

EMBRACE FOSTERING

Statement of purpose



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CONTENTS

This document can be provided in alternative languages or different formats on request.

- 1. Introduction**
- 2. Status and Constitution**
- 3. Aims and Objectives**
- 4. Organisational and Management Structure**
- 5. Services offered**
- 6. Recruitment, Assessment and approval for foster carers**
- 7. Training, Development and Support for foster carers**
- 8. Representations and complaints**
- 9. Contacts**



1. Introduction

This Statement of Purpose has been developed in accordance with relevant statutory legislation, regulations and guidance including:

- The Fostering Services (England) Regulations 2011 and 2014, 2021 Amendments
- Fostering Services: National Minimum Standards 2011
- The Children Act: Guidance and Regulations Volume 4: Fostering Services (2011) (and 2013 Amendments)

The Statement of Purpose provides a written statement outlining the aims and objectives of the fostering service. It also summarises the services and facilities provided by Embrace therapeutic fostering Ltd.

In accordance with regulations, Embrace fostering provides copies of this statement to Ofsted; it is available to view on Embrace's dedicated website and available on request to:

- any person working for the purpose of Embrace fostering Ltd
- any foster parent or prospective foster parent of Embrace fostering Ltd
- any child placed with a foster parent by Embrace fostering Ltd, and
- The parent of any such child.

Other relevant legislation:

- The Care Planning, Placement and Case Review (England) Regulations 2010
- The Care Standards Act 2000
- The Children Act 1989
- UK National Standards for Foster Care 1999
- Working Together to Safeguard Children 2023

2. Status and constitution

Embrace Therapeutic fostering services is a private limited company registered under the companies act 1985 (company number 13362525). Embrace fostering is an independent fostering organisation which was established and registered with Ofsted in January 2022 under the Care Standards Act 2000 / Fostering Service Regulations 2011. It is therefore properly constituted to provide foster care placements on behalf of the Local Authorities.

Our board of directors and the senior management team meet regularly and are responsible for the corporate governance of the company including the following areas.

- Strategic vision
- Legal compliance
- Policies and procedures
- Approval and monitoring of the annual fostering business plan
- Financial governance
- Quality assurance
- Business continuity planning



At Embrace fostering we have a driving ambition to develop a fostering service that delivers high quality and consistent practice across the organisation. Embrace Fostering focuses on strong principles and values of outstanding care and support

3. Aims and objectives.

At Embrace fostering we are passionate and committed to meeting the needs of any child who have encountered adverse childhood experiences. We have a great understanding of the needs of children who are referred with social, emotional and behavioural challenges. We believe that each child in our care has the fundamental right:

- to positive, nurturing and safe family life.
- Regarded as an individual and afforded special attention
- Be treated equally and no less favourably than others
- Receive respect and understanding regarding their cultural religious and spiritual beliefs
- Have fun and enjoy their childhood
- Receive an education which enhances their life prospects in every respect,
- receive prompt attention in relation to all their healthcare needs,
- be safe, feel loved and always know that “someone understands”,
- be informed about all important decisions that affect them, and to have a say,
- be afforded privacy for themselves and their belongings,
- to be supported to think independently and make their own safe choices,
- complain about anything they feel is unfair or unjust, and to have that complaint listened and responded to

Embrace fostering’s objective will be to exceed the requirements of the Fostering Services National Minimum Standards and Regulations 2011, to provide children with the outstanding experience of being looked after in a needs-led holistic, diverse, therapeutic ethos foster home where they will have the opportunity to grow and develop in an enriched family setting.

Embrace Fostering’s therapeutic ethos and model of care is that of Dyadic Developmental Practice. Dyadic developmental practice is a therapeutic model created by Dr Dan Hughes, which focuses on fostering deeper emotional connections between foster children and their foster families, by harnessing, what we know about attachment and developmental trauma. By adopting a consistent and nurturing demeanour we can help our foster children navigate and understand their past and present feelings, whilst promoting a sense of safety and security within their developing and strengthening relationships with their foster parents. Our foster carers are educated in how to harness their natural compassionate and empathetic qualities by channelling a consistent parenting approach that is: playful, accepting, curious and empathetic (PACE).

