster Care in August 2016 and his role is to recruit foster carers. Adam has 9 years' experience as a Fostering Recruitment Advisor. His role involves managing, driving and monitoring the foster carer recruitment process, ensuring the recruitment of foster carers across Capstone North is carried out in an efficient and effective manner in accordance with the organisations strategic plan. Adam has experience in other IFA's including FCA, Fostering People, Adoption For Adopters, and Fostering First Ireland.

He is also a trainer for Capstone and delivers an excellent course on supporting Sanctuary seeking Children.



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Gavin Hogg, Education Officer

- BA (Hons) degree in Humanities - 1992
- Postgraduate Certificate in Education - 1994

Following the completion of his PGCE at Bradford and Ilkley College, Gavin began his career in education in Knowsley as a Year 4 classroom teacher. After 5 years he moved to north Italy and worked as a Teacher of English as a Foreign Language teaching a wide range of students, from 4 – 80 years old.

In 2002 he returned to the UK and continued working with foreign students at the English Language Teaching Centre (formerly part of UMIST) before returning to work in Knowsley again, this time offering pastoral support in the role of a learning mentor. In 2006 Gavin commenced employment with a large independent fostering agency, initially as an Education Support Worker and then as an Education Officer. He worked in several different offices across the region, including Manchester and Tameside, latterly covering Lancashire and the Lake District.

Gavin joined Capstone in August 2013.

Janet Wareing

Education Officer

- 2005 PGCE in Secondary Science

Janet embarked on her PGCE in secondary science at Edge Hill University and gained this in 2005. Janet spent some time in mainstream schools but when she started to teach at a Hospital School and realised that she had found her niche. Janet taught a variety of students from three to 19 years of age in their homes; in classrooms; by their hospital beds and even under them! Janet taught a range of subjects including science, maths and English and has also taught ASDAN, preparation for working life, functional skills, art, ICT and construction.

Janet joined Capstone Foster Care in September 2013.

Rebecca Chapman

Administration Manager

- 2015 - NVQ Level 5 in Business and Management
- 1991 - Btec in legal administration



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Becky left school with 7 GCSE's and later enrolled on a two-year Legal Secretarial Course at Oldham College in which she gained her RSA I, II and III in typing and word processing.

Becky joined Premier Foster Care in January 2010 prior to its merger with Capstone Foster Care in May 2011, having worked as a secretary at Middleweeks Solicitors for the past 15 years specialising in criminal law, in particular, young offenders.

Becky manages the administration team across the region and is highly skilled in her role.

Gina Garth

Senior Administrative Officer (P/T currently on Maternity Leave)

- 1990 - NVQ Level 1&2 in computing and office skills
- BTEC National in Business and Finance.

Gina is an Admin Officer with previous experience in various administrative roles. She joined the company in November 2008. Up until going on maternity leave in December 2016 Gina was the panel administrator for the region.

Janet Clements

Administration Officer (P/T)

Janet joined Capstone Foster Care in September 2012 to cover maternity leave and was offered a full time permanent post in May 2013.

Janet worked as a data analyst for Greater Manchester Police prior to joining Capstone, and has a wealth of admin knowledge and skills

Cathy Scarr

Senior Office Administrator (P/T)

- 1999 – BA (Hons) 2:1 in Community Studies

Cathy has many years of experience both in Administration and as a Manager for a range of agencies within the third sector. Cathy's background includes managing services supporting women offenders, substance misuse, housing and young people.

Cathy joined Capstone from Welcome Foster Care having worked at Welcome since October 2013.



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Sam Horritt

Administrative Officer

- 10 GCSE'S
- BA Hons in Fashion Brand Management (2.1)

Sam has previously worked as a HR Assistant and Recruitment Officer as part of The Cambian Group who specialise in Residential Care for Children. Sam Joined Capstone Foster Care in Oct 2016.

