

**Document control sheet**

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02	Hilary Tillotson	February 2010	Updates
03	Hilary Tillotson	July 2011	Updates
04	Hilary Tillotson	January 2012	Updates
05	Hilary Tillotson	September 2014	Regulatory Changes and processes
06	Hilary Tillotson	May 2015	Update to Structure within DBC
07	Bronwen Smith	November 2017	Update

**DARLINGTON BOROUGH COUNCIL**

**Children's Services**

**STATEMENT OF PURPOSE  
2017-2018**

**FAMILY PLACEMENT SERVICE  
FOSTERING**



## **INTRODUCTION**

It is a requirement of the Fostering Services (England) Regulations 2011 and Fostering Services National Minimum Standards (2011) that each fostering service should have a Statement of Purpose.

This Statement of Purpose provides information about Darlington Borough Council's Family Placement Service. It will be made available to:

- Any person working for or with the Family Placement Service.
- Any foster carer or prospective foster carer.
- Any child placed with a foster carer by the Family Placement Service, and
- The parent of any such child.

A summary of the Statement of Purpose will be included in the Children's Guide issued to children and carers in each foster placement.

The Statement of Purpose will be reviewed and updated on a regular basis.

## **AIMS AND OBJECTIVES**

Darlington Borough Council's Family Placement Service intends to achieve the best possible outcomes for looked after children referred to the service.

It will provide high quality foster placements that enable the personal, emotional, social, educational and career development of young people, to be maximised to their full potential.

### **The Family Placement Service aims to:**

- Be committed to and prioritise the needs of children and young people placed with foster carers.
- Recruit, train, assess and provide the number and quality of foster carers needed to offer good, safe foster care placements within the local community.
- Value diversity by recruiting and training foster carers who respect, promote and reflect the ethnicity, race, culture and religious identity of the children placed in their care.

- Listen and respond to the needs, wishes and experiences of young people in foster care placements.
- Work with others to ensure that the needs of children and young people are met by being placed with carers who have the required range of skills and experience.
- Ensure a range of placement choice by working closely with independent fostering agencies.
- Inform children and young people in foster care of the complaints procedure and assist them in making a complaint if they so choose.
- Enable children and young people to contribute to the annual reviews of their foster carers and to make any concerns known to managers/family placement social workers.
- Work with allocated (children and families) social workers to ensure that children's and young people's views about their foster carers are listened to and taken into account, especially at children's Looked After Reviews.
- Work with others to ensure the implementation of Darlington's Children's Social Care Strategy for the Education of Looked After Children.
- Work with others to ensure positive health outcomes for children in foster care placements.
- Work with the Looked After Through Care Team to ensure that young people are supported to make the transition from foster care to independent living and to maximise training and employment opportunities.
- Train prospective foster carers and post-approved carers to a very high standard, assisted by a skilled training co-ordinator.
- Ensure that carers are enabled to meet the emotional and mental health needs of young people through the provision of a comprehensive training programme by the therapeutic Service.
- To support and encourage foster carers to complete the Training, Support and Development Standards within the appropriate timescales.
- Enable carers to participate in a wide range of training opportunities, including the Diploma in Social Care – Children and Young People when appropriate.
- Allocate a family placement social worker to every carer to ensure continuous supervision and support.
- Have a "duty worker" available in the Family Placement Service during the day. The Emergency Duty Team will offer support and assistance at weekends and in the evenings.

- Include the views of carers in the planning and running of services.
- Seek the views of children and young people in all aspects of their care and the services provided by the Family Placement Service.
- Keep up to date with research developments and implement suggestions for good practice and better service quality.
- Employ highly qualified, well-motivated staff who are dedicated to the recruitment, training, assessment and support of foster carers focusing solely on the needs of children looked after in foster placements.

## **PRINCIPLES AND STANDARDS OF CARE**

In accordance with the National Care Standards Act 2000, Darlington Borough Council is committed to developing its Fostering Service and ensuring its practice complies with the requirements of Fostering Services (England) Regulations 2011 and Fostering Services National Minimum Standards (2011).