Key principles for practice

- Embrace fostering aims to supply a diverse range of placements to meet physical, cultural, and emotional needs of each unique child.



Embrace fostering

Statement of Purpose

- Every child and foster carer will be seen as an individual. Their ethnic origins, cultural, religious backgrounds, language, gender, sexuality and disability of foster carers, their family and foster Children will be respected, valued, and recognised.
- Embrace fostering will work in partnership with significant persons involved with the child and local authorities, to implement positive outcomes in relation to children's care plans, achieving rehabilitation or permanence.
- All children will feel a part of their foster family and should experience a positive and happy childhood.
- Supporting better life chances, through education for care experienced children by providing them with enrichment experiences that promote aspirations, for independence and the world of work.
- Foster children will have the opportunity to participate in day-to-day life, with their views acknowledged and involvement in their own care planning.
- Foster carers will be supported and encouraged to promote best outcomes in terms of health, social, education and leisure needs.
- Embrace fostering and foster carers will monitor all progress young children make, support child focused care planning and decision making at every step along their journey.
- The safeguarding of children will be of paramount importance, with support being given to foster carers to implement effective strategies to ensure safe practice.
- Foster carers will be supported to develop into skills valued professional carers encompassing a therapeutic ethos.
- Quality of care and recognition is awarded to both staff and foster carers.
- Staff and foster carers will be acknowledged and supported in terms of Personal developments and training.
- All achievements and Improvements will be acknowledged and celebrated for staff, foster carers, and foster children.
- Short Break resource to be on offer to foster carers and access to an Embrace each other mentor or buddy carer, along with their own support network, to ensure consistency and avoid disruption for a foster child.
- The Embrace ethos is to have an integrated open culture for communication and a working environment for staff and foster carers.
- We will embrace reflective practice to improve skills and knowledge.

Monitoring

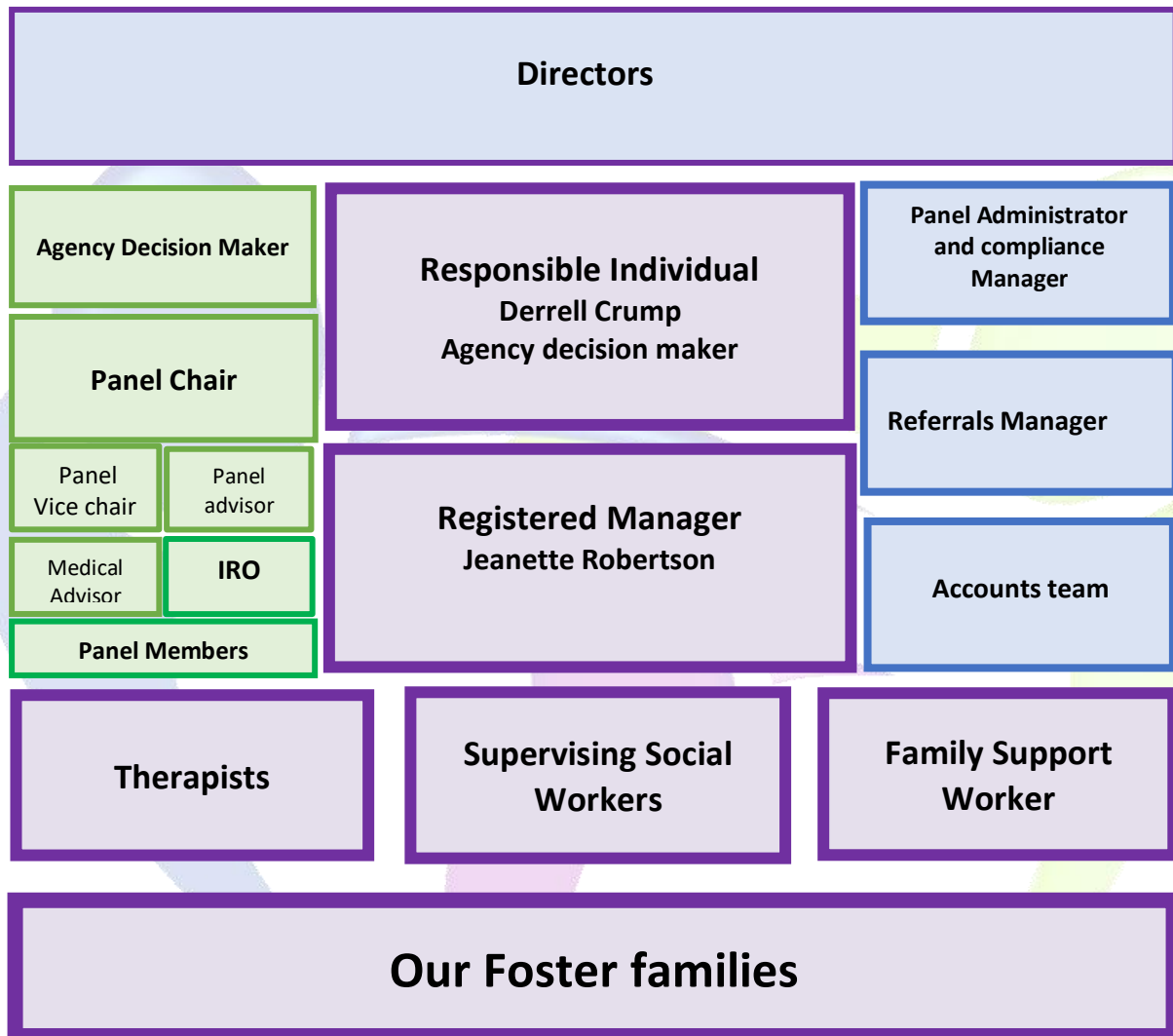
At Embrace fostering we monitor using various mediums:

- for example, inspection by the regulatory body Ofsted, internal audits, and external quality visits by LAs.
- Embrace staff will be monitored through team meetings, supervisions and appraisals.
- Placements for foster children are monitored through recordings on CHARMS.
- Updates on CHARMS are made to the registered person under Schedule 6 and schedule 7 of the fostering services regulations.
- Reports under regulation 35 are produced quarterly by the Registered manager and shared with Ofsted.
- Foster carers are monitored through regular supervision and reviews.



4. Organisational and Management Structure

A Board of Directors is in overall executive control of the company and monitors all aspects of service provision. The Responsible Individual represents the board and organisation. Day to day management and development of services is vested in the Registered Manager.



The Team

All Embrace fostering staff are appropriately checked and vetted following safer recruitment guidelines and The Fostering Regulations 2011. They have the relevant and recognised qualifications and experience to complete their role satisfactorily.

This may include the following:

- Diploma in social work, BA, MA, BSC /MSc, PhD,
- A1 assessor award
- Practice teacher/educator
- NVQ /Diploma level 4/5 in leadership and management,
- Experience of residential and EBDS childcare and management.



Embrace fostering

Statement of Purpose

The Registered Manager is qualified and an experienced childcare practitioner with experience of working within fostering agencies for 25 plus years and is responsible for the day to day running of the fostering agency.

The Responsible Individual holds a dual role within the Agency as an Agency decision maker (ADM). The RI acting as ADM will be limited to Stage 1 suitability decisions and non-complex cases where panel review is not required. The RI will not act as ADM for Cases where they have had prior involvement, complex or high-risk cases, allegations or disruption cases or decisions requiring full panel ratification where independence could be compromised.

All Supervising social workers are qualified and experienced childcare practitioners with back grounds in a range of settings. They are responsible for the recruitment, assessment, support and supervision of our foster carers. All social work staff are registered with Social Work England.

Embrace fostering employs a variety of individuals having a diverse range of experience in the care sector, management, or administration. This is to ensure a high standard of quality skill and knowledge in service delivery. All Embrace fostering staff receive the right levels of support, training, supervision, and are consulted with regularly and have an annual appraisal.