Sam is a capable Admin officer with previous experience in Administrative roles

Sharon Higgins

Administration Officer (F/T) Fixed Term Contract

2016 - NVQ Level 4 in Business Admin

Sharon very recently joined Capstone Foster Care in December 2016 to cover maternity leave.

Sharon has worked as a Safeguarding / SEN Senior Administrator / PA for Kingsway High School in Rochdale for 12 years prior to joining Capstone.

Magda Boldy – Admin officer (F/T)

- RSA Typing I, II & III and Audio Typing I
- RSA Office Practice
- RSA and Pitman Shorthand, 60 & 70 wpm
- YHCFE Typing I, II & III, YHCFE Audio Typing I & II

Magda joined Foster Care Options in August 2008 prior to its merger with Capstone Foster Care in 2013, having worked as a secretary for the Senior Director at Lancaster's Powell, Barnsley for almost ten years. Prior to this Magda worked in various Departments for South Yorkshire County Council. She has 30 years' experience in various administrative roles.

Sue Halkett

Admin support officer – (P/T)



Sue has been with the company for almost 4 years and offers much valued admin support to Magda and the team. Sue is competent in typing and shorthand and has held administrative posts before joining the company,

Capstone Foster Care (North) Ltd's Foster Carers, Their Number and the Number Currently Being Assessed

Capstone Foster Care (North) Ltd currently has 68 approved fostering households. Capstone Foster Care (North) Ltd intends to recruit foster carers who reflect the diversity of religious, cultural and heritage needs which is reflective of a wider society. The agency works in accordance with the Amendments of the Children Act 1989 for assessment and approval of foster carers.

Capstone Foster Care (North) Ltd seeks to actively recruit foster carers after applying the agencies vetting and selection process to carry out the work of caring for children and young people regardless of their gender, sexuality, heritage or disability.

Capstone Foster Care (North) Ltd aims to ensure that foster carers, have the opportunity to challenge decisions made by the fostering agency and will be made aware of the procedure open to them.

Capstone Foster Care (North) Ltd aims to provide a service that enables foster carers and their children to meet regularly throughout the year in a social setting in order to develop a sense of working together as a wider family.

Capstone Foster Care (North) Ltd will take appropriate measures to protect, assist and support foster carers, and their children it aims to provide a twenty-four-hour support service and appropriate training to enable foster carers to carry out their work and to develop their skills for the future.

The Training of Foster Carers

In line with the Fostering Services Regulations 2011 and 2013 amendments, Capstone Foster Care North has an established process and procedure for recruiting, training and supporting carers. During the initial stages of their application all prospective carers are provided with an information pack explaining the fostering role, the assessment and checks process and the financial details with regard to allowances, etc. They are also advised to visit the comprehensive website. Foster carers and children placed and birth children are invited in various ways to contribute to the development of the service.

The aim is to complete all stages of enquiries, approval, training, assessment and panel process within a four to six month period. Prospective Foster Carers will generally receive training from the "Skills to Foster" before moving on to stage 1 and where successful a stage 2 assessment will be completed. Applicants are encouraged to contribute to their assessment reports and to attend the Fostering Panel in person.



Capstone Foster Care (North) Ltd has an established Post approval training programme which enables foster carers to access training that is relevant to the needs of Looked After children and young people.

Each foster carer also has access to Education Awareness Training which is facilitated by our in-house education service

Capstone Foster Care (North) Ltd provides all their foster carers with the opportunity to complete their Diploma in Child Care.

Fees and Charges

Capstone Foster Care (North) Ltd undertakes to keep under review its running and operational costs and to set its fees in line with the ethos of the agency.

The Number of Children Placed with Capstone Foster Care (North) Ltd

Capstone Foster Care (North) Ltd currently has the ability to place over 90 children and young people with an age range from 0-18 years of age.

Capstone Foster Care (North) Ltd would aim to ensure that each child and young person placed is appropriately matched within their fostering household. Capstone Foster Care (North) Ltd would aim to provide a positive experience for all children and young people placed and that the range of services provided are reflective of the individual needs of children.