The Family Placement Service pursues excellence and compliance with the best practice guidance of the Children Act Guidance and Regulations: Volume 4 Fostering Services (2011)

In addition, the Family Placement Service will work closely with others to ensure that:

- Care planning is clear and with focus upon good outcomes.
- There is a reduction in the number of looked after children by means of effective planning for their return home, where appropriate.
- Placement stability is achieved through careful matching and regular placement monitoring and support.
- Black and minority ethnic children and young people are placed with carers who respect and promote their cultural, racial, linguistic and religious identities. The Family Placement Service will continue in its efforts to recruit, train and assess black, minority ethnic and dual heritage foster carers.
- Children/young people and carers participate in service planning.
- Effective partnerships are developed between the fostering service, social workers from the children's care teams and independent fostering agencies and their foster carers.

Darlington Borough Council's Family Placement Service has full membership of "The Fostering Network" and BAAF (British Association for Adoption and Fostering), enabling the sharing of good practice, standards and principles.

## **SERVICES PROVIDED**

The Family Placement Service is an integral part of Darlington's Children, Families and Learning and is located within Children's Social Care. Wherever possible, the Family Placement Service will provide placements for children with Darlington Borough Council's approved foster carers.

Where it is necessary to commission foster placement from a voluntary or independent fostering agency this is done by the DBC placements officer. The placement officer has access to 18 independent fostering agencies each have been selected via a rigorous tender process in order to provide placements that will ensure good outcomes for children and young people.

The following placements are provided:

- Foster to Adopt
- Pre-adoption placements
- Emergency placements
- Short break placements
- Respite placements
- Short-term placements
- Long-term placements
- Staying Put placements

### **Foster to Adopt**

Current we do not have any Foster to Adopt carers available but we ensure that all prospective adopters are provided with information to help them make the decision about whether or not they wish to have dual approval to provide a Foster to Adopt placement. (Assessment and approval of foster carers: Amendments to the Children Act 1989 Guidance and Regulations Volume 4: Fostering Services (July 2013). Fostering Service is within the Family Placement Service enabling assessment, approval and support post placement with Foster to Adopt carers.

### **Pre-adoption Placements**

Where adoption is the plan for a child, they may be placed in a pre-adoptive foster care placement, pending completion of the adoption process and a move to adoptive parents.

### **Emergency Placements**

Placements are sometimes made at times of crisis for families, or when a child's safety can only be ensured by provision of a foster care placement. Such placements are made in close liaison with the allocated social worker, the foster carer, the family placement social worker, the duty team manager or Emergency Duty Team if the emergency occurs out of hours. Children in emergency foster placements are

sometimes placed under Powers of Police Protection, Emergency Protection Orders, Interim Care Orders, or under Section 20.

### **Short Break Placements**

Short Break placements enable families who are caring for a child to have a short period of time apart to resolve crisis situations or address any problems. Similarly, children may need a short break from their usual carer. The benefits of a short break placement would be identified and assessed by the child's allocated social worker, who would then make a request to the Family Placement Service.

### **Short Term Placements**

Short-term placements can last from a few weeks to several months to give time for careful planning for the child to take place. Often the child may return home, to the care of family members or the decision may be for a child to be cared for long term either in a foster placement or via adoption.

### **Respite Placements**

For children who are placed with foster carers, and they need an alternative placement with another foster carer in order to support their primary placement

### **Long Term Placements**

Children and young people are sometimes cared for in long term placements because they are unable to return home to their families and a plan for adoption is not appropriate for them. The reasons for the long-term placement would be explained to the child in an age appropriate way.

### **Support for Children and Foster Carers**

- Each child living with foster carers is visited regularly by their own allocated social worker.
- Children's Care Plans are reviewed after one month, three months and then every six months to ensure they are up to date in meeting children's needs.
- Children in foster care placements are issued with an information pack that includes a Children's Guide to The Family Placement Service, information on how to access an independent advocate, how to complain and how to contact Ofsted.
- Foster Carers are supported in making decisions for children they care for under Delegated Authority.
- Every foster carer is reviewed each year (in accordance with Fostering Services (England) Regulations 2011) to ensure that children placed with them receive care of a high quality and safe standard.
- Foster carers have their own allocated family placement social worker who meets with the carer to offer practical assistance, reflective supervision, advice and guidance to enable them to do the best they can for any child placed with them.
- Foster carers can access out of office hours support from qualified social workers by contacting the Emergency Duty Team.

