

Statement of Purpose 2025





This Statement of Purpose is reviewed and updated whenever there is a change, and at least annually. It has been produced in accordance with the requirements set out by:

- The Care Standards Act 2000
- The Children Act 1989 and The Children Act 2004
- The Fostering Service Regulations
- The Fostering Services National Minimum Standards
- The Care Planning and Fostering Regulations

We are a private limited company registered in England and Wales under the companies act 1985 with company number 377302

We are registered as an independent fostering provider under provision of the care standards act 2000 and regulated by Ofsted under registration number SC036653

A copy of this Statement of Purpose is available on our website and copies will be made available, upon request, to any person working with the Homefinding and Fostering Agency, any foster carer, any child or young person living with a Homefinding family, and any person with parental responsibility for a child living with one of our foster carers

The Homefinding and Fostering Agency started operating in 1996

Homefinding and Fostering agency is an independent fostering agency rated “ good” by Ofsted in March 2024.

Located in Maidstone, Kent, close to main train lines into London, We have been an established part of the community for over 25 years.

We work with honesty and integrity, building relationships with the community around us and every child is part of the fabric of this agency.



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Our Focus

Our Focus is always the child or young person in our care.

Our aim is to provide safe, loving and affirming homes for children and young people.

Our objective is to provide high quality family life for children and young people living in our fostering families.

We want our families to feel supported, and our children to feel safe.

We want them to be listened to and for them to know they are heard.

OUR AIMS AND OBJECTIVES

Driven by the need to create a community of foster carers, who feel respected, supported and empowered to care for children whilst being supported by those who really understand the rewards, the achievement and the challenges of fostering, Homefinding is still run by many of the original team.

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The managing director, Terry Casey is an experienced foster carer who fostered over 60 children and young people.

For over two decades we have worked in close partnership with local authorities establishing close professional relationships built on trust.

Since 1996 we have retained our independence as a local Kent fostering agency and have remained committed to supporting children and the families that care for them. We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment.

We aim to deliver an outstanding service, creatively and consistently strengthening families and helping every child reach their potential.

Through regular, professional support provided to our foster carers, we effectively manage trauma, build confidence and ensure that young people leave our care with the life skills they need to become secure, happy and self-supporting members of society.

We want our placements to work. This means we encourage our carers to say no when they feel it is not right for them or their family.

Matching is an important part of what we do. We carefully match the individual needs of children and young people with our foster carers and their family.

“I want to take a moment to acknowledge K’s exceptional dedication and effort. She has done an incredible job with W, nurturing a deep and meaningful relationship that has clearly had a lasting impact. I hope that the two remain in touch, as their bond is a testament to the care and trust they’ve built together.”



Our social value principles.

- Working together to achieve shared priorities and provide social value outcomes
- Being inclusive, improving equality, diversity and inclusion of people in the way we work
- Creating work and training opportunities for children and young people and those that care for them
- Raising children and young people to have improved healthier outcomes.
- Valuing education and giving children opportunities to achieve
- Building a resilient community
- Supporting local communities with resources and experience
- Implementing sustainable policies

We want our foster carers equipped with the skills to meet the fostering task and they are respected as a co professional. We want our foster carers to have a voice within the agency.

We value and celebrate differences and diversity.

Our objectives are to ensure our foster homes are safe, secure, and nurturing environments where good physical health and emotional wellbeing are actively encouraged.

Safeguarding underpins all that we do, and we know it is everyone's responsibility to keep everyone safe.

To ensure that our foster carers are supported 24 hours a day

To understand, acknowledge, promote and respect individual cultural and religious difference and demonstrate and encourage a positive and healthy attitude to others.

To support the academic and learning needs of children and young people with high aspirations as a goal for all

To celebrate every achievement.

To include the views of children in the decisions made about their lives and, where appropriate, use this knowledge to improve our services.

To encourage multi agency working; working collaboratively and openly to achieve outcomes for children and young people that maximize their potential.