The Numbers of Changes of Placement for Children Placed Within Capstone Foster Care (North) Ltd

Capstone Foster Care (North) Ltd does offer respite to foster carers who have had a child or children in placement from the outset if required or in exceptional circumstances, such as a foster carer's ill health.

As an alternative to taking up their 'respite entitlement', carers are paid a daily respite allowance pay per child. In normal circumstances, foster carers rarely take up the offer of respite as they understand the importance of minimising the moves of children and young people who are Looked After.

Should respite be required this is always done in full consultation with the placing Local Authority and involves a period of introductions, except in emergency situations where we reserve the right to move a child for safeguarding reasons and where this is in their best interest.



Sibling groups

Capstone Foster Care (North) Ltd can provide foster carers who are able to take large sibling groups. These carers are very experienced in dealing with large family groups and the complex dynamics they create. Their experience covers both short and long term placements.

Capstone Foster Care (North) Ltd's foster carers are given the opportunity to get to know each other and make positive relationships, which makes it possible to place sibling groups with two sets of carers, facilitating frequent contact between them.

Children and young people with special needs

Capstone Foster Care (North) Ltd has several foster carers who are able to provide for children and young people with special needs. In addition, these carers are sometimes able to offer respite care to complement other arrangements that have been made for the child e.g residential school placement.

Capstone Foster Care (North) Ltd recognises that foster carers providing a home for children with special needs require additional support and training, and works actively with specialist services in order to access optimum provision and enable a young person to reach maximum potential.

Teenage placements, preparation for independence and aftercare

Capstone Foster Care (North) Ltd has a commitment to improve outcomes for care leavers. All the good work done by foster carers can be undermined if effective plans are not made for a young person moving on to independence, so Capstone Foster Care (North) Ltd seek to work creatively with Local Authorities, children, young people and foster carers in order to ease the transition to independence.

Capstone Foster Care (North) Ltd's carers have extensive and varied experience in dealing with teenage placements, and recognise the difficulties encountered by teenagers in care. Many of them have been separated from their own families for a long time and have suffered disruption and uncertainty over a number of years. It is inevitable in such circumstances that they will have considerable problems in taking charge of their lives in a balanced and meaningful way. Capstone Foster Care (North) Ltd feels most strongly that young people should receive structured preparation for independence. Capstone Foster Care (North) Ltd's foster carers and support workers discuss with the young person what help and training they need, and facilitate programmes of activities to develop young people's ability to survive independently. Progress is monitored in such a way that the young person has a visual record of their learning, and thus feels more involved and in control of this part of their life.



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Once plans are made to move young people into independence Capstone Foster Care (North) Ltd will work actively with the placing authority to identify the most appropriate solution for them. If it is desirable that they remain near their foster carers to provide support, on a per session basis, at pro rata cost.

Capstone Foster Care (North) Ltd is able to give advice, guidance and practical help to young people in its care in respect to careers, further education, benefit entitlement and housing.

Respite care

Capstone Foster Care (North) Ltd provides carers who look after children for periods of respite from their main place of care, such as children in residential placements, or from other foster placements. Because Capstone Foster Care (North) Ltd's carers are encouraged to get to know each other and children in placement, respite can often be facilitated with the minimum disruption to the children involved.

Parent and Child placements

The agency provides Parent and Child placements. These fall into two categories – observation and assessment. If an assessment placement is required then a letter of instruction is required as the information is needed for legal purposes.

Foster carers who provide these placements have attended a comprehensive training course provided by the agency.

Therapy

Many of the children and young people referred to Capstone Foster Care (North) Ltd have a need for therapeutic input. Capstone Foster Care (North) Ltd work with the placing authority to assess the most appropriate type of therapy, and will arrange this locally if required, or Capstone Foster Care (North) Ltd will endeavour to facilitate completion of therapy already in place. Capstone Foster Care (North) Ltd has access to a wide variety of therapists and counsellors who are experienced in dealing with the difficulties experienced by children and young people. The cost of this service is included within our standard charge. If psychological assessment is deemed necessary, then this may incur additional costs to the placing authority.

