



Parent and Child Fostering Service (PACFS)

Statement of Purpose

2025

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1. Introduction

This Statement of Purpose has been developed in accordance with the *Care Standards Act 2000*, *The Fostering Services (England) Regulations 2011*, and the *National Minimum Standards for Fostering Services (NMS 2011)*.

It outlines the aims, objectives, and operation of PACFS Ltd, providing clear information for parents, children, young people, carers, staff, placing authorities, and professionals about the services we deliver.

Copies of this Statement are available on request to:

- OFSTED
- Placing Local Authorities and other purchasers of our services
- Any person working for or with PACFS
- Any child (subject to age and understanding) placed with the service
- Any parent or guardian of a child placed with PACFS

Children and young people also receive age-appropriate welcome guides in accessible formats, provided to parents within Parent and Child placements.

PACFS specialises in **Parent and Child (P&C) fostering placements**, providing stability, security, and nurturing environments for:

- Mothers and babies
- Fathers and babies
- Both parents and their babies

In addition to P&C placements, PACFS offers a range of fostering options throughout the year for placing Local Authorities, ensuring flexible and high-quality care solutions.



2. Vision and Objectives

Vision

PACFS is dedicated to delivering high-quality foster care placements that promote positive outcomes for parents, children, and young people. We prioritise safety, stability, and the development of each individual's potential within a supportive and inclusive environment.

As an independent fostering provider, PACFS works collaboratively with Local Authorities, Health and Social Services Trusts, parents, families and carers. We are committed to effective multi-agency working and to forming strong partnerships that respond to the holistic needs of those we support.

Core Commitments

- To provide secure, nurturing family placements that promote emotional, physical, and educational development.
- To ensure foster carers deliver exemplary parenting, promoting inclusion, participation, and a sense of belonging.
- To uphold statutory requirements, professional standards, and "Best Value" principles in all aspects of service delivery.

Parent and Child Placements

In Parent and Child placements, PACFS supports parents to develop positive parenting skills, gain insight into child development, and prioritise their child's welfare. The goal is to equip parents to live independently and confidently in the community with their child where possible.

Where appropriate, parenting assessments form part of these placements. Assessment placements typically last three to six months and include structured support packages with regular (at least weekly) supervisory visits by a PACFS Supervising Social Worker.

Organisational Objectives

PACFS aims to:

- Provide 24-hour support to foster carers, parents, children, and young people.
- Place children in safe, stable, and nurturing families where they can thrive.



- Ensure placements are well-matched to the needs and circumstances of both children and carers.
- Recruit and retain diverse foster carers who reflect the communities we serve.
- Promote outcomes aligned with *Every Child Matters*:
 - Being healthy
 - Staying safe
 - Enjoying and achieving
 - Making a positive contribution
 - Achieving economic well-being
- Support carers and staff with comprehensive supervision, training, and professional development.
- Deliver transparent, evidence-based assessments and interventions.
- Maintain open communication with children, carers, and professionals to ensure all voices are heard.
- Promote continuous service improvement through reflective practice, innovation, and needs-led planning.





3. Status and Constitution

PACFS (Parent and Child Fostering Service) is an independent fostering provider, operating as a private limited company under the *Companies Act 1985*.

Company Details:

- **Company Registration Number:** 7813869
- **Date of Registration:** 18 October 2011
- **OFSTED Registration Number:** SC442125
- **Date of OFSTED Registration:** 11 May 2012

PACFS is registered and inspected as a fostering service provider under the *Care Standards Act 2000* and *Fostering Services (England) Regulations 2011* and is therefore authorised to provide foster care placements for children and young people looked after by Local Authorities.

Registered Office:

Continental House, 497 Sunleigh Road, Alperton, Middlesex HA0 4LY

Telephone: 020 8959 0414

Mobile (24-hour): 07956 924625

Email: referrals@parentandchildfostering.com | info@pacfs.co.uk

Website: www.pacfs.co.uk

Responsible Individual / Director:

Abimbola Ladipo-Aridegbe, M.A. (Social Work)

Abimbola is the Director and Registered Individual responsible for strategic oversight, governance, and quality assurance of PACFS.

Fostering Manager:

Jesse James Harmon, B.S. (Criminal Justice & Social Work)

Jesse manages the day-to-day operations of the service and ensures compliance with statutory and regulatory standards.

