



STATEMENT OF PURPOSE

INTEGRATED SERVICES PROGRAMME

ISP Teynham (Kent)
1256563

Covid Statement

ISP consider the health, safeguarding and wellbeing of all children placed, our foster parents, their families and our staff team to be of our highest importance.

To this end, ISP have had considerable safeguarding measures in place as we continue to perform our daily activities. From the recruitment, assessment and approval of new foster parents. The placing of children within our service who require our specialist therapeutic fostering resource. The continued support to our foster parents and ensuring their training needs are met. Continuing to meet the educational and therapeutic needs of children already placed within our service. Ensuring our staff team have the necessary resources at their disposal to carry out their work either face to face or by way of a virtual medium.

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INTEGRATED SERVICES PROGRAMME

STATEMENT OF PURPOSE

Section 1

THE AIMS, OBJECTIVES AND PRINCIPLES

ISP aims to enable children and young people to get to know who they are and to grow and live in harmony with themselves and others. To achieve this, we provide an approach to therapeutic fostering that is specifically designed to improve the psychological and emotional health and well-being of children and young people. Therapeutic concepts relating to the effects of trauma, abuse and neglect are used to enable staff and foster parents to view children's sometimes challenging behaviour as communication of confusion and distress in their internal world rather than simply as behaviour to be managed.

ISP Therapeutic Model

Children who are referred to ISP have had a painful history that is very likely to have deeply impacted upon their development. Our basic assumption is that these children will need therapeutic care if we are to best enable them to reach their potential emotionally, socially and educationally. The children will, by definition, have experienced things as having gone very wrong in their lives and are likely to have been very traumatised by this. It is accepted that the practical management of the very difficult behaviour that is often a child's response to this trauma will often be a great challenge to those charged with their development whether that be within care, education or therapy. We see our task as that of providing an integrated service connecting with the child or young person who is likely to be in a state of panic and distress. We aim to contain, understand, empathise and best manage their behaviour as we gradually enable them to feel safe and able to develop within long term meaningful relationships.

Within ISP Teynham (Kent) we aim to provide an integrated service with this concept of therapeutic management at its heart and as the guiding principle to our work. We define this in terms of adopting a reflective stance in our thinking about each child individually from the start. Our belief, based on extensive research into attachment and the effects of trauma, is that the capacity to establish and sustain a reflective state of mind is the result of effective parenting, and provides the basis for the development for the child of resilience in the face of adversity. It underpins ISP's direct work with children and ISP's response as a whole. We hold a therapeutic management stance which means that we feel that a 24/7 approach is best taken to include the child's care, education and therapy, and this approach is built into the systemic practice within ISP Teynham (Kent).

We recognise that the most crucial relationship for the child is within the foster family and a great deal of care and attention needs to be made to ensure this is a meaningful developmental relationship. We recognise how everyday caring experiences can be used therapeutically, which is especially relevant for children who have not received good enough parenting during infancy and early childhood. We want foster parents to realise that by looking after a child 24 hours a day they are in a strong position to meet their emotional needs. Although much therapeutic care occurs naturally within the fostering environment,

we do not assume that this will simply happen but presume this relationship will need continuing care and attention. Our intention is always to try to be proactive rather than reactive to the challenges and difficulties that may be encountered.

Secure Base Model:

ISP Teynham (Kent) has adopted the Secure Base model (BAAF), an attachment-based approach, as a foundation to the work we do.

We achieve our aims by providing the following:

- A community of adults who demonstrate, through their working relationships with one another, a model of integration.
- A place where children and young people who are emotionally fragmented can achieve personal integration.
- Opportunities for children to experience stable family environments by recruiting, training and developing high quality foster parents who understand our therapeutic principles.

The values that underpin our work are:

Each individual is unique and has an inherent right to develop their potential, regardless of their previous life experience.

Children have the right to be looked after by adults who offer them respect, concern, affection and experiences appropriate to their individual needs.

Adults need to respect the significance for the child of their birth family, their race, culture and religion and their area of origin.

ISP encourages continued personal growth within an enriching environment for living, learning and developing together.

We provide:

- Foster families
- Partnership working and liaison between Local Authority partners, children, families, foster families, Social Workers, Therapists and schools
- Therapeutic support for children and foster families
- Speech and Language Therapy
- Education Psychology
- Respite Care
- Transport and Escort
- Contact Supervision
- Education and training for children and foster parents
- Opportunities for young people to prepare for independent living
- Family placements for parents and babies/young children

Section 2

THE STANDARDS OF CARE TO BE FOLLOWED

ISP is committed to complying with the standards set out in the Fostering Services: The National Minimum Standards (2011 and 2013) which form the basis of the regulatory framework under the Care Standards Act 2000.

