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Vision, Mission and Values

Our Vision
We will build incredible futures by empowering vulnerable young people in the UK to be happy and make their way in the world.

Our Mission
Every day we improve the lives of thousands of young people, their families and communities through a relentless focus on caring and learning.

Our Values

- Be accountable.
- Take responsibility.
- Focus on outcomes.

- Be fair and transparent.
- Do the right thing.
- Act respectfully.

Deliver Promises

- Create safe, nurturing environments.
- Care about what we do and each other.
- Value diversity.

Open & Honest

- Believe you can.
- Make positive changes.
- Inspire and innovate.

Inclusive Spaces

OneTeam
Together we inspire trust, happiness and an infectious passion to accomplish our vision.
NFA (Scotland) is an Independent fostering agency which is Registered as an Adult Service Provider, for the purposes of providing a Young Adult Placement Service for Young People placed under Continuing Care Legislation.

‘Continuing Care’ is a new legal term established by Part 11 of the 2014 Act, Continuing Care is defined as meaning the same accommodation and other assistance as was being provided for the eligible person by the local authority, immediately before the person ceased to be looked after. It is important to remember that it is not a new placement; it is the right for the young person to ‘stay put’ in the same placement.

NFAS Young Adult Placement Service have developed and implemented policies and Procedures to safeguard and support young adults in our care and the service is closely linked with our Foster Care Service.

Although NFAS Adult Placement Service is registered separately and has its own policies and procedures, the service is very closely linked to NFAS Fostering. The same staff, Registered Manager, Service Manager, Team Managers, Administration workers, Panel members, Agency Decision Maker, Senior Managers, Chief Executive Officer, Board of Directors, carers, support groups and training are accessed.

The Adult Placement Service is committed to providing a quality family experience, enabling young adults who are looked after and accommodated with our foster carers to transition into a continuing care placement and remain with those families beyond the age of 18 years where this is considered necessary and appropriate.

The Conditions of Registration are:

1. No more than 3 adults shall be placed at any one time within the household of any adult placement carer.

2. NFAS approval process of foster carers as adult placement carers for the purposes of continuing care must include assessment, approval and renewal as a foster carer and an adult placement carer.

The Statement of Purpose (SoP) for NFA (Scotland) Limited has been developed in accordance with appropriate legislations: National Care Standards Foster Care and Family Placement 2005, Children (Scotland) Act 1995, the Regulation of Care Act 2001, Looked after Children (Scotland) Regulations 2009 and Children and Young People (Scotland) Act 2014 and the New health and Social Care Standards 2018. The SoP outlines the way NFAS operates as an Registered Young Adult Placement Service. This SoP is made available to employees, carers, local authorities and can be accessed by birth families via the NFA website.

The SoP is reviewed and agreed as required or annually by the Registered Manager and the Management Team.

This Statement of Purpose is designed to be read in conjunction with our Statement of Purpose for our Fostering Service.

The office address is:

National Fostering Agency
1st floor
East Gateway
Beancross Road
Grangemouth
FK3 8WH

Tel: 01324 468 055

NFAS is registered with the Care Inspectorate:

- Service provider number: SP2005007502
- Care service number: CS2018363688
Principles

It is the National Fostering Agency (Scotland) belief that every young adult who was fostered as a child has the right to continue to benefit from a positive experience of family life, enabling each to fulfil their potential in a family where they feel secure and a sense of belonging.

Working in partnerships with Local Authorities, The National Fostering Agency Scotland is committed to providing a quality family experience enabling young adults who were looked after and accommodated with our foster carers to remains with those families beyond the age of 18 years where this is considered necessary and appropriate.

Service

This service is only available to young people that have been in a National Fostering Agency placement.

If carers have the appropriate space to accommodate a young adult and a looked after child/young person they may be registered as both a NFAS Young Adult Support Carer and a NFAS Foster Carer.

Health and Social Care Standards

The implementation of the new Health and Social Care Standards in April 2018, set out expectations and in how NFAS shape plan, shape and deliver care to our children and young people.