The Director and Fostering Manager jointly oversee corporate governance and service delivery.

Their duties include:



- Strategic planning and organisational development
- Financial management and forecasting
- Annual business planning and performance monitoring
- Quality assurance and compliance audits
- Staff training and development
- Review and implementation of policies and procedures
- Upholding organisational values, culture, and mission

PACFS maintains all statutory responsibilities as a registered fostering agency, ensuring compliance with the *Fostering Services (England) Regulations 2011*, *National Minimum Standards (2011)*, and all relevant Ofsted requirements.





4. Management Structure and Staff

PACFS promotes open communication and collaboration across the organisation. Regular meetings ensure effective coordination and continuous improvement:

- Quarterly all-staff and carer meetings
- Monthly staff team meetings

Senior Management Team

The Senior Management Team comprises the **Responsible Individual** and the **Fostering Manager**, both of whom possess extensive experience within Children's Services and fostering.

Responsible Individual – Abimbola Ladipo-Aridegbe, M.A. (Social Work)

Abimbola is the founding Director of PACFS, established in October 2011. She provides strategic leadership, oversees compliance, and ensures the service delivers high-quality placements in partnership with Local Authorities.

Fostering Manager – Jesse James Harmon, B.S. (Criminal Justice & Social Work)

A qualified and registered Social Worker, Jesse has substantial experience in fostering, safeguarding, and quality assurance. Formerly an Ofsted inspector and Agency Decision Maker, he brings extensive expertise in regulatory compliance and practice leadership.

Professional Team

Supervising Social Worker – Rupa Nagi, B.Sc. (Hons) Social Work

Rupa has over 12 years of experience across statutory, voluntary, and independent sectors. She specialises in parenting assessments and previously worked in a residential parenting assessment unit.

Supervising Social Worker – Debayo Osadolor, M.A. (Social Work)

Debayo has nine years of experience supporting foster carers, children, and families. Her areas of expertise include safeguarding, assessments, court proceedings, and foster carer supervision.

Independent Agency Decision Maker (ADM) – Cheryl Carter

Cheryl brings extensive experience across public, private, and voluntary sectors, including management of children's homes. She also serves as Co-founder and Chair of the Association of Independent Visitors and Consultants to Children's Services (AIVCCS).



Independent Panel Chair – Shungu Chigocha

Shungu, qualified since 1995, has held various senior roles within Local Authorities. She is a Social Work England–registered professional with extensive experience in child protection and fostering.

Additional Staff and Associates

PACFS engages a network of qualified professionals, including:

- Panel Members
- Specialist Consultants
- Medical Adviser
- Independent Trainers
- Form F Assessors
- Reviewing Officers

All are appropriately vetted and contracted to ensure the highest standards of care and assessment.

Recruitment and Staff Compliance

PACFS follows *National Minimum Standards (NMS) 25* for safer recruitment and conducts comprehensive pre-employment checks, including:

- Enhanced Disclosure and Barring Service (DBS) checks
- Verification of qualifications
- Employment and character references
- Telephone or email reference verification

All staff who may have access to children are fully vetted in line with the *Protection of Children Act 1999, Care Standards Act 2000, and NMS 2011, Standard 19*.

Each staff member receives a detailed job description, person specification, and contract. Ongoing supervision, appraisal, and training are provided to support development, ensure accountability, and maintain service quality.



5. Service Provision

PACFS provides high-quality foster care placements across London and the Home Counties. Our approved foster carers reflect the cultural and ethnic diversity of the communities we serve, ensuring inclusive and appropriate placements for parents, children, and young people.

We work in close partnership with Local Authorities to provide a complementary fostering service that prioritises stability, safety, and positive outcomes. Our carers are supported to offer safe, secure, and nurturing environments, enabling children and families to thrive.

Referral Process

All placement referrals are received through our dedicated inbox:

 referrals@parentandchildfostering.com

Upon receipt, referrals are reviewed promptly to ensure that each proposed placement aligns with the needs of the child or family and the skills and capacity of the foster carers that we work with.





6. Placement Regulations

All PACFS placements are made and monitored in accordance with the *Fostering Services (England) Regulations 2011* and *National Minimum Standards (2011)*.