OUR WAY OF DOING THINGS.

At Homefinding we aim to make sure every child and every family get the support they need.

This is in the form of training, qualifications, transport and contact support as well as social events and monthly supervisory visits.

Any gaps identified between the needs of the child and the carer's ability to meet them are part of an action plan from the outset.

We consistently focus on the needs of our foster carers and their families so that in turn, they can meet the needs of the children and young people they care for. Our foster carers involvement is an important part of this process, enabling us to work collaboratively together.

We want to create a legacy that we can all be proud of.

MANAGING BULLYING

We know that everyone involved in looking after children shares responsibility for countering bullying and for creating a culture which positively encourages acceptable behaviours and reduces the likelihood of bullying.

We have systems in place to prevent bullying, which includes positive relationships between staff, carers children and the schools they attend.

We make decisions around careful matching of children and have clear procedures and quality assurance systems in place to monitor bullying.

Carers are encouraged to attend training on managing bullying.

They provide clarity to children on acceptable behaviours, having discussions about bullying and why it matters and by being good role models as foster carers.

OUR PEOPLE

The Management Team

The culture of challenge and accountability allows our aims and objectives to become a reality. Regular and well documented management meetings enable informed and timely decision making.

This includes regular monitoring of all complaints and the decisions made which provide us with learning opportunities.

The management team consists of the managing director, agency panel advisor, responsible individual, and registered manager. The management has a responsibility for the broad strategy of the agency and oversees management effectiveness in achieving the agency's aims and objectives. The registered manager has a responsibility for the day-to-day delivery of services to children and carers.

The managing director was himself a foster carer so approaches the fostering task with a clear understanding of the challenges carers face.

The registered manager has over 20 years as a qualified social worker within the fostering sector and has been a social worker for 29 years. She cares passionately about getting the best for the children in our care.

The responsible individual has a degree in psychology and grew up in a fostering household. She has worked in the fostering sector for 30 years.

The Agency Panel Advisor has over 13 years' experience in social work and 5 years as social work team manager. She has responsibility for deputizing for the Registered Manager when required.

"Fostering isn't easy and being surrounded by people who care and understand foster carers is very important. Their help and positive contributions are really appreciated. Thank you everyone.

Foster Carer, 2025

Staff

As well as the management team, Our permanent staff consist of 6 social workers, a reviewing officer, two youth engagement officers, an administration manager, social work assistant and support staff co-ordinator. All have a range of experience within the fostering sector and are fully committed to sharing the same goals.

“It is a joy to work with this agency and I value the fact that everyone works hard to achieve high standards of care and professionalism”

Panel member

Members of our Central List

We have a large and diverse members of our panel. Including representatives from education, health social work and the police as well as experienced foster carers and an advocate for disabilities. Our panel chair has over 40 years experience working with children and families. Carers find our panel to be warm and welcoming.

Support Staff

There are six members of the support team who also receive appropriate and regular training and supervision. All hold current relevant qualifications appropriate to the role and are subject to the same checks and high expectation of working as all members of the staff team.

We are committed to providing flexible and responsive training opportunities for all staff.

These needs are identified from supervision and appraisal process as well as in response to agency needs.

Both drivers have a lovely relationship with all the children they drive to school, are always happy to see everyone polite /smiles &are great with all the children putting them at ease. There is excellent communication and the children feel safe and very happy.

Foster Carer 2025

OUR SERVICES

Contact and Support Service

Our support services are something we are proud of.

We offer a specialist contact service, managed by a dedicated support services co-ordinator.

Our team of contact supervisors are experienced and trained in supporting children and their families in a reflective and non-judgemental way adopting the principles of safe and meaningful contact. Family Time is facilitated in a safe setting, and we aim to allocate one member of support staff to each family, minimising the disruption for young people, enabling them to build confident relationships of trust and understanding.

