

Aberlour Fostering North Fostering Service

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Telephone: 01343 541109

Type of inspection:

Announced (short notice)

Completed on:

1 February 2019

Service provided by:

Aberlour Child Care Trust.

Service provider number:

SP2010011118

Service no:

CS2010272065

About the service

The Care Inspectorate regulates care services in Scotland. Information about all care services is available on our website at www.careinspectorate.com.

This service was previously registered with the Care Commission and transferred its registration to the Care Inspectorate on 1 April 2011.

Aberlour Fostering North is one aspect of the Aberlour Child Care Trust project in Elgin which historically aimed to support and assist disabled children/young people and their families within the Moray area. The service was under full review and was at the early stages of developing a mainstream fostering service which would provide services for all children and young people in need of this service. The aims and objectives of the service were under review at the point of the inspection.

The service is provided by Aberlour Child Care Trust, a national voluntary organisation, in partnership with Moray Council. The service is aiming to recruit and train foster carers to provide long-term, short-term and short break placements to children/young people up to the age of 18 years. At the time of inspection, the service was currently supporting one foster carer with a permanent placement.

The service is based in Elgin within premises used by other Aberlour services for children/young people with disabilities. The service was staffed by a manager, who is responsible for the day-to-day aspects of running the fostering service, and two qualified social workers. All staff were relatively new into post at the time of the inspection.

This report should be read in the context of the developing service.

What people told us

During the inspection, we spoke with the service manager and manager, and we met with the chair of the fostering panel and the social worker who provides support to the foster carer currently approved with the service. We spoke with the foster carer using the service.

Overall, we found a confident and visionary team who have a drive and passion for developing the service.

Self assessment

We did not require services to submit a self-assessment to us during this inspection cycle.

From this inspection we graded this service as:

Quality of care and support	4 - Good
Quality of staffing	not assessed
Quality of management and leadership	4 - Good

What the service does well

The service was at the early stages of redeveloping, establishing and embedding their approach to how they provide their fostering service.

We spoke with the foster carer, currently approved with the service, at length during the inspection and they told us they had been actively consulted and involved in the recruitment and training of the new staff team. They spoke highly of the support they have received over the years they had worked with Aberlour. It was clear during the inspection that all supports to the foster carer had been delivered in a bespoke way to best meet the needs of the child being supported. The service was in the process of linking with their central training team to expand and establish a standardised framework for all new foster carers recruited to the service. The foster carer felt the needs of the young person were being met fully and that the service was very responsive to these.

The service had eight active enquiries at the time of inspection and had a robust and ambitious recruitment strategy in place. They were working hard to develop all aspects of the service, including a comprehensive framework of support and training foster carers and staff. The training and development plan included child protection as central to their plan. This was still in development at the time of inspection and we were unable to measure the impact of these changes.

The service manager was in the process of working with the manager the plan for the development of the service over the next five years. A full and comprehensive induction process was in place for all new staff. Staff told us they felt they were being very well supported by the management team and were being given plenty of time to learn all of the aspects needed to support their role.

We found that the panel had been trained exceptionally and were given many opportunities to explore and develop their approach to their roles. The service had encouraged the panel to be active in the development of their roles and the panel chair reported that they had been working hard to develop their connections with Aberlour Fostering as a central service.

What the service could do better

The service manager and new manager of the service were in the process of developing a clear plan to expand and drive the new aims and objectives of the service.

This included the development of a comprehensive framework for foster carers, including aspects such as a handbook with policy expectations and a full training plan for foster carers, with expectations for mandatory and additional training. The service had a plan to develop their national approach to practice alongside their national fostering teams across Scotland.

The service showed great potential in how they were considering developing and driving their service forward. However, we were unable to measure the impact of these changes for service users during this inspection.

Requirements

Number of requirements: 0

Recommendations

Number of recommendations: 0

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.com.

What the service has done to meet any requirements we made at or since the last inspection

Previous requirements

There are no outstanding requirements.

What the service has done to meet any recommendations we made at or since the last inspection

Previous recommendations

There are no outstanding recommendations.

Inspection and grading history

Date	Type	Gradings
28 Feb 2017	Announced (short notice)	<div>Care and support</div> <div>Environment</div> <div>Staffing</div> <div>Management and leadership</div> <div>Not assessed</div> <div>Not assessed</div> <div>Not assessed</div> <div>Not assessed</div>
8 Jan 2016	Unannounced	<div>Care and support</div> <div>Environment</div> <div>Staffing</div> <div>Management and leadership</div> <div>4 - Good</div> <div>Not assessed</div> <div>5 - Very good</div> <div>4 - Good</div>
17 Dec 2014	Announced (short notice)	<div>Care and support</div> <div>Environment</div> <div>Staffing</div> <div>Management and leadership</div> <div>5 - Very good</div> <div>Not assessed</div> <div>5 - Very good</div> <div>5 - Very good</div>

Date	Type	Gradings	
20 Jun 2013	Announced (short notice)	Care and support	5 - Very good
		Environment	Not assessed
		Staffing	5 - Very good
		Management and leadership	5 - Very good
26 May 2011	Announced	Care and support	5 - Very good
		Environment	Not assessed
		Staffing	5 - Very good
		Management and leadership	4 - Good

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