Key Placement Procedures:

- All foster carers are approved, reviewed annually, and have signed the PACFS Foster Carer Agreement.
- A pre-placement planning meeting is arranged whenever possible, enabling the carer to meet the parent, child, or young person prior to placement.
- Full information is gathered for each child or young person, including but not limited to:
 - Care and Placement Plans
 - Personal Education Plan (PEP)
 - Education, Health and Care Plan (EHCP), where applicable
 - Medical information and necessary consents
- A placement matching form is completed for each child to ensure suitability and safety.
- A risk assessment is undertaken by the Supervising Social Worker and the placing Local Authority Social Worker prior to placement.
- Emergency placements are given immediate priority and managed in a planned and safe manner.

PACFS ensures that every placement is compliant with statutory regulations, underpinned by robust assessment and matching processes that promote stability and wellbeing.



7. Matching Process

PACFS recognises that each parent, child, and young person has unique needs and circumstances. Our matching process ensures that placements are made thoughtfully and collaboratively, with open communication between all parties.

The matching process considers:

- The specific needs, risks, and background of the child or parent
- The skills, experience, and availability of the foster carer
- Family composition and dynamics within the fostering household
- The child or young person's cultural, religious, and linguistic background
- Educational, emotional, and health needs

PACFS fosters transparent communication between the Local Authority, foster carers, parents, and professionals throughout the matching and placement process. This ensures that placements are sustainable, safe, and tailored to individual needs.





8. Placement Types and Services Available

Parent and Child Placements (P&C)

The majority of PACFS carers are approved to provide Parent and Child placements. These placements offer structured support, guidance, and supervision for parents learning to care for their child/children within a safe family setting.

Support provided may include:

- Monitoring and assessment over a fixed timescale
- Training and guidance in parenting, childcare, personal development, and independent living
- Advice and counselling on education, career opportunities, and wellbeing

Before any P&C placement is agreed, both the placing Local Authority and PACFS confirm that the proposed arrangements meet the needs of all parties, in line with the *Fostering Services Regulations 2011*.

Parenting Assessments

PACFS offers evidence-based parenting assessments lasting three to six months. These include at least weekly supervisory visits by an experienced Social Worker. Carers maintain daily and/or weekly logs and provide detailed reports that contribute to reviews and planning meetings.

Emergency Placements

Emergency placements are arranged swiftly and reviewed within one week to confirm ongoing suitability.

Sibling Group Placements

Carers experienced in sibling care provide stability and continuity for brothers and sisters to remain together where appropriate.

Bridging Placements

Short-term placements for children awaiting a permanency decision, offering safety and consistency during transition.



Respite Placements

Short-term breaks designed to support parents, foster carers, or children in care. These placements provide relief and continuity of care while sustaining placement stability.

Disability Placements and Short Breaks

PACFS recruits carers with the skills and experience to support children and young people with disabilities or medical needs, offering specialist care and adaptive support.

Short-Term Placements

Temporary placements that may range from a few days to several months or years, depending on the care plan.

Long-Term Placements

For children where adoption is not an option, enabling them to remain with a foster family through to adulthood and independence.

Staying Put Arrangements

Young people aged 18 and above may remain with their foster carers, where agreed, to support a stable transition into independent living.





9. Placement Referrals

PACFS prioritises accuracy and transparency from the outset of every placement. We request comprehensive information from the placing Local Authority, including:

- Background and historical information
- Assessments and reports
- Health and medical details
- Educational needs and learning plans
- Previous placements and outcomes

PACFS provides the Local Authority with:

- A carer profile for each matched placement
- The Children's Guide, outlining the foster family's routines, lifestyle, and household arrangements

Children and young people are not permitted to share bedrooms unless a written agreement is obtained from the placing Local Authority, supported by a risk assessment and rationale.





10. Supporting Children in Foster Placements

PACFS is committed to ensuring that every parent, child, and young person placed with our carers is provided with the highest standard of support and care. We believe that with consistent guidance and a nurturing environment, all individuals can thrive and achieve their potential.

Support for Parent and Child Placements

In our Parent and Child (P&C) placements, PACFS supports parents to develop confidence and competence in their parenting abilities. Our carers are trained to deliver a structured, therapeutic approach that includes:

- Individual key-work sessions and reflective discussions
- Parenting sessions and child development education
- Modelling and positive reinforcement of appropriate parenting
- Play and bonding activities
- Life story work and memory projects
- Practical life skills training

These interventions help parents understand and prioritise their child's needs, while developing the skills to live independently within the community.