Team meetings take place most weeks throughout the year giving the opportunity for the RM, SSW, Panel Administrator/compliance officer, and therapists to attend if they are available and once a month a face-to-face/virtual Team meeting convenes, which the whole team attends to support updates and planning.

5. Services provided by Embrace fostering

Embrace fostering offer a range of foster placements with approved foster carers to meet the needs of children of ages 0 -18 years. We offer placements for children with challenging behaviour and complex needs including the effects of trauma and abuse. We provide placements with carers with extensive experience of and/ or training in working with difficult and complex behaviour. We recruit carers from a variety of diverse backgrounds and have foster placements in Staffordshire, Manchester, the West Midlands, East Midlands, and Yorkshire.

All placements are appropriately and professionally matched ensuring that the needs of the young people can be met by the skills, competence and experience of foster parents with whom they are placed. When children are placed with foster families there is ongoing monitoring of the arrangements in accordance with the Fostering Service (England) Regulations 2011(+2013). This means that all the foster parents are properly approved, reviewed and have a signed foster carers agreement.

Types of placements offered by Embrace fostering

Short break care – Families who can look after children for a break either on a regular basis or a holiday

Short-Term Placements - Foster carers undertake task centred work with children/young people and their families in situations where the purpose of a placement and the intended duration, are explicit or can be estimated with relative accuracy.

Bridging Placements – families who can look after children as part of a plan for a child to move somewhere else for example adoption, permanence or independence.

Long-Term Placements - A number of foster carers will have a definite interest in providing placements for children/young people or sibling groups on a long-term basis, usually until children reach leaving care age (up to 18 years of age).

Sibling groups – Many of our foster families are able to look after large sibling groups which ensures that children remain with their brothers and sisters.



Embrace fostering

Statement of Purpose

Unaccompanied children and young people or sanctuary seeking children and young people - We have foster parents that have experience of caring for children who arrive in the UK without a family or guardian.

Solo / Enhanced placements - Foster carers will look after children and young people who may make considerable demands upon them and upon the services of the agency. However, occasionally a child or young person has very specific and complex needs which require a higher level of support, services and supervision. A child or young person may require constant individual attention and supervision that precludes the placement of any other fostered children/young people or prohibits the use of any remaining placement vacancies within the foster home. With such placements there is a higher level of support required from the social worker, therapist and support team.

Specialist fostering – We have foster parents that can look after children who have complex needs relating to disabilities, health needs, or behaviours that other carers can find challenging. They usually receive enhanced packages of support or additionally purchased services when this is required to support the placement.

Post 18- Staying Put - Staying put is an arrangement where young people aged 18 plus that were previously looked after remain living in their foster family's home. They will then be classed as an adult member of the fostering household.

6. Recruitment, Assessment and approval for Foster carers

Embrace fostering welcomes applications from people who wish to foster from a diverse range of backgrounds. All applicants will be considered regardless of gender, marital status, sexuality, race, disability, religion, culture or employment status. Anyone over the age of 21 years, with no upper age limit, with a spare bedroom may apply to become a foster carer. Foster carers who have experienced childhood trauma and go on to achieve a positive adult life and attachments, are welcomed, as they will have empathy with foster children's experiences and provide positive role models.

Embrace selective recruitment encompasses word of mouth and social media strategies that enables us to attract prospective carers, who with support, along with their individual strengths and uniqueness can offer the highest levels of care and nurture to foster children.

Embrace fostering is robust in its assessment process. Our objectives are to be fair, ethical, and transparent. We are a fostering agency with a therapeutic ethos offering a high level of support to foster carers. Embrace Fostering's website provides information for prospective foster carers.

The Assessment and Approval Process

Initial enquiry - Once a prospective foster carer has enquired, Embrace fostering will complete a telephone screening questionnaire to ensure that enquiries meet the basic requirements, such as, the applicants desire to foster, having a spare bedroom, personal and work circumstances, family/household composition and priorities, able to drive or do they live on a good public transport route.

If both parties want to proceed to the next step a couple of members of the Embrace fostering team will undertake a home visit.