S goes above and beyond. B loves spending time with her. She is very kind and we all feel very lucky to have her in our lives.

Foster Carer 2025

Foster carers know the importance of promoting contact with birth families, and that well facilitated contact means positive well being outcomes for children and young people in both the short and long term.

Contact supervisors also act as a team of drivers and can support school runs and other transport needs, particularly where children and young people may be placed with foster families some distance from their schools. This support is extended to allocating a member of support staff to specialist parent and child fostering families, who are encouraged to use the support service.

This can be task focussed pieces of work ,or simply an opportunity to relieve some of the pressures.

Supporting the whole family

Fostering impacts everyone in the home, and the children of foster carers play an essential role in welcoming new children into the family.

Many birth children report that they enjoy being part of a fostering family, but it brings its challenges to birth children and we know the expectations are high.

We have formal and informal opportunities for birth children to get together and share how they feel, giving them a safe space to relax with people who can understand and relate to each other's experiences.

Birth children and grandchild are also invited to attend most of our events.

A young girl with curly hair is swinging happily on a swing set in a park. The background is a soft-focus view of a green lawn and trees under a clear sky.

Mentor Led support

This is an opportunity to have a space to talk about how the challenges of fostering impact foster carers wellbeing and what relationships have been affected. This reflective approach acts as a reminder that foster carers need to look after themselves too.

Support for foster Carers

The support we offer is something we are proud of. This is because we understand what it feels like to look after someone. We want the experience of every young person to be a positive one.

Fostering is not something anyone does alone. We want to build a network of people.

Every Supervising social worker works hard to build a positive relationship. By getting to know the family as well as the children, means they have solid understanding of what is happening for that child, and can then provide relevant advice and the best course of action.

Support for the children

Our youth participation officer goes out and builds relationships with the children and young people, giving them opportunities to share their experiences, work on independence skills and be an active part of our agency as well as ensuring they are happy and healthy.

Annually we hold at least six events to encourage our young people and foster families to get

together. Almost all of our social events are inspired by what our children request and where relevant, we will try to develop the skills in our young people such as teaching baking skills for the bake sale, getting creative with junk modelling or educating them about online safety whilst hosting a gaming bus.

It would be very hard to top what the agency puts on for the children as they do so much as it is.

Foster Carer,
Sittingbourne 2025

THROUGH A THERAPEUTIC LENS

"Trying to implement trauma-specific clinical practices before implementing trauma-informed organisational culture change is like throwing seeds on dry land".

As an organisation we continuously move towards adopting an organisation wide approach to trauma informed care.

We know that the therapeutic approach we adopt and the foster carers receive in training opportunities needs to be fully supported by the organisation to be transferred into daily practice.

One member of staff is available for therapeutic life story work, piecing together children's own unique narrative, building therapeutic relationships and empowering a child's voice.

. Therapeutic Parenting is a nurturing parenting style developed from consistent, empathic, insightful and connected responses to a child's distress and behaviours, allowing the child to begin to self-regulate and develop an understanding of their behaviours and ultimately form secure attachments and minimise the impact of childhood trauma.

It is not a specific treatment or therapy but a set of principles that can be applied in all aspects of care, from the initial matching to the placement and ongoing support.

All carers are expected to have an understanding of the secure base model, which provides a positive framework for therapeutic careiving, emphasizing the importance of those relationships crucial for a sense of security and attachment.

OUR FOSTER CARERS

Our foster carers are at the core of what we do. The needs of our foster carers are fully appreciated and are central to the way we work. The support they receive is something they tell us they value.

One of the best agencies I have worked with. Communication is outstanding, the level of support and care provided is beyond amazing.
Kent Social Worker

2025

The core of our service is the provision of foster placements with skilled, experienced and trained carers. We believe that children should have the opportunity to live in a family where their needs are met. We take great care

in the placement matching and where there are shortfalls, we do our best to address them. We want our placements to work.