The standards are underpinned by five principles:

Dignity and Respect
- My human right are respected and promoted
- I am respected and treated with dignity as an individual
- I am treated fairly and do not experience discrimination
- My privacy is respected

Compassion
- I experience warm, compassionate and nurturing care and support
- My care is provided by people who understand and are sensitive to my needs and wishes

Be included
- I receive the right information, at the right time in a way I can understand
- I am supported to make informed choices, so that I can control my care and support
- I am included in wider decisions about the way the service is provided and my suggestions, feedback and concerns are considered
- I am supported to participate and actively in my community

Responsive Care and Support
- My health and social care needs are assessed and reviewed to ensure I receive the right support and care at the right time
- My care and support adapts when my needs, choices and decisions change
- I experience consistency in who provides my care and support and in how it is provided
- If I make a complaint it is acted on

Wellbeing
- I am asked about my lifestyle preferences and aspirations and I am supported to achieve these
- I am encouraged and helped to achieve my full potential
- I am supported to make informed choices, even if this means I might be taking personal risks
- I feel safe and I am protected from neglect, abuse, or avoidable harm

These are the standards that will be taken into account in Inspections and quality assurance by the Care Inspectorate.
United Nations Convention on the Rights of the Child

UNICEF’s mission is to advocate for the protection of children’s rights, to help meet their basic needs and to expand their opportunities to reach their full potential. UNICEF is guided in doing this by the provisions and principles of the Convention on the Rights of the Child.

The National Fostering Agency (Scotland) believes that all Children and Young People placed with its Foster Carers have a right to:

- Protection from bullying, ridicule and emotional abuse in all areas of their lives
- Protection from all forms of violence, including physical abuse and corporal punishment, in all areas of their lives
- Protection from all forms of sexual exploitation, including prostitution and sexual abuse, in all areas of their lives
- A caring and warm environment that acknowledges their right to privacy and confidentiality within reasonable limits
- An environment that positively acknowledges their ethnicity, culture, religion, sexuality and any disability
- The opportunity to develop their own sense of identity and family history, including encouragement in valuing their own language, food, clothing and social presentation
- Consultation about their wishes and feelings regarding their Placement and Care Plan, including information about their rights and access to the agency’s and Independent complaints procedures
- An environment that actively encourages appropriate social behaviour by providing appropriate role models to encourage good citizenship

An environment that is educationally stimulating, encourages reading books and using a computer together with support when making all educational and career choices

An environment that actively meets their health and safety needs including the right of consent to, or refuse, medical examinations (dependant on age and understanding) and access and encouragement to a healthy diet and physical exercise

Accurate and appropriate information, advice and counselling regarding, drugs, alcohol, smoking, relationships and sex education

An Independent Visitor if they do not have regular contact with their family

Scottish Human Rights Commission

The Scottish Human Rights Commission promotes and protects the human rights guaranteed by the European Convention on Human Rights, which form part of the law of Scotland through the Human Rights Act 1998 and Scotland 1998. The Commission also promotes and protects other human rights which have been guaranteed by international conventions ratified by the UK.

Contact details

If you would like to contact the Scottish Human Rights Commission call 0131 244 3550, or email hello@scottishhumanrights.com.

You can write to them at Scottish Human Rights Commission, Governors House, and Regent Road, Edinburgh, EH1 3DE. Tel 0131 2443550. Their website is www.scottishhumanrights.com
The purpose of the Scottish Government is to focus government and public services on creating a more successful country, with opportunities for all of Scotland to flourish, through increasing sustainable economic growth.

The current Minister for Children for early years and Young People is Maree Todd.

Maree Todd  
St Andrews House  
Regent Road  
Edinburgh  
EH1 3DG

Email: scottish.minister@gov.scotland

Crucial programmes and publications are:

- Getting it Right for Every Child  
- The vision for Scotland’s Children  
- For Scotland’s Children  
- A Curriculum for Excellence  
- Integrated Children’s Services

And more recently:

How Well Do We Protect Scotland’s Children  
HMIE Publications: www.hmie.gov.uk

For further information, please do explore the extensive website: www.scotland.gov.uk
Employees and Structure

Scotland's Organisations Structure is regularly reviewed and updated and is available on request.

The strategic direction, service development and performance of NFAS is monitored and reviewed by the senior management board. The Registered Manager is responsible for the day to day running of the agency. The Registered Manager ensures that all carers are properly supported and that the outcomes for children and young people are met through the implementation of the agencies policies and procedures. The Registered Manager reports to the Operations Director.

All the National Fostering Agency (Scotland's) Managers, Supervising Social Workers are registered with the Scottish Social Services Council, have recognised qualifications in Social Work and have experience in Child Care and Fostering. Our staff hold Protecting Vulnerable Groups Scotland Certificate (which are renewed by Disclosure Scotland every two years).

