



# Nurture Fostering Company Information



Nurture Fostering, 340 Lewisham High Street, London, SE13 6LE



0208 690 9012



[info@nurturefostering.co.uk](mailto:info@nurturefostering.co.uk)

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# Nurture Fostering Company Information

## Our Company Ethos

We chose the company name Nurture because of its literal meaning. The dictionary definition of the word Nurture is to care for and protect (someone or something) while they are growing.

Our interpretation of this is shown in our promise to support the whole team caring for the children and young people by prioritising, meeting and exceeding their expectations through the support and development of the people who care for them **THAT'S OUR FOSTER parents.**

Nurture Fostering is an independent fostering agency providing a range of services for looked after children with our primary focus being to give children and young people the opportunity to achieve their full potential and to live fulfilling lives within the community. This will be achieved by recruiting foster parents who can work with us and other professionals to improve the lives of the vulnerable children and young people that we support. In order to accomplish this we will train and support our foster parents to achieve this.

## Our Objectives

- To recruit foster parents from a wide range of backgrounds to enable us to offer appropriate and diverse placements.
- A commitment to the ongoing training and development of our foster parents and employees.
- To provide and support our foster parents' emotional well-being through ongoing support, regular supervision and supporting them to advocate appropriately by attending professional meetings with them.
- A commitment to a child centred and inclusive approach.
- To consider the gender and sexuality of fostered children when matching to placements.
- To consider and respect the racial, cultural, religious and language background of the fostered child when matching.

To support the foster parents and child in placement to reduce placement breakdowns.

The aim of Nurture Fostering is to assist the placing authorities in meeting their requirements to improve the well-being of children and young people in relation to the Five Outcomes for Children.

## These being:

- Physical, mental health and emotional well-being.
- Protection from harm and neglect.
- Education, training and recreation.
- The contribution made by them to society.
- Social and economic well-being.

Improving the above outcomes will be achieved by:

- Placing the child at the centre of all services provided.
- Providing clear procedural guidance for staff and foster parents which defines the Agency's services standards in a simplified manner.
- Consulting with service users and care receivers.
- Recruiting foster parents and staff from a diversity of cultures and backgrounds to reflect the needs of service users.
- Providing a service which is based on equality and is inclusive through valuing diversity.
- Working in true partnership with all significant persons involved with the child or young person.
- A commitment to ongoing training for staff and foster foster parents.
- Providing the highest quality support to our foster parents.

It is the Agency's belief that the best outcomes for children will be achieved by making the best matches between the foster parents and child or young person considering their values, ethnicity, culture and skills marrying them with the specific needs of each child.

The Agency prides itself on the levels of support it offers its foster parents.





## Feedback:

Some quotes we have received from Local Authorities include:

*"From the get-go you were on board, unafraid to work with the risks that presented and worked incredibly hard to keep things as stable as possible for the young person"*

*"Thank you sincerely, for being so available, reliable, willing and above all nurturing by name and nature"*

*"The child's social worker commented that the agency was excellent in meeting the needs of the local authority, together with their speed of response and helpfulness of the staff at the agency"*

*"You are always very helpful and thorough"*

*"I have found Charlotte, and in turn Nurture, exceptionally helpful and supportive. We have worked very closely together without any concerns. Rapport is readily established with this agency in whose Foster Carer's I have no personal/professional concerns with"*

- Respite placements
- Bridging placements
- Pre-adoption placements
- Long term placements
- Permanent placements
- Parent and child placements
- Disability placements
- Short term placements

We work with a number of Local Authorities and receive a high number of referrals daily. It is not unusual for our foster parents to be contacted in the morning having been matched with a child/ren and for them to be placed with the foster parent by the evening.

Every child is an individual and we will work with our foster parents to provide individualised care that allows the child to reach their full potential.

## Service Provision

The Agency will continually strive to improve the services it offers and will not accept anything other than the highest standards. An integral part of the quality review and quality improvement process involves previously looked after young people providing feedback via consultation, involvement and activities throughout the design, implementation and delivery of the range of services expected to be provided.





## Process for Recruiting and Assessing Foster parents

Prospective foster parents are recruited through a variety of methods e.g. community events, advertising in local press or radio advertisements and foster parents may be recruited through recommendations from existing foster parents or staff employed by the Agency.

Applicants will be recruited from a diversity of ethnicities, geographical locations and personal backgrounds to ensure that the Agency can offer the best possible match against the needs of any child referred to the Agency. Candidates will not be discriminated against on any grounds however, prospective foster parents must be able to meet the needs of any possible child placed within their approval categories.