The Registered Manager is responsible for the management, compliance and monitoring of all standards which are underpinned by the Fostering Service Regulations 2011 and The Care Planning, Placement and Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013.

Regular monitoring, which contributes to assessing the effectiveness of the Organisation, is carried out by the Registered Manager, The Head of Operations (Teynham), with support from the Quality Assurance and Safeguarding Team.

Areas considered include:

- All matters listed in Schedule 6 (Regulation 35 (1))
- Notification of events listed in Schedule 7
- Other significant events relating to ISP Monitoring

In addition to this, the Senior Leadership Team, chaired by the Responsible Individual, meet monthly to monitor events and improve practice.

Policies

ISP has a comprehensive suite of policies which are available on – line to all staff and foster parents and are updated regularly. This means staff, foster parents and partner agencies have access at all times to ISP policies. The policies are working documents and should be read in conjunction with, and reference to, each other.

Safeguarding Procedures

ISP is committed to safeguarding and promoting the well-being of children and young people who are placed in our care, so that they can live a healthy and happy childhood that is safe and positive, free from harassment and bullying.

ISP has adopted Working Together to Safeguard Children 2015 (DfE) guidelines for Safeguarding including Child Protection. The Working Together to Safeguard Children guidelines refer to all staff and foster parents. Reference is also made, as required to The Children Act 1989; The Children Act 2004; the Local Safeguarding Children Boards (LSCB); Kent and Medway Safeguarding Children Procedures and Working Together to Safeguard Children 2018 (Subsequent updates 2019, 2020).

ISP also has its own Child Protection reporting procedure provided to all staff and foster parents.

The ISP Child Protection Procedures lay down a clear format for the reporting of any Child Protection matter to the ISP Head of Safeguarding. The ISP Head of Safeguarding is an

experienced Social Worker and former LADO who is also the Designated Lead for Safeguarding within ISP.

Complaints

ISP has a complaints policy for both foster parents and staff. This is accessible through our website or by asking a member of staff. Children and young people also have a complaints policy. Information on how to make a complaint can be found in the Children's Guide, children can also make a complaint via the i-space website.

The Process for the Recruitment, Approval, Retention and Training of Foster parents

ISP is committed to the recruitment of high quality foster parents who can meet the needs of children referred to ISP and it operates within the Safer Recruitment Policy and thus has a carefully designed selection process. Upon initial enquiry, the enquiries team discuss with prospective foster parents details of the organisation and information about how to become foster parents. This is an initial screening process and where appropriate the enquiries team then suggest an Initial Visit (within 10 days) to the prospective foster parents. There is a further opportunity to gain more information about ISP and the wider concept of therapeutic fostering during a virtual information session.

Once this stage is successfully completed, prospective foster parents will be invited to attend the ISP Skills to Foster Training. Following this, a health and safety visit takes place and a detailed Form F assessment is undertaken by an independent Social Worker reporting to the ISP Fostering Team.

Stage 1 and Stage 2 of Assessment: In accordance with The Care Planning, Placement and Case Review and Fostering Services (Miscellaneous Amendments) Regulations 2013, which amended the Fostering Services (England) regulations 2011, the process ISP follows for assessing a person's suitability to foster consists of two stages. These stages are usually carried out concurrently, but the information required for Stage 1, as defined in Schedule 3 Part 1 of the 2013 Regulations, is sought as soon as possible, and the decision about whether an applicant has successfully completed Stage 1 is made within 10 working days of all the information required being received.

If during Stage 1 it is decided that an applicant is not suitable to foster, the applicant is informed and reasons are given and the application is closed.

If in Stage 2 a decision is made that the applicant is not suitable to foster, then a brief report will be completed, the applicant will be advised and their comments sought within 10 working days, this brief report is presented to our fostering panel and the applicant has the opportunity to attend. The recommendation from this then proceeds to the ISP Agency Decision Maker.

Once Stage 1 and 2 are completed and providing all safe care checks are satisfactory, the foster parents will then attend the Fostering Panel which will make recommendations regarding Approval of the foster parents. The ultimate responsibility for Approval lies with the ISP Agency Decision Maker.

Post approval, foster parents receive an induction by the Centre team and are expected to follow the ISP Training Pathway and meet the Training Support and Development Standards (TSDs).

Review Process

The centralised Fostering Team is responsible for co-ordinating and allocating Foster Parent Annual Reviews, which are carried out at regular intervals; within a twelve month timescale. The first review, as per regulation, is presented to the fostering panel, and ISP policy is for annual reviews to be presented to panel on a four yearly basis following this. We consider retention of foster parents to be crucial and to this end we provide good supervision, a comprehensive training pathway, a range of activities to show recognition and appreciation along with participation in the Organisation's development.

