



Credo Care

FOSTERING

CHILDREN WITH ADDITIONAL NEEDS

Foster Carers' Charter

This charter has been developed and compiled jointly by the fostering service and its foster carers, with additional input from staff and support workers.

0330 123 5530

www.credocare.co.uk

CREDO CARE'S AIM & OBJECTIVE

Children Come First

THE AIM

The aim of Credo Care is to provide a multi-disciplinary foster care option for children and young people with complex needs. We specialise in providing planned placements for children as an alternative to residential or hospital care. The children may have learning difficulties, physical disabilities, communication or medical needs or may be on the autistic spectrum.

OUR OBJECTIVE

Our objective is to place children and young people with carefully matched foster families who are able to meet the individual needs written into the child's care plan. The carers will be suitably trained and supported to enable the children and young people to reach their full potential.

CREDO CARE AIMS TO PROVIDE THIS HIGH QUALITY FOSTERING SERVICE BY ENSURING THAT:

- All adults who work for the agency demonstrate a positive model for communicating effectively with the children and young people placed in their care.
- Each child or young person is provided with an experienced, skilled and trained carer(s), who are committed to meeting the needs of the children and young people placed in their families.
- Each child and young person is provided with more than sufficient opportunities to achieve personal integration into their communities.
- Each child and young person is provided with an appropriately matched, stable, caring and nurturing family.
- Every child, whatever their background or circumstances, receives the support they need to achieve the five outcomes: be healthy; stay safe; enjoy and achieve; make a positive contribution; and achieve economic well-being.

CREDO CARE'S VALUES

INTEGRITY

We work ethically, with integrity, and are honest and fair.

CARING

We are respectful, caring, loyal and inclusive.



RELIABLE

We are responsible, accountable, and flexible. We lead by example.

PEOPLE FOCUSSED

We believe in people. We are nurturing and supportive, wanting others to achieve their potential.

PROGRESSIVE

We are progressive, innovative, creative problem solvers.



TEAMWORK

We work as a team.

EXCELLENCE

We are committed to excellence, strive for greatness and we celebrate success!

COMMITMENT



We are committed to our work and are passionate about what we do.

INCLUSIVE

We embrace diversity, are accepting of others, and are accessible and open.

FOSTER CARERS' PLEDGE

The Credo Care Foster Carers' Pledge has been developed and compiled jointly by the fostering service and its foster carers, with additional input from staff and support workers.

- 1 To welcome the child into the family unit as an equal family member.
- 2 To respect the uniqueness of the child.
- 3 To recognise the child's required levels of support and ensure these are met.
- 4 To recognise and follow the relevant legislation in our practice.
- 5 To adhere to and follow policies and procedures laid out in the Foster Carer Agreement.
- 6 To undertake professional development and growth as required.
- 7 To participate in the peer mentoring system for new carers.
- 8 To follow principles of delegated authority.

RESPECT FOR THE CHILD

We believe that every child and young person should be respected as an individual and be supported in meeting their needs and achieving their aspirations and potential.

We will:

- Respect and promote a child's religious, linguistic and cultural heritage.
- Ensure the safety, care and protection of the child is paramount.
- Provide stability and the opportunity for the child to grow, develop and reach their potential.
- Ensure that the child has the right to make decisions regarding their lives as appropriate to their cognitive ability, age and understanding.
- Develop a meaningful relationship with the child: understand their needs, support their growth, and become an advocate and champion for them.
- Afford the same level of protection and care to a child as we would our own child in accordance with the national minimum standards.
- Ensure that the child has the right to make decisions regarding their own lives, as appropriate to their age and understanding.

FOSTER CARERS' PLEDGE

INFORMATION

We believe that open and honest dialogue is the key to a good relationship.

We will:

- Respect confidentiality and maintain a daily diary, detailing day-to-day information relating to the child/young person in our care.
- Inform/advise the child's social worker as soon as possible, in regard to any significant incidents and important events in the child's life.
- Inform our supervising social worker of significant events or changes in our family or life or in our household.
- Inform our supervising social worker about any difficulties that arise for us.

LEARNING & DEVELOPMENT

We will access learning and development opportunities throughout our fostering career. This will ensure we have the skills and knowledge we need to meet the individual needs of the child or children placed with us, and allow us to develop our practice in order that we can help transform the lives of the children we foster.

We will:

- Be prepared to develop our skills throughout our fostering career.
- Take up opportunities offered to us and let you know if we are unable to attend.
- Attend and participate in core training and relevant training relating to our children's specific and individual needs.
- Contribute to carer support groups.
- Share our knowledge and expertise with other carers within Credo Care, on both a formal and informal basis.

FOSTER CARERS' PLEDGE

WORKING IN PARTNERSHIP

We will demonstrate a high standard of care and conduct in partnership with all relevant parties.