Support for Children and Young People

PACFS provides flexible, responsive support tailored to the needs of each child and young person. Our supervising social workers and foster carers work collaboratively with Local Authorities to:

- Conduct regular visits to ensure safety and wellbeing
- Promote the child's physical, emotional, and mental health
- Support education and personal development
- Facilitate contact with birth families in line with care plans
- Encourage participation in hobbies, cultural activities, and community events
- Provide life story and therapeutic work to support identity and belonging
- Plan for permanence and transitions, including "Staying Put" arrangements where appropriate

Each child or young person is visited regularly by their Supervising Social Worker, who ensures their welfare, progress, and stability are monitored in line with statutory expectations.

PACFS also supports foster carers' own children by facilitating group and social activities that promote inclusion and understanding of fostering dynamics.





11. Recruitment and Assessment of Foster Carers

PACFS is committed to recruiting, assessing, and retaining foster carers who share our values and can provide high-quality, safe, and nurturing placements for parents, children, and young people.

Initial Enquiry and Visit

When an individual expresses interest in fostering, PACFS provides initial information and arranges a home visit within seven working days (unless otherwise requested). This visit allows us to discuss fostering in more detail, assess the home environment, and answer questions from prospective carers.

Stage 1 – Initial Checks (Approx. 1–3 Months)

Applicants complete the **Skills to Foster** pre-approval training, designed by The Fostering Network. During this period, PACFS undertakes a range of statutory checks, including:

- Proof of identity and right to work
- Enhanced Disclosure and Barring Service (DBS) checks for all adults in the household
- Checks with Local Authorities' Children's Services
- References from three personal referees (each interviewed)
- Ex-partner reference where relevant
- Employer and school/health visitor references as appropriate
- Overseas and CAFCASS checks (if applicable)
- Medical assessment via GP and review by the PACFS Medical Adviser

If an applicant is deemed unsuitable during Stage 1, the process may end without access to the Independent Review Mechanism (IRM).



Stage 2 – Assessment (Approx. 4 Months)

Applicants progressing to Stage 2 undergo a comprehensive, competence-based **Form F assessment** conducted by a qualified PACFS assessing social worker. This includes multiple home visits to explore:

- Personal background and family history
- Parenting experience and capacity
- Motivation and resilience
- Household composition and support networks

On completion, the assessment report is shared with the applicant for review and comment before submission to the Fostering Panel.

Where concerns arise during assessment, a brief report outlining reasons may be presented to Panel. Applicants receive a copy and may submit written comments within ten working days.

Fostering Panel and Approval

The **PACFS Fostering Panel** comprises professionals with diverse expertise, including:

- Social workers
- Foster carers (from other agencies)
- Adoptive parent
- Legal Adviser (Solicitor)
- Teacher and Psychologist
- Formerly looked-after young person

The Panel reviews the assessment, meets the applicant and assessing social worker, and makes a recommendation to the Agency Decision Maker (ADM). The ADM considers all documents and determines approval.

If an application is not approved, the applicant receives written reasons and may submit representations within 28 days or request a review through the Independent Review Mechanism (IRM).



Foster Carer Agreement

Following approval, foster carers sign the PACFS Foster Carer Agreement, which outlines:

- Responsibilities for the care and supervision of children in placement
- Reporting of significant changes or incidents
- Adherence to PACFS policies and procedures (available in the Fostering Handbook and on the agency IT system *Jellybaby*)

All foster carers are provided access to the Foster Carer Handbook, which sets out expectations, guidance, and policies to support consistent, high-quality care.





12. Training and Development

PACFS recognises that the quality of care provided to children and families depends on the knowledge, skills, and commitment of our foster carers and staff. We are dedicated to continuous professional development that exceeds the *National Minimum Standards (NMS 2011)* and adheres to the *Training, Support and Development (TSD) Standards for Foster Care*.

Learning and Development Framework

PACFS training is structured into three key stages:

1. **Pre-Approval (Skills to Foster)**

All applicants complete the *Skills to Foster* course before approval. This training introduces key areas such as safeguarding, understanding trauma, child development, and the fostering role.