Section 3

THE SERVICE

ISP provides family based childcare services for children referred by Local Authorities.

Overview of the services provided:

ISP Teynham (Kent) has two centres, one based in Teynham and the other in Whitstable. The multi-disciplinary team is comprised of practitioners in social work, therapy, education and foster care. It is managed by an experienced Registered Manager with the support of a Head of Operations (qualified in social work). They are responsible for overseeing all of the Centre activities and ensuring that Fostering Regulations and Standards are met or exceeded.

The recruitment and assessment of foster parents, Panel functions, Annual Reviews and Training are administrated from the central office in Sittingbourne (Kent). Supervised contact and transport services can also be provided as appropriate. The Registered Manager ensures that all foster care placements receive the appropriate services and support, tailored to the particular circumstances of each foster family and the young person in placement.

a) ISP Teynham (Kent)

ISP Teynham and Whitstable Centres are the "hub" of the services for the child and the foster parents – each foster parent is attached to the Centre which they attend for regular discussion groups, training and other events. ISP Teynham (Kent) has its own complement of ISP Supervising Social Workers, Fostering Advisers, educationalist and therapists, all of whom are co-ordinated and managed by the Registered Manager, with support from the Head of Operations, who have management qualifications and

experience. The Administrative support network within the centres provides a thorough framework ensuring good communication between departments at all times.

The Centre is also used for activities for young people such as Kids Club, celebrations of various festivals throughout the year and parties.

The services available are as follows:

b) Foster Parents

The first, fundamental step in establishing an integrated programme of care is to provide the child with a safe and nurturing home environment within a foster family. To function as an effective foster parent, you should also have access to help, support and guidance. At ISP we are committed to providing our foster parents with first class training and advice, enabling them to develop the skills to create safe and nurturing family homes for the children they care for. ISP foster parents are recognised as fellow professionals and their contribution is fundamental to the whole organisation.

ISP strives to develop a therapeutic culture, including recognition of how everyday caring experiences can be used therapeutically, which is especially relevant for children who have not received good enough parenting during infancy and early childhood. We help foster parents to appreciate that by looking after a child 24 hours a day, they are in a strong position to meet their emotional needs and a lot of therapeutic care can be offered within the family environment. This would include understanding how past trauma can lead to feelings of anxiety and insecurity which is often difficult to express in verbal form. This can easily be triggered by 'ordinary' events with difficult behaviours that occur as a result. We support foster parents to recognise and respond to the underlying need, thereby reinforcing feelings of understanding and security which further promote a strong and trusting relationship.

Desired Outcomes for Young People

Young people enjoy safe and stable placements, with families who are appropriately trained and skilled, to enable them to promote their well-being, supporting them to become confident individuals able to integrate well into the wider community.

c) The Referrals Team

The Referrals Team work with the Local Authority to carefully match foster parents to meet the needs of the referred child. This is a collaborative process between Local Authorities, Fostering Advisers, ISP Social Workers, foster parents and Managers.

Desired Outcomes for Young People

Placement choice
Well matched foster placements

d) The Enquiries Team

There is a dedicated Enquiries Team based at ISP Central Office, Sittingbourne who are responsible for responding to initial enquiries from prospective applicants.

Placement Type

In order to fulfil the specific need Local Authorities, require for their children, we look to recruit, train and support foster parents from a range of backgrounds and we offer both short and long term care.

Short term includes:

- Emergency care
- Short term care
- Respite
- Bridging

Long term includes:

- Permanent fostering
- Long term care

Parent and Child

All placement options offer fostering experience to:

- Individual children
- Sibling groups
- Unaccompanied children
- Children with complex needs
- Children moving from residential
- Staying Put

e) The Fostering Services

The Fostering Services Team at ISP Central Office, Sittingbourne:

- Commissions Form F assessments
- Oversees a Quality Assurance function of the Assessments in preparation for the ISP Fostering Panel
- Oversees the training and development of foster parent s through the career grade system
- Provides Individual or group-based support for “Children Who Foster”
- Commission Reviews of Approval (Annual Home Reviews) and provides a quality assure function of both the report and the foster parent s
- Liaises regularly with the Registered Manager.
- Manages the Fostering Panel Process

The centralised team is led by an experienced and qualified social worker.

The Registered Manager in Teynham (Kent), is instrumental in ensuring that ISP keeps abreast of any changes in fostering legislation, regulations and guidance via liaison with the ISP Responsible Individual and also with support from the Quality Assurance Team

who assist in monitoring and driving the quality and development of the fostering service.