Home visit - This provides a face-to-face meeting between Embrace Fostering and the applicant and their household. The visit will explore in deeper context the applicant's motivation to foster, home life, attitude to training, applicant's empathy, skills, strengths and qualities, initial health and safety check of the home. The visit enables an open communication forum and answers any questions the applicant may have to make an informed decision of if they wish to foster.

The application process will be completed if all is felt to be sufficient at this point. The registered manager reviews the application and consent pack to consider if stage 1 can commence.



Assessment (Stage 1)

A qualified social worker will be allocated to assess the applicant/s. The assessment is carried out in accordance with Statutory Guidance on the assessment and approval for foster carers (stage 1 and Stage 2 have distinct decision-making processes although both stages can run in conjunction). Embrace Fostering will also carry out a variety of statutory checks required under Schedule 3 of The Fostering Regulations which include:

- Enhanced Disclosure and Barring Service (DBS) check.
- Local Authority checks
- Current or previous fostering organisation reference
- School/health visitor reference (on own child, if appropriate)
- Applicant to attend a Medical
- Current employment references
- References from all previous employment involving children and vulnerable adults.
- Personal references
- Overseas checks where appropriate
- Financial assessment

Training Pre-Approval - Embrace fostering follows the mandatory pre-approval training course, "The Skills to Foster" which allows for further screening of fostering applicants. All fostering applicants are required to attend the 6 sessions of introductory training which is developed by the Fostering Network. Other household members will complete safe care and my family fosters.

Assessment (Stage 2)

The assessing social worker will undertake a full and comprehensive, analytical fostering assessment using BAAF FORM F 2025, to ensure the prospective foster carers have a thorough understanding of the requirements to becoming an approved foster carer. The assessment will explore:

- Any other children or adults in the household
- Individual profiles of applicants
- Relationships and partnerships
- Health and safety, including pets.
- Employment and address history
- Support network
- Description of family life
- Parenting capacity
- Personal outlook, motivations and ethics

Panel - The Form F assessment when completed will be presented to the fostering panel. The panel is made up of a variety of professionals and independent members, who have the appropriate qualifications and experience to serve as panel members. Applicants are invited to attend panel and can feel quite nervous about this. It is the panel's role to make applicants relax by asking them some gentle questions to gain an understanding of what skills, strengths and vulnerabilities they can bring to fostering.

Approval - Panel members make recommendations on suitability of fitness to foster and terms of approval with regards to the experiences, strengths, and qualities of the applicants, as well as the emotional, physical, practical needs of the children they may foster. The final decision is made by the Agency Decision Maker.



Post Approval – once approval is ratified by the agency decision maker, the applicants will be advised in writing and allocated a supervising social worker.

Newly approved foster carers will begin to engage in their robust 12-step induction programme, including Roles and Responsibilities of a foster carer, introduction to CHARMS and TRIX policies and procedures and Foster Carers Handbook. Expectations of a foster carer is within the foster care agreement, which is given to foster carers after approval is ratified and requires their signature to confirm they have read and understand it.

Foster carers will be introduced to the training Development Standards. This is designed to support carers from approval to the first year of fostering. The focus being on skills, experience, development, and competencies which are required to foster.

This comprises of 7 standards.

- standard 1 understand the principles and values essential for fostering children and young people.
- standard 2 understand your role as a foster carer.
- standard 3 understand health and safety and health care.
- standard 4 how to communicate effectively.
- standard 5 understand the development of children and young people.
- standard 6 keep children safe from harm.
- standard 7 develop yourself.

Referrals and Matching

At Embrace fostering referrals are initially filtered by the referrals team/ senior management. Assuming the child is a possible match, additional information is sought to inform matching decision making by the supervising social worker for the foster family due to them knowing the foster carers skills, strengths, and attributes. The referral lead person will provide detailed and relevant information about the foster carer's family, household, and circumstances to the local authority. At Embrace fostering the supervising social worker is heavily involved in the planning of the placement with the foster carers and providing needs led support and training where required.