Because we acknowledge that the rewards associated with fostering are great, so sometimes are the challenges. This is why we offer an extensive support package. As well as 24 hour support line, we have membership to foster talk.

The financial support package for all carers includes a 14-night respite allowance, as well as additional monies at those expensive times of the year such as Christmas, birthdays, at the start of the summer holidays and start of a new placement.

A voice you recognize

Carers also have membership to foster talk, and a 24-hour telephone support service, answered by a voice that our foster carers recognize. This service is a valued part of the supported service we offer.

“J has gone above and beyond to make her feel part of the family.

She has advocated for her and has ensured that her voice is clear in some of the more complex decisions that are being made for her.”

Short Term Fostering

Provision of short-term care is something we offer to local authorities whilst decisions are being made for the child's future. These vary from days to up to two years. Our carers are incredibly robust, and flexible, responding sensitively to children facing transitions and all the challenges that brings.

Long Term Fostering

Children and young people are matched with approved foster carers on a long-term basis allowing them to have the benefit of stability into adulthood. We specialise in permanence, and we believe in the good quality foster care making real tangible outcomes to children's lives and futures. Every year some of our children go on to university, or apprentice training programs.

Parent and Child Fostering

Placements are available for one and/or two parents and their child/ren with specialist foster carers. Our skilled carers will support them, teach them new skills and provide detailed meaningful insight into their parenting strengths and shortfalls.

Their role is one of support, advice, and role modelling. Foster carers may be expected to provide round the clock supervision and provide and present detailed recordings. The observations made by parent and child foster carers will inform care planning decisions

Our parent and child carers receive additional training giving them the necessary skills enabling them to do this very specialist type of work.

Sibling Groups

We believe in keeping brothers and sisters together when it is right for them. Many of our foster carers can care for more than one child, including some who have the experience and capacity for larger sibling groups of four or five. Our social work team is experienced in contributing to together or apart assessment if required.

Respite

Many of our foster carers support one another by caring for children and young people for short periods. We also have foster carers who only offer respite care.

If overnight respite is too disruptive for the children, then we are able to adapt and offer day respite, building an effective and supportive network around the child.

Training

“The training and Learning has been great and given us skills and confidence in dealing with differing situations. Each child is an individual with individual needs, it has been good sharing experiences with other carers and learning differing techniques in supporting children ensuring they are safe. “

We feel passionately that we need to equip our carers with the support and skills to do their job. Our creative professional development provides carers with skills that are transferrable beyond fostering. All our training is within school hours, and we provide a creche when needed. All foster carers approved by the agency have a personal development plan which gives them access to a wide variety of mandatory training as

well as a variety of optional training courses, many of which are arranged in response to carers and agency needs. It is important that we recognise and reward carers for their skills and experiences, whilst ensuring that there are placements available to meet the specific needs of the children including the increasing number of children with more complex needs.

To provide carers with the training and learning opportunities to help them develop their skills.

There is a tiered development system which leads up to the level 3 diploma which is an accredited course. It provides carers with a comprehensive focus on areas including child development, issues of attachment and trauma and team working.

OUR CHILDREN AND YOUNG PEOPLE

M has a unique way of making me feel safe and valued. She listens to me without judgment and offers advice that always seems to come from a place of genuine care. Whether I'm having a tough day or celebrating a success, she's always there to support me.

Her home is a sanctuary where I feel truly at peace. M's nurturing nature has helped me grow in ways I never thought possible. She encourages me to pursue my dreams and believes in me even when I doubt myself.

D aged 12

2025

The children and young people living within our fostering families are as diverse and unique as the families caring for them. They range in age from birth to 18 years, and we also operate staying put arrangements, allowing those young people to remain with their families until they are 21.

Our social work team work closely with the children and get to know them well, meaning we can advocate for their wishes, feelings and needs, encouraging them to have the confidence to be their own advocates with their own voice and enable them to directly influence our service. We also advise them how to access external advocacy services when this is appropriate.