2. **Induction (Year One)**

Newly approved carers undertake an induction programme covering:

- Working with PACFS policies and procedures
- Safeguarding and safe caring
- Health and safety
- Support and supervision
- Referral and matching processes
- Financial and administrative guidance

New carers must complete all mandatory training within twelve months of approval, including 13 core modules for primary carers and at least five for secondary carers.





3. **Ongoing Professional Development**

Each foster carer has a Personal Development Plan (PDP), jointly reviewed with their Supervising Social Worker during annual reviews.

Continuous learning opportunities include:

- Advanced courses in therapeutic care and child attachment
- Trauma-informed practice
- Equality, diversity, and inclusion
- Managing challenging behaviour
- Life story and identity work
- Education and health support
- Record keeping and legislation updates

PACFS provides free access to all training, including in-house workshops, one-to-one coaching, and online modules. Foster carers are expected to complete a minimum of three developmental activities annually, as required by national standards.

Recording and Evaluation

Each carer maintains a Continuing Professional Development Portfolio, recording training undertaken, certificates achieved, reflective learning, and its impact on their fostering practice. Supervising Social Workers review training progress and support carers in meeting professional development objectives.

PACFS views training as essential not only for skill-building but also for empowerment and confidence in delivering outstanding care.





13. Quality Assurance

PACFS maintains rigorous quality assurance systems to monitor and evaluate service delivery and ensure full compliance with the *Fostering Services (England) Regulations 2011*.

Monitoring and Evaluation Methods

- Regular supervision of social workers, foster carers, and staff
- Ongoing audits of case files and documentation
- Monthly and quarterly management reviews
- Annual appraisal and performance monitoring
- Review of incidents, allegations, and complaints (Schedules 6 & 7 reporting)
- Feedback from children, parents, carers, and professionals
- Internal and external inspection outcomes

Continuous Improvement

The Fostering Manager and Responsible Individual review information gathered from audits, feedback, and performance reports to evaluate effectiveness, identify areas for improvement, and implement development actions.

PACFS's culture of reflection, accountability, and learning ensures that services continually evolve to meet the changing needs of children, young people, and families.





14. Complaints and Outcomes

PACFS operates a clear and transparent Complaints Procedure for children, parents, carers, and professionals. All complaints are taken seriously and monitored by the Director and Registered Manager to ensure prompt and fair resolution.

Complaints Process

The procedure consists of three stages:

1. **Stage 1 – Informal Resolution**
The complaint is addressed at a local level by the relevant member of staff or manager where possible.
2. **Stage 2 – Formal Investigation**
If unresolved, the matter is referred to the PACFS Complaints Officer for formal investigation. If necessary, an independent social worker may be appointed to ensure impartiality.
3. **Stage 3 – External Review**
If the complainant remains dissatisfied, the issue can be referred to:
 - The relevant Local Authority's Children's Services Director
 - The Local Government Ombudsman
 - The Chief Inspector at Ofsted

Where a complaint involves the Registered Manager or Responsible Individual, the matter is referred externally for independent investigation.

PACFS encourages children and young people to raise concerns safely and provides advocacy support when needed.

Complaints Contact Information:

 **Registered Manager:** 07572 378258

 **Website:** www.pacfs.co.uk



15. External Contacts

Brent Children's Services

Brent Civic Centre, Engineers Way, Wembley, HA9 0FD
Tel: 020 8937 1200 (Mon–Fri, 9am–5pm)

The Local Government Ombudsman

PO Box 4771, Coventry, CV4 0EH
Tel: 0300 061 0614

Office of the Children's Commissioner

Sanctuary Building, Great Smith Street, London SW1P 3BT
Freephone: 0800 528 0731
Email: advice.team@childrenscommissioner.gsi.gov.uk
Website: www.childrenscommissioner.gov.uk

Ofsted

Piccadilly Gate, Store Street, Manchester M1 2WD
Email: enquiries@ofsted.gov.uk
Tel: 0300 123 1231

Other Useful Contacts:

- Coram Voice: 0808 800 5792 | www.vcc-uk.org
- Childline: 0800 1111 | www.childline.org.uk
- The Who Cares? Trust: 020 7251 3117 | thewhocarestrust.org.uk