Outcomes for Young People

Young people participate in the organisation and contribute to ISP's development, thus ensuring ISP remains child focussed and relevant to the aspirations of young people.

f) The ISP Senior /Supervising Social Worker

The Senior Supervising Social Worker and Social Workers at ISP are experienced and social work qualified. At ISP we aim to take a collaborative approach with foster parents in order to identify how the multi disciplinary centre teams and other ISP Services can best provide appropriate input to the placement, ensuring there is access to the range of disciplines within ISP. Additionally, good links have been forged with local colleagues and excellent placements and supervisors have been provided for social work students.

g) Fostering Advisers

ISP is committed to the continued professionalism of foster care. Our Fostering Advisers provide expertise, advice and consultation within the multi-disciplinary teams at the ISP Centres. They also offer advice and practical assistance to foster parents, as part of the multi-disciplinary team, creating a working relationship which facilitates and encourages the practice and professional development of each foster parent.

h) Centre Co-ordinating Therapists

ISP Teynham (Kent) has a Centre Co-ordinating Therapist who manages and assesses each referral of a child or young person for therapy, (triage) and allocates them to a therapist who has the appropriate range of skills and experience. The CCT is also available to provide therapeutic consultation to Centre staff and foster parents.

i) ISP Tunstall (Kent)

Located in Sittingbourne, Kent, the office has centralised functions that serves ISP Rainham and ISP Teynham (Kent Registrations). The fostering team, contact and transport and some centralised services for the Polaris Community. Enquiries Team, Referrals team and Finance, which also serve the Kent Registrations.

j) Policy & Practice Advisor

At ISP we have a Policy & Practice Advisor who, in particular, focuses on specific service areas including health, leaving care and online safety. The Policy & Practice Advisor has developed effective tools and systems to enhance interventions with young people and monitor the Organisation's effectiveness. They devise and deliver training programmes for foster parents and staff, maintain the Foster Parent Handbook and provide information and advice through our I-SPACE website. This role ensures that ISP maintains important links to relevant community resources and keeps abreast of local and national policies and initiatives.

Further that ISP staff and foster parents are supplied and equipped with information and knowledge in these key areas, as well as understanding and fulfilling their roles and responsibilities in relation to the children and young people in placement.

The Policy & Practice Advisor is also CEOP trained to offer advice and guidance across the organisation regarding child exploitation.

Desired Outcomes for Young People

- To learn and develop the skills required for everyday life
- To successfully manage the transition to adulthood
- To lead healthy lifestyles
- To keep safe online

k) Therapeutic Provision

At ISP, we have long been committed to, and continuously strive to promote, a therapeutic fostering service. By this we acknowledge that the daily routines and care experienced by children can in themselves be therapeutic and boundaried. Thus, our therapists offer much more than individual therapy to children. The Centre Coordinating Therapist works alongside colleagues from social work, fostering and education in the Centre teams. They enable and facilitate reflective practice regarding individual young people ensuring the child is central to our thinking and planning.

We aim to develop professional network meetings around each child which form the hub of the work for the individual child. It is recognised that splits and difference of views can occur within such groups and the importance of working with these tensions is recognised so that a solid team is developed around each child. This creates the rich, holistic tapestry of care, education and therapy around the child that we call therapeutic management.

In addition, the Centre therapists may provide training, case discussions, supervision groups, be a resource to foster families, foster children and staff, in addition to offering individual therapy when required.

We have also built up a pool of therapists to ensure we offer an appropriate range of therapies, which the Centre therapists' access as needed. The Senior Leadership Team, including a Head of Therapy, supported by the Centre therapists, oversee the whole therapeutic provision and the self-employed therapists to ensure that developments within the field of child therapy are included and understood and to help integrate therapeutic skills and techniques throughout the Centres.

The ISP therapists consist of a well-established and multi-disciplined group of qualified professionals, representing a cross section of clinical expertise and experience such as:

- Systemic Therapy
- Cognitive Behavioural Therapy
- Play Therapy
- Art Therapy
- Speech and Language Therapy
- Animal Assisted Therapy
- Integrative Therapy

This range of disciplines is underpinned by a common understanding of the centrality of the therapeutic relationship in the healing of trauma, abuse, neglect, and the powerful experiences of shame that are associated with these.