- Foster carers can meet with the Family Placement Service Manager on request to discuss any concerns.
- Frequent training opportunities are available to foster carers throughout the year, to build on skills and meet with other carers.
- The programme of Support Sessions is provided to all carers and reminders are sent regularly.
- Foster carers who look after children with complex needs can access individual advice and training from staff at CAMHS (Child and Adolescent Mental Health Services) In addition there is Therapeutic Social Work support available in order to support children and their foster carers.
- Foster carers are able to be part of the Darlington Foster Carers Association [DFCA]. The DFCA provide peer support and social activities to all foster carers. Monthly linking meetings take place between the DFCA and the Manager and Senior Practitioner Family Placement Service.
- Foster carer representative is part of the Corporate Parenting Panel and reports back to the DFCA with items brought to the meeting and responses.
- Ongoing support and training to foster carers where a young person remains in placement post 18 years under Staying Put arrangement.

The Family Placement Service works closely in partnership with colleagues to enable a child to benefit fully from their placement in foster care and to support their carers in providing good quality care.

Post Special Guardianship Order (SGO) Support is provided by a designated social worker within the Family Placement Service. Often where children have previously been looked after prior to the making of an SGO there are issues regarding contact, education and CAMHS support where advice and guidance may be needed. Access to ongoing support via the SGO support worker within the service is beneficial particularly in the early stages following the making of an order.

#### **Our partners include:**

- **Education Professionals** – providing educational support to all Looked After Children.
- **Head of the Virtual School** – every school has a designated teacher for Looked After Children.
- **Health Services** – ensuring the health needs of children are met and that medical, dental and optical checks are carried out as required.
- **Independent Visitors Scheme** – trained volunteers who will visit children at their request.
- **National Youth Advocacy Service (NYAS)** - contracted to advocate on children's behalf.
- **Looked After Through Care Team** – preparing young people from 16 years of age who are Looked After to take steps towards independence by planning, training for employment or further education. Young people are allocated their own personal advisor from the team, who will ensure that a Pathway Plan is completed and implemented to work towards positive outcomes for care leavers.
- **3 Locality Teams** located across Darlington in Children's Centres where there is targeted and care planning work undertaken with children and their families.



- **Life Stages 0-25 years Team** – providing individual social workers for children with disabilities who are cared for in foster placements, to ensure appropriate skills, equipment and services are in place.
- **CAMHS Services at the Mulberry Centre** – providing services in child psychiatry, child psychology and therapeutic social work.
- **Therapeutic Social Workers as part of the Looked After and Through Care Team** – providing services to looked after children and their carers. In addition Child Sexual Exploitation worker (CSE) is available from within the Family Intervention Team to provide individual support to young people and advice to their carers.

### **Number of Foster Carers**

At 30<sup>th</sup> November 2017, Darlington Borough Council had **54** sets of approved foster carers and 6 sets of Connected Persons where approval for placement has been agreed.

These foster carers are approved under the following categories.

**Long Term**  
**Short Break**  
**Short Term**  
**Emergency**  
**Pre-Adoptive**  
**Supporting ongoing Staying Put Placement**

In addition **14** sets of Connected Persons carers with 16 weeks temporary approval under Regulation 24 while assessment and report is being completed.

### **COMPLAINTS**

Foster Carers can speak to their Fostering Supervising Social Worker, Team Manager, or Service Manager if they have an issue in relation to the service. They can also make a formal complaint, as detailed below:

#### **Complaints, Compliments and Comments**

If you are unhappy about one of our services we would like you to tell us so we can put things right. We will not provide you with a poorer service if you make a complaint. We would also like you to tell us what you like about our services and to hear how you think we could make them better.

The Complaints and Information Governance Team handles all complaints, compliments and comments about Children's Social Care. You can contact us directly or speak to a member of staff you know. You can contact us by:

- Email: [complaints@darlington.gov.uk](mailto:complaints@darlington.gov.uk)
- Use our [online complaints form](#)
- Call us on (01325) 406777
- Download our easily accessible [children and young person's complaints leaflet](#)
- Visit us at the [Town Hall](#), Darlington, DL1 5QT

Full details of our Children's Social Care Complaints, Compliments and Comments Procedure is available on our [website](#) or on request.