We will:

- Recognise the child/young person's individual needs and provide the high quality care and support they require.
- Work with the agencies involved with the child such as school, health and religious establishments.
- Showing willingness to learn any additional skills required to support the child.
- Respect confidentiality.
- Demonstrate our expertise and make use of our skills to the best of our ability.
- Provide children with a positive experience of family life.
- Attend meetings about the children and young people we care for.
- Show a willingness to work with birth parents, wider family and other people significant in a child's life.
- Meet the standards set out in the fostering regulations and guidance and follow departmental policies and procedures.

COMMUNICATION & CONSULTATION

We believe that open and honest dialogue is the key to a good relationship.

We will:

- Respond to consultations with Credo Care and be keen to hear about the long and short term aims of the organisation.
- Nominate key foster carers to represent us at Credo Care team meetings.
- Respond to local consultations and discussions in order to inform the development of the fostering service.
- Meet with supervisors, service managers and others in order to promote discussion and a good working relationship.
- Support the children in our care to do the same.

THE FOSTERING SERVICE PLEDGE

The Fostering Service Pledge has been developed and compiled jointly by the fostering service and its foster carers, with additional input from staff and support workers.

WORKING IN PARTNERSHIP

The fostering service will ensure it meets the standards set out in the fostering regulations and guidance. The fostering service will demonstrate a high standard of care and conduct. The service will ensure safeguarding is paramount in its care.

We will:

- Value your skills and expertise equally to those of other professionals.
- Recognise that you are the people who live with the children every day and therefore know them best.
- Include you in all meetings that affect you and the children you care for.
- Ensure that the fostering service will meet the standards set out in fostering regulations and guidance.
- Treat you without discrimination and respect you as a colleague.
- Respect confidentiality.

INFORMATION

The fostering service will provide foster carers with all information about a child that is placed with them. The carers will continue to be updated as information is received. Both the carers and the fostering service will endeavour to continue to obtain essential information about the child, including the care and pathway plan. All involved in the care of the child will respect his/her religious, linguistic and cultural heritage.

Supervising social workers will incorporate feedback from the sessional reports and the child's diary into the child's progress reports for the local authority, evidencing better outcomes for children.

We will:

- Provide this information in writing prior to placement, or as soon as possible in the case of emergency placements.
- Ensure that there is a placement plan drawn up with you in advance of placement, or as soon as possible in the case of emergency placements.
- Provide you with information on all financial matters including tax, allowances and additional entitlements.
- Provide you with full details of all relevant departmental policies and procedures.

THE FOSTERING SERVICE PLEDGE

CLARITY ABOUT DECISIONS

The fostering service will involve foster carers and their children in planning and delivering services, ensuring that the particular needs of children with disabilities and/or complex needs will be fully recognised and taken into account.

We will:

- Ensure that you can make everyday decisions that mean your foster child is not treated differently to their peers and can feel part of your family.
- Provide clarity about any decision you cannot take at the outset so that everyone understands who is responsible for what.

SUPPORT

The fostering service will provide clear information about the support offered both during and at the ending of the placement. It will ensure that practice which reflects the child's welfare, safety and needs are at the centre of their care.

Foster carers will be supported in making agreements with the local authority social worker regarding delegated authority. The importance of the child's relationship with their foster family will be recognised as one that can make the biggest difference in the child's life, and which can be sustained into adulthood.

Foster carers will be treated as core members of the team around the child and will be supported in making reasonable and appropriate decisions on behalf of their foster child.

A 24-hour emergency telephone number for advice and guidance will be provided.

We will:

- Provide you with monthly supervision and weekly phone contact.
- Give you honest and open feedback.
- Pay you allowances, expenses and fees in a timely manner.
- Ensure that there is a local group, recognised by the fostering service, where you and your family can find support and share experiences with other fostering families.

THE FOSTERING SERVICE PLEDGE

CONTINUOUS LEARNING & DEVELOPMENT

Foster carers will have a personal development plan. The fostering service will provide you and your family with support and training based on individual need. All foster carers will be expected to complete the core training modules and update their core training as required. Advanced training will be available as the service develops its training programme.

We will:

- Enable you to develop meaningful relationships with the children in your care and the fellow members of the team around the child.
- Provide you with mentoring, training or support.

FAIR TREATMENT

The service will ensure that foster carers are treated fairly no matter what the circumstances. The service will provide a framework for dealing with allegations against foster carers. Foster carers' reviews will be made available to the subjects in order to ensure openness and accuracy. Compliments will be recorded for annual appraisals and reviews.

The service will provide individual foster carers with a Foster Carers' Agreement that provides specific details regarding remuneration. A detailed breakdown of allowances will be provided, with guidance on auditing.

The service will consult with foster carers before making changes to the terms and conditions. The fostering service will pay allowances and expenses in a timely manner.

We will:

- Ensure openness in all our discussions and communications with you.
- Ensure that you are treated with respect, kept informed and provided with emotional support should you be subjected to an allegation.



Contact us on



Call us on: 0330 123 5530



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