Desired Outcomes for Young People

For children and young people who have experienced harrowing circumstances, therapy alongside therapeutic fostering can offer the most effective route to help them manage their fears and regulate their emotions. Therapy can contribute to promoting and developing emotional resilience. Ultimately, ISP hopes to give children the ability to grow and mature into well rounded adults. The therapeutic support and skill raising given to all staff and foster parents will add to the specialised care received by the young people.

l) Transport

ISP has a comprehensive transport service for children and their foster parents attending ISP schools. Additionally, where appropriate, transport is provided for young people having contact with family members or friends.

In certain circumstances, transport is also provided for attending therapy and other appointments, although generally this is seen as part of the foster parent's duties. Our drivers are all sensitive to the needs of the children and the emotional pressures they may feel. The drivers also receive training and regular supervision.

Desired Outcomes for Young People

To provide smooth transitions for the young people in our care

m) Respite Care (time-off/sleepover)

Respite is an important part of ISP's philosophy of care. All foster parents are expected to make use of respite on a regular and planned basis, not exceeding 22 nights per year except in exceptional circumstances, which could include emergency respite and this is needs led.

ISP takes very seriously the respite experience of all children and young people and accordingly operates a thorough planning, preparation and consultation process with foster parents, children and young people and the Local Authorities. Feedback is sought from all young people following their period whilst staying away with another family. We wish to take their views into consideration and contributes to the monitoring of this service.

Desired Outcomes for Young People

To provide positive experiences of respite / time away from their main placement for young people.

n) Contact (family time)

ISP has a range of comfortable and welcoming facilities in the Centres, as well as a dedicated contact provision. Fedan Hall is a well-equipped standalone building, situated

close to the main fostering office. It provides a comfortable environment where young people can meet up with their parents, relatives or guardians. The Whitstable office also has a large comfortable room available for family time. Specially trained ISP staff are always on hand to supervise family time sessions, answer questions and involve children and parents in activities. The design is warm and welcoming with a large main room, a smaller more private room and a family kitchen. Fedan Hall and Whitstable also have a variety of games and equipment to help engage the families during their visits.

Outcomes for Young People

Wherever possible, young people are encouraged to engage in with their families, enhancing and exploring their sense of identity and culture.

o) Education

ISP Education is made up of the following services:

Each ISP centre has an Advisory Teacher who promotes the best educational outcomes for our young people. They focus on the attendance, attainment and engagement of each child to maximise their success. This includes working with placing Local Authorities and local services (Kent school admissions and Kent SEN) to ensure that a child is on roll at an appropriate provision (mainstream or Special Resource Provision) as quickly as possible. The Advisory Teacher attends the majority of PEPs to identify barriers to learning and help the network to formulate plans to overcome these. This may include suggesting strategies for support (such as individual tuition to close attainment gaps, Speech and Language assessments, and Educational Psychology intervention) and investigating funding streams to help the young person meet their potential. The ISP team encourage the young person to see themselves as lifelong learners.

In Kent, ISP has an independent school registered with the Department for Education (DFE, formerly DfES) and inspected by Ofsted, for those children and young people who find it particularly difficult to access school environments. The school, for children with EHC Plans including Primary Needs in SEMH, ASD and Communication and Interaction, is based on a beautiful rural farm location at Castlewood Farm, Teynham. The school offers placements for pupils from Year 3 to Year 12 and has a specialised ASD class group to ensure all pupils are taught in the best way to suit their needs.

Our pupils have access to all aspects of the National Curriculum with lessons tailored to their individual needs. We offer exciting practical opportunities for pupils and take full advantage of the vast natural spaces our school site offers.

All our teachers work with pupils in a therapeutic manner where academic achievement is as important as each pupils' emotional and mental well-being. ISP School sees pupils as individuals and this is reflected across the ethos of the whole school.

ISP is committed to ensuring all children and young people have access to education, enabling them to learn and realise their full potential. ISP aims to meet the educational needs of each child and young person through identifying an educational environment that is appropriate to their individual needs, abilities and aptitudes.

Outcomes for Young People

- Young people are enrolled in an appropriate education facility and enjoy good attendance
- Young people receive additional educational support, ensuring they have the best chance of achieving their potential
- Young people take part in extra-curricular activities
- On leaving school, young people go on to further education or employment

p) Polaris

ISP is now part of a wider group, Polaris, who offer a range of services to children and families. ISP has retained its individual branding, though does benefit from centralised functions such as HR, Finance, Marketing, Contracts, Learning and Development and Foster Parent Recruitment.

Section 4

STATUS AND CONSTITUTION

Integrated Services Programme is registered in England, with a company number 2820208. As an unlimited company having a share capital all of which is held by ISP Childcare Ltd (Registered in England 08494425)

ISP Teynham (Kent) Registered Manager

Pradeep Heera

ISP Responsible Individual

Joanne Savage

To obtain any further information please write to:

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