## **SUMMARY OF THE PROCUEDURES FOR FOSTER CARER RECRUITMENT, INITIAL TRAINING, ASSESSMENT, APPROVAL AND REVIEW**

### **Recruitment**

Darlington Borough Council's Family Placement Service has a commitment to equal opportunities and welcomes diversity by valuing applications to foster from all appropriate members of the community whatever their race, ethnicity, religion, gender, sexual orientation or ability. It seeks to provide a range of services for children and young people by recruiting foster carers from a wide range of backgrounds who can meet the needs of children and young people requiring foster care placements in the local community.

Darlington Borough Council will use a variety of methods in the recruitment of carers, which include:

- Darlington Borough Council Family Placement Service website pages.
- Specific advertising for carers for individual children in local/national press.
- Campaigns in local information centres, shopping centres and libraries.
- Posters, leaflets, banners and car stickers widely distributed in the local area.
- Word of mouth via existing foster carers, encouraging others to get involved.
- National campaigns run by Fostering Network.
- NE Regional Recruitment Forum with dedicated Recruitment Campaigns using television and radio
- Facebook pages
- Twitter
- Tees Valley Fostering Website

### **Application, Assessment and Approval of Foster Carers**

- An initial enquiry about fostering from a member of the public can be taken by

e-mail, website links, letter, telephone, Facebook, online application form or in person. The Family Placement Service aims to respond within one working day and an initial referral form can be completed by telephone. Where it is clear that the enquirer doesn't meet basic criteria they will be advised against pursuing fostering at this stage. Also if as a service we are not recruiting specific provision at the point of contact then prospective applicants will be signposted to alternative fostering agencies.

- An information pack and introductory letter to the Family Placement Service is then sent within one further working day.
- An applicant will be contacted after 10 days if they do not respond to the letter, to ascertain if they wish to continue the process.
- An applicant who is interested in proceeding will be offered a visit where questions can be answered and further details gathered and an initial visit report will be completed by the family placement social worker. If the family placement social worker has any concerns about the suitability of the applicants at this early stage, a letter will be sent explaining that the service is not proceeding with their application and the reasons for this decision will be outlined.
- If the applicant and fostering agency wish to proceed the applicants are then invited to participate in a "Skills to Foster" training programme during Stage 1 of their application.
- At the completion of Stage 1 with all checks satisfactorily completed the applicants can then proceed to Stage 2.
- During Stage 2 additional training maybe completed and alongside this an assessment of suitability as a foster carer will be completed and a report prepared using the format of Form F1 BAAF report.
- On completion of the Form F1 Report applicants will be invited to attend the Family Placement Panel where the recommendation for approval will be considered and a recommendation made.
- Applicants will receive verbal notification of Panel's decision as soon as possible. The recommendation made by the panel is usually shared with the applicant/s by the Chair of Panel immediately after the Panel have made their recommendation.
- The Agency Decision will consider the recommendation made by Panel and will ratify the recommendation within 7 days. The applicant will be contacted and advised of the ratification by telephone within 5 working days.
- Written notification of Panel's decision will be sent to applicants within 14 days of the Panel meeting, following ratification by the Agency Decision Maker.

**Please note: Flowchart of the Stage 1 and 2 processes of recruitment and approval are attached to this Statement of Purpose for clarification.**

Stage 1 and 2 Process is shown within the Statement of Purpose for guidance through the process and is used in conjunction with Assessment and approval of foster carers: Amendments to the Children Act 1989 Guidance and Regulations Volume 4: Fostering Services July 2013



## **Family Placement Panel**

Darlington Borough Council has a written procedure that outlines the handling of the function of its Family Placement Panel, in accordance with Standard 30 of the Fostering Services: National Minimum Standards (2011).

## **Review of Foster Carers**

The Family Placement Service has a duty to carry out annual reviews of all its approved foster carers to ensure that carers and their households continue to provide a suitable service to children looked after by the Local Authority and that their terms of approval continue to be appropriate.

The reviewing process enables confirmation that the foster care provision continues to be of a high standard and that children receive good quality, safe care.

