Team Fostering Strategic Plan
(2015-2018)

Mission
“Putting Children’s Futures First”

Impact Statement
We will make a difference to children’s lives and support them to achieve positive outcomes now and into the future by supporting and enabling the “team around the child”- our foster carers and staff

Our Vision & Values

One agency, continuing to hold to our values of respect, honesty, transparency, reliability, and putting children at the centre of all we do

To remain ethical, and aware of our social purpose, as an Organisation

Locally managed offices in the communities in which we operate

Foster carers and staff trained and supported to manage the individual needs of children

A geographical footprint that is largely centred on the one we have now

Core support services under a single line management structure, enabling front line staff and foster carers to achieve the best outcomes for children and young people

We Pride Ourselves on Being An Ethical, Not for Profit Agency
## Objectives

### Children and young people
1. To achieve and demonstrate improved outcomes for children and young people through the supports we provide and the partnerships we make.
2. To continue to involve foster carers, children and young people in the development and the delivery of our service, and to continually improve in this area.

### Supporting Foster Carers & their families
3. To provide excellent support to foster carers which enables them to provide safe and secure foster care placements for the children living with them.
4. To include support for birth children’s needs in our work with fostering families.
5. To retain foster carers by equipping them with the skills to meet the needs of the children referred to us, and to resolve problems where these arise.

### Customer needs
6. To increase our capacity to meet customer needs in a sustainable way:
   - Through effective recruitment of foster carers. This means being targeted about how we increase foster carer numbers, recruiting where we know there is a need.
   - By growing to an efficient size.
   - Through retention of existing foster carers. This means we need to equip existing foster carers and staff with the skills to meet the needs of children referred to us, and support foster carers to carry out their role.
7. To be one of the major providers in each of areas in which we operate.
8. To be a strong and stable organisation in a competitive market place by:
   - Providing the types of placements and services that are needed.
   - Maintaining the highest levels of quality.
9. To provide value for money.

### Ethical and sustainable business
10. To remain an ethical, not for profit company.
11. To be a financially strong and stable organisation.
12. To create a culture of performance, achievement of goals, and improvement in all areas of our work, and by doing more of “what makes a difference” and less of what doesn’t.
13. To promote equality and diversity across all areas of our business, including the way we deliver services, our foster carer recruitment and our employment practices.
Organisation and workforce development

14. To develop our staff and foster carer workforce so that we can meet the increasingly complex demands on our service.
15. To continue to learn and develop as an organisation based on feedback from all of our stakeholders.

Delivery
How will we achieve our vision, and how will we deliver on our objectives?

*Our people are our most valuable “assets” and we believe it is through the people in our organisation- staff, foster carers, children and young people, that we will deliver on our goals and achieve our mission.*

To maximise the contribution of our people in achieving our objectives we will:

- Have our People Plan in place.
- Support our staff and foster carers, to support children and young people.
- Engage with and listen to the views of young people, foster carers, staff and stakeholders, and take these into account in developing our services

*We believe that to achieve our goals, we need to have effective and supportive leadership within the organisation.*

To demonstrate effective leadership we will:

- Commit to a strategic planning cycle, which involves managers, staff, foster carers, children and young people across the whole of Team Fostering.
- Commit to review, monitor and manage our performance taking account of feedback.