7. Training, Development and Support for foster carers.

Training

At Embrace we support all foster carers to maintain mandatory and ongoing training which demonstrates how they meet the skills required by the fostering service. Newly approved carers complete mandatory training within the first twelve months. This is a hybrid of online and face-to-face training. In addition to this, approved carers will also be allocated additional training via the training hub to meet their PDP and, if needed, the specific needs of the child they are fostering.

Training Hub Mandatory Training for newly approved carers:

- Risk assessment and Safer care
- Safeguarding level 2 incorporates human trafficking and modern day slavery/CCE/CSE
- Administering medication and health promotion
- GDPR
- Attachment
- Radicalization and Extremism



- First aid online (until completed face to face)
- Health and Safety
- Equality and Diversity
- AI

Mandatory Training for all carers:

- Safeguarding and Safer care
- Attachment and PACE
- First Aid face to face.
- Understanding and Managing Behaviour

The training support and development standards fostering induction should be completed within 12 months of approval (NMS 20.2), albeit some exceptions where an extension is agreed. However, some foster carers may be able to demonstrate that they have completed this within another service.

On going training available for all foster carers

- Monthly area group training sessions are available for all foster carers throughout the year. A plan of the training sessions is available in advance and will be reviewed annually to offer different training sessions based on the needs of young people, foster carers, media, and enquiry influences. These sessions are facilitated by social workers or the therapist to support PACE therapeutic parenting approaches. Mandatory training sessions are available from 10-12am and 6-8pm, to ensure all carers can attend. There is an expectation that carers will attend three training sessions annually to develop skills and knowledge, and further their own professional development and remain compliant.
- Foster carers are regularly invited to complete courses online with the vocational training hub and can access free courses of their choice including wellbeing courses.
- All foster carers are able to access training and webinars through the National Association of Therapeutic Parenting (NATP) membership, that they are registered with through Embrace fostering.
- We collaborate with ACS for Face-to-Face training facilitated by outside trainers this enables foster carers access to training in specialist subjects throughout the year.

Foster carers career structure and development

Embrace Fostering are highly committed to offering high-quality care and positive therapeutic family settings to both foster carers and the children they care for. Foster carers are a fundamental part of the Embrace fostering team with valuable skills and Embrace fully acknowledge the dedication of foster carers. To recognise this Embrace fostering have a career structure to allow foster carers opportunities for development and will recognise their strengths and accomplishments in meeting the needs of children. Furthermore, there is opportunities for foster carers to support the agency in training, completing initial visits and enquiries, becoming an Embrace Each other mentor/ buddy carer with newly approved foster carers.

Foster carers new to fostering will commence their foster journey on Level 1, progressing to level two after two years. This is subject to positive annual reviews achieved by acquiring the skills and competencies by accessing the training and support of the team around them and achieving positive



outcomes for foster children. If you are new to fostering but have other relevant experience, there may be a discretionary agreement for a carer to start at or move to Level 2.

Management and Support of Foster Carers

At Embrace we recognise that fostering can be challenging and yet rewarding for both foster carers and children. We understand the importance of providing support and supervision services for foster carers that is realistic, reliable, knowledgeable and bespoke.

Supervision and Support:

- Each foster carer will have a supervising social worker who is responsible for coordinating needs led support and supervision
- Supervision visits are of paramount importance and consider the child's views, progress/ issues, needs led actions. foster carers practice performance, therapeutic parenting, training, and stability of the household for every person, and recognition of the foster carers' accomplishments.
- Supervision is regular and takes place every 4 – 6 weeks
- Co-carers are seen in supervision every three months minimum

Other Ongoing support:

- A comprehensive foster carers handbook
- Weekly telephone support will monitor the placement in between supervision.
- Access to out of hours emergency 24/7 telephone support 365 days a year.
- Support with therapeutic parenting, PACE, trauma informed practice, and supporting child focused routines, boundaries and strategies
- Support can be awarded through the Embrace Team, Buddy carer or therapist.
- Seasonal fun days, party and consultation days will be organised twice yearly.
- Unannounced visits are undertaken a minimum of twice a year.
- Consultation will occur with foster carers in the form of written and face-to-face consultations.
- Newsletters will be sent out quarterly
- Attendance and support at professionals' meetings.
- A level of financial support that values the skills of foster carers
- Embrace fostering will ensure appropriate support network and babysitters are in place. They will be checked in line with current legislation.
- We recognise that being a foster carer can be challenging and tiring at times, which can lead to foster carers feeling empathy fatigued. **Short Breaks** can be agreed to support foster carers (subject to availability and agreement from the Local Authority), or utilising persons within their own support network. We know that this reduces carer fatigue and allows them and/ or other members of the fostering household time to 're-charge'.