The review helps to determine whether placements have been appropriate in terms of the capacity of the carer to meet the needs of individual children. The review process reassures the families of children in foster placements that care standards are being maintained and that the care provided by the foster carer is monitored independently. Foster Carers first annual review after approval will be presented to the Family Placement Panel. An independent reviewing officer will chair subsequent foster carer annual reviews unless there are significant changes or following an allegation having been made, in these cases the annual review or investigation report would be presented to the Family Placement Panel.

Reviews may be carried out at any time, if there has been a complaint or disruption of a child's placement and the service feels a review is required

## **Training after Approval**

Darlington Borough Council's Family Placement Service is committed to ongoing training and development for foster carers. Some of the subject areas may expand on those covered in the initial (pre-approval) training. Courses may be held during the day, evenings or weekends, depending on local need and availability. The training is linked to the Training, Support and Development Standards for Foster Carers and Diploma in Health and Social Care Children. Foster carers are supported in completing the TSD Standards and Diploma by their family placement social workers and for Diploma qualifications by work based NVQ/Diploma assessors provided by Darlington Borough Council.

Details of the comprehensive range of training available can be found in The Family Placement Service's procedure "Recruitment, Assessment, Training and Support for Foster Carers".

Foster Carers are kept updated on training and support sessions via quarterly newsletters and information leaflets.

## **The Fostering Handbook**

Darlington Borough Council has produced a handbook for foster carers providing placements for Looked After Children. The handbook provides information and guidance to carers in all aspects of the fostering task including details of payment scheme and training matrix, the handbook is updated when necessary with new policies and procedures and information.

It also contains further details of the terms, conditions, policies and procedures referred to in this Statement of Purpose.

### **For further information contact:**

Darlington Borough Council  
The Family Placement Service  
The Old Gym, The Annexe  
Central House  
Gladstone Street  
Darlington  
DL3 6JX  
Tel: 01325 406120

**FAMILY PLACEMENT TEAM STRUCTURE**  
**NUMBERS, QUALIFICATIONS AND RELEVANT EXPERIENCE OF STAFF**

**Jane Kochanowski – Responsible Individual**  
**Assistant Director, Children’s Services and Agency Decision Maker**

**Qualifications –**

1992 – CCETSW - Certificate of Social Work  
1995 – Diploma in Practice Teaching  
2000 – Certificate in Management Competence  
2003 - First Line Manager Certificate  
2007 – North East Excellent Management Certificate

**Relevant Experience –**

Experience of statutory and non-statutory provision and to local, regional and National governance during a career in children’s social work which spans 37 years.

Experience in the statutory sector includes Residential Care, Field Social work, Child Protection & Development and Common Assessment Framework.

Managerial experience as a team manager, Early Years & Resources and Head of Service for Referral, Assessment and Care Planning, Independent Reviewing Service, Adult Safeguarding and Local Authority Designated Officer.

Principal Officer Child Care within the Child Protection and Development Service with responsibility for care planning, review and permanency.

**Bronwen Smith – responsible manager**  
**Service Manager- Adoption and Placements Service**

- **Qualifications:** BSc (hons) Sociology and Applied Social Studies and Certificate of Qualification in Social Work (1987)
- MA Socio-Legal Studies (1989)
- Diploma in Management Studies and NVQ 4 management
- Post Qualifying Award in mental health social Work and Approved Social Worker
- Post Qualifying consolidation Award in child care

**Relevant Experience:**

- children’s residential worker, child protection assessment centre residential worker
- Social Worker for children in need, child protection and disabled children,
- Social Worker mental health
- Staff Development Officer – Child protection
- Emergency Duty Team Social Worker, Senior Practitioner and Team Manager.
- Fostering Team Manager and Operations Manager, Fostering and Adoption
- Service Manager, Family Placement Service

## **Pam Norgrove – Team Manager, Family Placement Service**

### **Qualifications**

- B.A. (Hons) Applied Social Studies with CQSW (Certificate of Qualification in Social Work) 1978-1982 Sheffield City Polytechnic.
- Post Graduate Diploma Child Care Award 2002. Durham University.
- Practice Educator at various times refreshed qualifications.
- Registered with the HCPC -current.