Quality Assurance

NFAS promotes a culture of continuous improvement, where feedback about our services is central to our delivery. Operational staff are supported by the quality assurance and compliance teams where a focus is on quality and continuous development throughout the region.

The NFA has a Quality Assurance and a Compliance Department. The Quality Assurance Manager is responsible for each of the NFA Regions. NFA (Scotland) has a Quality Assurance and Compliance Manager, and a designated Learning and Development Consultant. The Quality Assurance Managers monitor Form F Assessments and advise the relevant Foster Care and Placement Panels for each NFA Region.
The National Fostering Agency (Scotland) is committed to the UK National Care Health and Social Care Standards. These standards underpin the provision of support and high quality care for young adults.

The NFA recognises the importance of Continual Professional Development alongside our comprehensive training programme for all Foster Carers.

Prior to becoming Registered, Foster Carers will be required to undertake training, on online Adult protection, and Continuing Care. This will provide all foster carers with an understanding of the transition to Adulthood, Protection of Adults, and an understanding of the values and differences of providing Continuing Care in line with best practice.

All Foster Carers providing Continuing Care will work with their supporting SSW to undergo a further assessment, and will complete the relevant training in Adult Protection, and Continuing Care.

The NFA's training courses are regularly reviewed and updated to ensure up to date information on National Legislation and NFA Policy is included.

**Support Groups**

The National Fostering Agency (Scotland) encourages Foster Carers to have contact with other Foster Carers that are providing supported care to young adults.

These groups will be demand led.

**Mentoring Service**

The NFA offers a mentoring service to its Foster Carers. The Mentors are experienced Foster Carers committed to the concept of mentoring and supporting other Foster Carers. Scotland has a mentor, an experienced NFA (Scotland) Foster Carer.

**Forums for Looked After Children and Sons and Daughters**

In addition to seasonal events where birth children and looked after children can meet, share experiences and have fun, NFAS provide an opportunity to be involved in the development of a Young Persons forum, which is demand led.

**Your Voice**

NFAS has a dedicated e mail address, yourviews@nfa.co.uk that was set up by the NFAS Team in collaboration with the IT Team, to enable children and young people to communicate directly in relation any issues, questions, and suggestions that they may have. The mailbox address is included in the Children’s Welcome pack.
Newsletter

The National Fostering Agency provides its Foster Carers with a quarterly newsletter – Linklines. Linklines enables Foster Carers to keep up to date with current issues regarding the fostering task and provides a forum for carers to express their views and opinions.

Linklines contains up to the minute information for Foster Carers on development work, changes in agency policy, training news and dates, and dates of forthcoming Support Groups. Linklines includes useful handouts for Foster Carers on issues ranging from asylum seeking children to allowance guidelines and holiday ideas for the young people placed.

Kidslines and Teenlines are the quarterly magazines for Looked after Children and Sons and Daughters. Young people on the Editorial Board help us produce what children and young people want to read.

The Region also produces a regular newsletter for foster carers called Regional Lines.
The National Fostering Agency (Scotland) reviews the approval of Foster Carers and Continuing Care providers on an annual basis. The Review for Continuing Care Placement will be discussed separately from The Foster Carer Review, but will follow the same format as the Foster Carers Annual Review.

There are significant changes in circumstances that could trigger an early Review. For example:

- A significant change in health
- A change to household membership
- A serious Complaint or Child Protection investigation
- A recent criminal conviction
- A Request to change Approval
- The breakdown of a placement or ending of a Continuing Care placement
Complaints Procedure

The National Fostering Agency (Scotland) Complaints Procedure remains the same for each Young Adult Placement Providers, where each complaint will be dealt with equitably and speedily. The agency has a whistleblowing policy to encourage employees/volunteers to feel confident in raising concerns. All concerns will be taken seriously and fully investigated.
As part of our service NFAS believe that Continuing Care is an opportunity to plan in a gradual way, increasing independence at a rate and stage that suits the evolving capacity of the young person. The aim of the provision is to ensure that where it does not significantly adversely affect their welfare then all eligible looked after young people are encouraged, enabled and empowered to stay in an existing care placement until they are able to demonstrate their readiness and willingness to move on to interdependent living. Interdependence more accurately reflects the day to day reality of an extended range of healthy inter-personal relationships, social supports and networks.

We will strive to support young people in making a successful transition to adulthood by way of this provision ensuring we work hard at maintaining supports and supervision to the placement albeit under the guise of an adult placement.