Embrace Each Other Therapeutic Support Groups

The foster carers will have access to the therapeutic support group, "Embrace each other," led by the therapist, this is an informal forum, that covers a wide range of therapeutic topics. Should the foster carers be struggling with a specific issue or behaviour, this can be raised to the therapist who will create and develop a training set covering this to ensure the continuity of care. The therapist will also



ensure that the foster carers understand the principles of Dyadic Developmental Practice (PACE) and how to utilise this individually within the household. Embrace fostering encourages foster carers to attend three “Embrace Each Other,” therapeutic support groups annually.

Independent Support for the foster carers

Embrace foster carers are provided with full membership to Foster Talk which provides them with a wealth of independent advice and support about practice, legal and financial matters, and any benefits on offer for example-legal expenses, insurance, advocacy.

8. Representations and complaints

Embrace fostering aims to provide a high-quality service to the children and young people in foster placements with us. We welcome feedback on how we perform within our service, whether good, or not so good, as it gives us the opportunity to make improvements.

As required by our regulatory body Ofsted, Embrace fostering have a written complaints policy, as well as information in the children’s guide and a Representations, Compliments and Complaints leaflet. A child, parent or carer of a child, a foster carer or anyone else for whom the Agency has agreed to provide a service can make a complaint under the complaint’s procedure which is readily available.

Child protection issues will be dealt with in line with our Safeguarding policy and procedures. There will be no form of reprisal against a child who makes a complaint.

Children and young people are provided with information about their right to complain within the agencies Representations, Compliments and Complaints leaflet. Children will be encouraged to take up issues in the most appropriate way and they will be supported to do this. It is the responsibility of foster carers and Embrace staff to help children to deal with their complaints sympathetically and actively, whether the complaint is about Embrace fostering or the placing authority.

Our written guidelines about the complaint’s procedure identify two types of complaints along with the appeals process:

Stage 1 informal complaint

Stage 2 Formal complaint

Stage 3 Appeals process

Bullying

Everyone involved in looking after children shares responsibility for countering bullying and for creating a culture which positively encourages acceptable behaviour and reduces or prevents the likelihood of bullying.

All children and young people have a right to feel confident that this is a safe and healthy environment. We want to ensure that all children and young people remain safe from bullying behaviour and have the opportunity to thrive and prosper, emotionally and socially. When bullying is encountered, the Agency will ensure that the procedures are in place to allow:

- Reporting and recording of the incident.
- Having concerns or incidents of bullying properly monitored.



Embrace fostering

Statement of Purpose

- Ensuring appropriate action is taken in response to incidents of bullying and that these are followed up. This will ensure that people feel listened to and understand that their concerns have been and will be taken seriously.

The Agency will provide guidance and training that encourages an understanding and appreciation of what bullying is and how it impacts on self and others. Foster carers must be alert to the risk of bullying and should take all reasonable steps to prevent such behaviour.

9. Useful contact details

Registered office

Embrace Therapeutic fostering Ltd
Mayflower cottage, clumber lane, Clumber park, Worksop S80 3BQ.
Tel: 01909 384429
Email: admin@embracefostering.com
Web: www.embracefostering.co.uk

Children's Commissioner for England

Sanctuary Buildings
20 Great Smith Street
London
SW1P 3BT
Tel: 020 7783 8330
Web: www.childrenscommissioner.gov.uk/about-us/contact/

Regulatory Body

Ofsted Piccadilly Gate, Store street, Manchester. M1 2WD
T: 0300 123 1231 Text phone: 0161 618 8524
Email: enquiries@ofsted.gov.uk
Web: www.ofsted.gov.uk