### **Relevant Experience –**

- Child Care Social Worker 1983 -1987 Durham County Council.
- Intensive Family Social Worker/Youth Offending Social Worker 1987-1992 Derbyshire County Council.
- Children's Guardian/Senior Practitioner employed by The Children's Society in Cleveland 1992 -1996
- Social Worker Child Protection 1996-1997 Darlington Borough Council
- Social Worker Maternity 1997-98 Darlington BC
- Child Care Social Worker- Assessments 2002-2003 Darlington BC
- Child Care Social Worker -Duty Team 2003-2004; Darlington BC
- Senior Practitioner Adoption 2004 - Senior Practitioner Family Placement Service. Darlington BC

## **Jane Shade – Senior Practitioner – Fostering – Family Placement Service**

**Qualifications:** MA Social Work, CQSW; BSc (Hons) Psychology; Child Protection, Memorandum of Good Practice training; Practice Teacher's Award, Child Care Award.

**Relevant Experience:** Field Social Worker (Children and Families) Darlington, 2002-2005; Family placement social worker Darlington, 2005 ongoing; Child Protection Social Worker (Referral and Assessment Service) London Borough of Sutton 1997-2002; Residential Social Worker – Family Assessment Unit; Registered to the HCPC.

## **Louise Taylor – Family Placement Service Social Worker**

**Qualification:** HEFC's in Social Sciences, certificate in basic counselling, Diploma in Social Work (DipSW), Post Qualification Level 1 - adults. Degree in Specialising in working with Children and Families. Theraplay level one and two. Leadership and management qualification. Practice Educator level one and two.

**Relevant Experience:** Social worker in Community Care team, Duty Team and Family Placement Team. Experience of Acting Senior Practitioner – Adoption – Family Placement Service. Registered to the HCPC. Facilitator for adoption and fostering training. Member



## **Elizabeth Reed – Family Placement Service Social Worker**

### **Qualifications:**

Childhood Studies BA (HONS) in July 2012, Leeds Metropolitan University.  
Master of Social Work (MSW) in July, 2014, Durham University.  
Contemporary Social Work Practice in June 2016, University of Teesside.  
Registered with the HCPC.

### **Relevant Experience:**

Assessment and Safeguarding Team, Social Worker (Darlington Borough Council, September 2014-March 2017)  
Family Placement Service Social Worker (Darlington Borough Council, March 2017-Present)

## **Alex Stewart – Family Placement Service Social Worker**

**Qualifications;** BA (Hons) in Psychology and Criminology- Teesside University, June 2002, Masters in Social Work-Durham University, June 2010, BA Specialist Social Work Studies- Teesside University, 2014.

**Relevant Experience;** June 2010- December 2015 Social worker, Darlington Borough Council Assessment and Safeguarding, December 2015-present Social Worker Family Placement Service

## **Maureen Burns – Family Placement Service Social Worker**

### **Qualifications:**

Theraplay Level 1 & 2  
General Certificate Learning and Skills  
Diploma in Social Work  
Diploma in Social Work and Social Policy  
Diploma in Youth and community work

**Relevant Experience:** Following qualifying as a youth worker I worked in a number of social care roles around the country including residential child care, family support and the alcohol field. I also worked as a volunteer telephone counsellor for child line. After qualifying as a social worker I worked in child protection in Manchester then moved into working as a therapeutic social worker. I then worked as an agency worker mainly in family placement before taking up employment at Gateshead as a therapeutic social worker for adoption. In 2005 I became employed by BAAF as a trainer consultant until 2015. I started working at Darlington Family Placement Service in November 2015.

## **Susan Hardman – Family Placement Service Social Worker**

### **Qualifications:**

1982 Certificate Qualifying in Social Work Newcastle Polytechnic

2011 Graduate Certificate in Child Welfare and Protection Stirling University

**Relevant Experience**

1979 to 1983 Trainee Social Worker Cleveland Social Services

1983 to 1986 Social Worker Children and Families Milton Keynes

Career break followed by

2001 to 2003 Social Worker Aberdeen City council based in a children's hospital

2003 to 2008 Social worker Aberdeen Voluntary Services

2008 to 2009 Advice /Mediation Worker The Fostering Network Scotland

2009 to 2012 Social Worker, Children's Safeguarding Aberdeenshire Council based in education establishment.