Our participation and youth engagement officer builds relationships with the children and young people, giving them opportunities to share their experience, work on independence skills and be an active part of our agency.

They contribute to the monthly newsletters and we have an active “ feedback team” and their responses about our service is fed back to carers and staff.

“Thank you very much for everything that you did with S and S; it was such a privilege to work with you and I am certain that they will always remember you with great fondness.

Childrens social worker 2025



Guides

We produce three children and young people guides to fostering which are made available upon placement and on our website. Our foster carers are guided to appropriately explain what fostering is to children and young people of all ages. We have also produced a short film based on one of our guides which is available to children with communication difficulties. This is a spoken guide which is also translated in BSL.

“We go to the beach, to arcades and on holidays. They’re awesome.”

I aged 9

2025

Recognition

We recognize children’s achievements no matter how big or small. Foster carers and Supervising Social Workers can nominate the children for special recognition, and we regularly send out certificates and vouchers in acknowledgement of the amazing progress they make.

“My family helped me to understand my feels and I am part of their family.

O aged 14

2025

Many of the children and young people remain part of our lives. We often hear about their education and employment successes and watch them start their own families. They remain part of our community.



OUR QUALITY

In line with our values, we always want to do our very best for children and young people we work with and are continually seeking ways to improve our services.

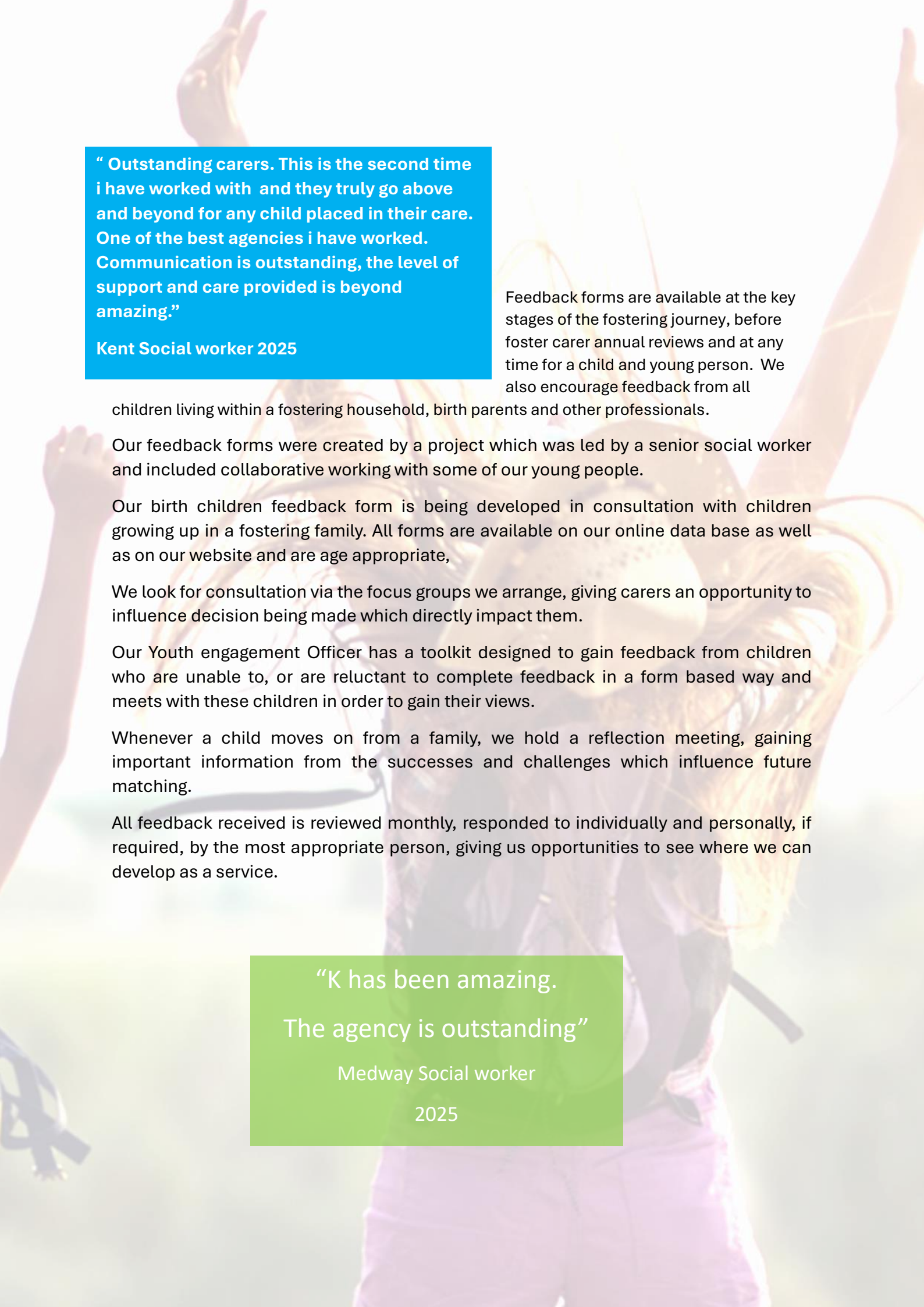
All applicants go through a rigorous recruitment and assessment process