All applicants must complete an initial screening process, this starts with a telephone screening interview to check the foster parents' availability for the fostering role and basic suitability of their home. For example; will the foster child have a suitably sized bedroom of their own.

This is also the opportunity for potential foster parents to have answered any preliminary queries that they may have about fostering. A practitioner will visit the applicants' home to conduct a home screening visit following the initial telephone call.

Potential foster parents will be required to complete an application form and consent to having checks undertaken on them to ascertain their suitability to foster.

### These checks will include:

- Verification of their identity and legal status within the UK
- Enhanced DBS checks on all adult household members
- Local authority check
- References
- Enquiries to other agencies where applicable

Our assessment process conducted by a suitably qualified and experienced assessing social worker, in line with the BAAF guidelines and utilises their standard forms and guidance for the two stage assessment process. Once concluded foster parents are presented to our fostering panel and appointed one of our Supervising Social Workers once approved by our Agency Decision Maker.



## Outcomes for Children and Young People

- Provide a clean and safe environment to meet the needs of the looked after child.
- The team at Nurture Fostering will work with the foster parents and do everything within their power to ensure every child or young person can reach their full potential which will be achieved through support, supervision and training.
- Nurture will match children and young people to foster parents that celebrate and value their cultural, ethnic and religious identity.
- Children and young people have the right to continuity in their lives and every effort will be made to avoid unplanned placement moves.
- Looked after children and young people will be helped to maintain positive contact with birth family members and other significant people where this is in their best interests.

Foster care is a partnership between the foster parents, supervising social workers and the child or young person's social worker, working together for the child/young person's best interests.

The fostering service will work in an open, positive and respectful way with the local authority, the children and young people, their foster parents, extended families, foster parents, children's social workers and colleagues in education and other agencies.

Formal decisions relating to individual children and young people in foster care should be taken in full consideration and consultation with them, their foster parents and their foster parents.

The fostering service will provide quality and consistency in the provision of training, support and information to foster parents to enable them to meet the individual needs of children and to develop their own skills as foster parents.

## Placement Types

- Short and long term placements
- Bridging placements
- Teenage fostering and staying put placements
- Parent and child





# Nurture Fostering Company Information

## Supporting our Foster Parents

The Agency recognises that the quality of its services can only be met by having foster parents delivering high standards of care and who are well supported and trained.

The Agency has detailed policies and procedures on the supporting and training of foster parents which can be accessed via their website [www.nurturefostering.co.uk](http://www.nurturefostering.co.uk)

### In summary, foster parents have access to:

- An 'on call worker' 24 hours a day, 7 days a week, 365 days a year.
- Regular structured supervision from a Qualified Social Worker.
- Support from their Supervising Social Worker (SSW) at professionals meetings.
- Up to 21 days paid respite in addition to the normal allowances.
- Regular programme of training delivered to meet foster parents' needs both face to face and via e-learning.
- Regular support group meetings.
- Access to NACCC Accredited Contact Centre for Supervised Contact.
- Becoming a member of a professional team and network of foster parents.
- Opportunities to be consulted on the function and operation of the Agency.

- Organised activities for children.
- Pre and post approval training programme.
- Financial reward that recognises the skills and experiences of the foster parents.
- Assistance in enrolling children in local schools, registering with GPs etc.
- Additional resources to support any child in placement
- Individual membership to Fostering Network.
- Regular announced visits.
- Annual reviews and feedback.

### Looked after children will benefit from:

- Consistency of the foster parents supervising social worker, social workers structure their visits so that they are also able to spend time alone with the foster parent yet also see the children or young people in placement in order to ensure they too feel fully supported.
- Access via our website to be able to inform Nurture if there are any issues they would like to discuss directly with the Agency. This can be accessed via the "kids zone" on our website and is monitored by a member of our team and responded to within 24 hours.
- Children and young people will see their Supervising Fostering Team at their professional meetings ie: PEP's, LAC reviews and the like. Our role is to ensure that the voice of the child is heard and that foster parents are able to advocate on behalf of the child.

### Summary:

Nurture Fostering is an independent fostering agency that was created to support, encourage and nurture not only the children and young people entrusted to them by the Local Authorities but also the foster foster parents that it supports.

### Contact:

Nurture Fostering Ltd  
340 Lewisham High Street, London SE13 6LE

 **020 8690 9012** (24 hrs a day)

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