Monitoring outcomes for young people

Capstone Foster Care (North) Ltd is concerned that nationally there are few on-going records of outcomes for care leavers. Capstone Foster Care (North) Ltd seeks to monitor its performance by regular reviews and by maintaining on-going records as to the outcomes of placements. Capstone Foster Care (North) Ltd believes that only by



monitoring can plans be made nationally which properly reflect the needs of these young people.

Young people are encouraged to preserve the relationships they have made with their foster carers when they move on from Capstone Foster Care (North) Ltd. By encouraging this contact, Capstone Foster Care (North) Ltd can monitor outcomes for young people leaving care.

Complaints Made Against the Agency

Capstone Foster Care (North) Ltd recognises that there may be times when Local Authorities, foster carers, children of the family, looked After children and their families may feel it is necessary to complain about the service they receive we therefore have a well publicised complaints procedure and all complaints made against the agency and or their foster carers will be reported to OFSTED in line with regulations.

Complaint's will be independently investigated.

A Statement of Capstone Foster Care (North) Ltd's Financial Position

A copy of the above is available on request as appropriate.

How Capstone Foster Care (North) Ltd Recruits and Approves Foster Carers

Recruitment

Capstone Foster Care (North) Ltd is committed to providing excellence in foster care and looks to recruit potential foster carers who are able to meet the high standards of care and professionalism required of them as foster carers for this agency.

The Company recognises the importance of recruiting prospective foster carers who may not have previous experience as foster carers but who have relevant experience, skills, attitudes and the motivation to become professional foster carers.

The Company does not 'poach' carers employed by existing independent fostering agencies or Local Authorities. Any individual making enquiries that are currently approved as a foster carer for another agency would have to undergo the same rigorous assessment process as would any other applicant.

Capstone Foster Care (North) Ltd adheres to the Transfer Protocol devised by the Fostering Network. The protocol contains guidance in relation to the movement of foster carers between agencies, (be they Local Authorities or Independent Fostering Agencies) and which recognises that the well being of children already in placement is paramount.



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Capstone Foster Care (North) Ltd advertises for its carers through local and national newspapers and journals. However, the majority of enquiries are from people who have had 'word-of-mouth' recommendation in relation to the Company.

Capstone Foster Care (North) Ltd does not directly employ its professional foster carers. They are engaged by the Company on a self-employment basis.

Capstone Foster Care (North) Ltd aims to recruit Foster carers who reflect the diversity found within society today and to provide training and support to enable them to meet the needs of individual children and young people including children with special needs.

Approval of Foster Carers

Capstone Foster Care (North) Ltd assesses prospective carers in accordance with Fostering Regulations 2011 / 2013 amendments.

Further information on the approval procedures is available on request.

Capstone Foster Care (North) Ltd has established its own Foster Panel, which recommends approvals and reviews foster carers on behalf of the agency.

Additionally, placements may be presented to placing Local Authority Foster Panels if required in order to seek approval for a match.

Capstone Foster Care (North) Ltd provides foster carers with the opportunity to appeal against or complain about decisions reached without prejudice and in line with the agency policies and procedure.

Review of Foster Carers

- All Foster Carer's approval is subject to Annual Review as a minimum requirement. This is subsequently presented to the Capstone Foster Care (North) Ltd Foster Review or Main Panel.
- The Health and Safety Check and Safer Caring Family Statement are reviewed as Part of the Annual Review.
- All Local Authority checks and DBS checks are renewed every 3 years.
- Medical references are taken up every 2 years

Monitoring and Control

Capstone Foster Care (North) Ltd has clear procedures for monitoring and controlling the activities of the fostering service and ensuring quality performance.



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In accordance with the Children Act 1989 and the Department for Children School and Families (now Department for Education), Working Together, the Team Manager is the designated Child Protection Officer for the company.