We acknowledge that people from all walks of life make excellent foster carers and we are always looking to recruit a wide range of carers, particularly those who can take teenagers, large sibling groups or children with additional needs. Our panel is made up from representatives from health and education, social work professionals, a foster carer from another independent agency, a police officer with safeguarding background and a care experienced young person. It is a dynamic panel who are not afraid to challenge.

We monitor and evaluate our service regularly with a considered, methodical and pragmatic approach. The child remains at the centre, and the package of care is tailored to each child.

Gill Fewins is legally responsible for compliance with regulations and continually evaluates our service so that we deliver consistent outcomes of the highest standard.

All Annual Reviews and Assessments are routinely quality Assured by the registered Manager.



“ Outstanding carers. This is the second time i have worked with and they truly go above and beyond for any child placed in their care. One of the best agencies i have worked. Communication is outstanding, the level of support and care provided is beyond amazing.”

Kent Social worker 2025

Feedback forms are available at the key stages of the fostering journey, before foster carer annual reviews and at any time for a child and young person. We also encourage feedback from all

children living within a fostering household, birth parents and other professionals.

Our feedback forms were created by a project which was led by a senior social worker and included collaborative working with some of our young people.

Our birth children feedback form is being developed in consultation with children growing up in a fostering family. All forms are available on our online data base as well as on our website and are age appropriate,

We look for consultation via the focus groups we arrange, giving carers an opportunity to influence decision being made which directly impact them.

Our Youth engagement Officer has a toolkit designed to gain feedback from children who are unable to, or are reluctant to complete feedback in a form based way and meets with these children in order to gain their views.

Whenever a child moves on from a family, we hold a reflection meeting, gaining important information from the successes and challenges which influence future matching.

All feedback received is reviewed monthly, responded to individually and personally, if required, by the most appropriate person, giving us opportunities to see where we can develop as a service.

**“K has been amazing.
The agency is outstanding”**

Medway Social worker

2025

CONTACT US

The Homefinding and Fostering agency complaints procedure aims to deal with complaints received in a prompt manner. The registered manager is responsible for monitoring complaints and their outcomes.

All children and adults have a right to expect a quality and professional service. If they do not feel that they have received, they have a right to complain and that have complaint listened to.

Our complaints procedure is explained on our website. Allegations against staff or foster carers are covered by our safeguarding policy, which is also available on our website.

Anyone who wishes to raise concerns about our agency , or our service, including our foster carer, or you are a child or young person living with one of our foster carers, you can do so in the following ways.

Gill Fewins,
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