2012 to 2015 Social worker Aberdeen City Council Adoption Team

2015 to present Social Worker initially LATC Team followed by Family Placement Team

**Silvie Hertelova – Family Placement Service Social Worker**

**Qualifications:** Bachelor of ARTS Specialist Social Work with children and young people, their families and carers. Diploma in Social Work (DipSW), College of Commerce, Services and Business (A-level) consolidation Unit.

**Relevant Experience:** 2006 Family Support Worker Children with Disabilities of Norfolk County Council; 2006 – 2009 Social Work Practitioner of Norfolk County Council, Children and Families Assessment Team; 2009 Social Work Practitioner of Cleveland County Council, Children and Families Assessment Team; 2009 ongoing Family Placement Service Social Worker of Darlington Borough Council; Registered to the HCPC

**Faith Hirst – Post Adoption/Special Guardianship Support Social Worker**

**Qualifications:** BA Hons Social Work (University of Sunderland)

**Relevant Experience:** Social Worker, Family Placement Service (Darlington); Social Worker, Assessment and Safeguarding (Darlington); Child in Need /Child Protection Social Worker (Sunderland)

**Sarah Brabban– Family Placement Social Worker**

**Qualifications:**

PGDipSW Social Work (Step Up), BA (QTS) Geography and Education

**Relevant Experience:**

Family Placement Social Worker (Darlington), Adoption Social Worker (Bolton); Family and Friends Fostering Social Worker (Bolton) Registered to the HCPC.

### **Rebecca Nunn – Family Placement Service Supported Lodgings/Staying Put Co-ordinator**

#### **Qualifications**

Degree in Criminology and Criminal Justice (BA) HONS, Children and adolescent mental health certificate (30 credits).

**Relevant experience:** 2003-2013 Children's Social Care The Leaving Care/Looked After Through Care Team, Darlington Borough Council; 2013 ongoing Children's Social Care Family Placement Service, Darlington Borough Council

### **Hannah Ions-Cole – Family Placement Service Social Worker**

**Qualifications:** Consolidation of Social Work Practice (Northumbria University), Masters in Social Work (MA), Degree in Sociology (BA).

**Relevant Experience:** 2007-2009 Year Leader (Welfare), Newcastle City Council; 2010 - 2011 Children's Social Care Referral and Assessment Service, South Tyneside Council; 2011 - 2013 Children's Social Care planning team, South Tyneside Council; 2013 ongoing Children's Social Care Family Placement Service, Darlington Borough Council; Registered to the HCPC.

### **Rebecca Nunn – Family Placement Service Supported Lodgings Co-ordinator**

**Qualifications:** Degree in Criminology and Criminal Justice (BA) HONS, Children and adolescent mental health certificate (30 credits).

**Relevant experience:** 2003-2013 Children's Social Care The Leaving Care/Looked After Through Care Team, Darlington Borough Council; 2013 ongoing Children's Social Care Family Placement Service, Darlington Borough Council

### **Lisa Gorman – Team Leader – Business Support**

**Qualifications:** GCE: English Language, English Literature, Mathematics, Geography, History, Biology, Classical Studies; Biology; French; Typing 80 wpm, Shorthand 120 wpm; Secretarial Certificate Distinction; NVQ in Business Administration (Level 3); Safeguarding Children (Level 1 and 2)

**Relevant Experience:** Business Support Team Leader; Family Placement Panel Administrator; Fostering Team Administrator; Clerical Officer (Customer Care); Clerical Support Officer (Directorate/SSD).

**Steven Gamble - Family Placement Service – Support Services Officer**

**Qualifications:** 10 GCSE's A-C; NVQ in Business Administration (Level 3); Association of Accounting Technicians (AAT) – Foundation (NVQ Level 2), AAT – Level 3 Diploma in Accounting (NVQ Level 3); Level 2 Key Skills – Communication; Level 2 Key Skills – Application of Number.

**Relevant Experience:** Administration Assistant – Caravel Liner Agencies Ltd, Clerical Assistant – DBC, Finance Assistant – DBC, Darlington Schools Forum Clerk, Diary Co-ordinator - DBC

**Nicola Andrews – Family Placement Service - Support Services Officer**

**Qualifications:** 5 GCSE's A-C; BTEC National in Business and Finance  
ECDL – Information Technology