



STATEMENT OF PURPOSE

2026



Contents

- 01** Introduction
- 02** About Regional Fostering Services
- 03** Our values, aims and objectives
- 04** Services we provide
- 05** Management team and staffing
- 06** Support to foster carers
- 07** Services to children and young people
- 08** Recruitment, assessment and approval of foster carers
- 09** Quality assurance and monitoring
- 10** Complaints procedure
- 11** Contact us





1. Introduction

Welcome to the Statement of Purpose for Regional Fostering Services (RFS). It explains what we believe in, the services we offer and how we keep children safe, so that everyone who works with us knows what to expect.

This Statement of Purpose meets the requirements of:

- ✓ The Care Standards Act 2000
- ✓ The Children Act 1989, as amended (including the Children Act 2004)
- ✓ The Children and Young Persons Act 2008
- ✓ The Fostering Services (England) Regulations 2011, as amended (Regulation 3 and Schedule 1)
- ✓ Fostering Services: National Minimum Standards (2011)
- ✓ The Children Act 1989 Guidance and Regulations, Volume 4: Fostering Services (2011)
- ✓ The Care Planning, Placement and Case Review (England) Regulations 2010, and the 2013 Miscellaneous Amendments Regulations

Who can see this document

This Statement of Purpose is published on our website at www.regionalfostering-services.co.uk and has been provided to Ofsted, our regulator. A printed copy is available on request to:

- Ofsted
- Anyone working for or on behalf of RFS
- Foster carers and prospective foster carers
- Children and young people placed with RFS
- Parents and anyone with parental responsibility for a child placed with us
- Local authority partners and other stakeholders

Children and young people also receive a **Welcome Guide** suited to their age and understanding. It is available in several languages, and a video introduction made with a care leaver is on our website.

Review

The Senior Management Team and Board review this Statement of Purpose at least once a year, and whenever there is a significant change to the service. Ofsted is notified of any revision.



2. About Regional Fostering Services

RFS is an Independent Fostering Agency registered with Ofsted. We recruit, assess, train, approve, supervise and support foster families who care for children looked after by local authorities. We are inspected by Ofsted and monitored by the local authorities we work with.

RFS was established in 2014 and is led by qualified social workers. Our strapline, *Our time, their future*, sums up why we exist: every hour we invest in a foster family is an investment in a child's future.

Status and constitution

Regional Fostering Services Ltd is a private limited company registered in England under the Companies Act 2006. Its Memorandum and Articles of Association are available to statutory and regulatory bodies on request.

Registered provider	Regional Fostering Services Ltd
Company number	08905960
Ofsted URN	SC478324
Current Ofsted judgement	Good (inspected 28 July 2025)
Director	Faraz Agha
Responsible Individual	Johnson Shebioba
Registered Manager	Monique Sale (registration with Ofsted in progress)

Our office

Head office: 200 First Central, 2 Lakeside Drive, Park Royal, London NW10 7FQ
T: 0203 621 2101 · E: enquiries@regionalfostering.co.uk

Our Agency Decision Maker and Registered Manager are based at head office. Staff who work across the region use local hub offices, so carers can meet their social worker close to home.

These functions are run centrally from head office:

- Support, training and supervision of foster carers (Regulation 17)
- Fostering panel constitution and membership (Regulation 23)
- Assessment of prospective foster carers (Regulation 26)
- Approval, review and termination of approval of foster carers (Regulations 27 and 28)
- Resources and matching
- Finance and HR
- Quality assurance

Inspection reports are published on the [Ofsted website](#) and on our own website.

What Ofsted said about us

Ofsted inspected RFS from 28 July to 1 August 2025 and judged the agency **Good** in every area. At the time, we were caring for 119 children in 81 fostering households across London, the Home Counties and the Midlands.

Ofsted judgement, August 2025	Grade
Overall experiences and progress of children and young people	Good
How well children and young people are helped and protected	Good
The effectiveness of leaders and managers	Good

Inspectors found that children make good progress from their starting points. Examples included an older young person who started their own business, another who overcame early adversity to go to university, and a child who wrote a book. In our own survey, 70% of children said they felt a strong sense of belonging in their foster homes and described their foster carers as “kind and caring”.

IN OFSTED’S WORDS

“Children build trusting and secure relationships with their foster carers.”

“The stability provided by foster carers helps children to develop and gain the skills and confidence to achieve their potential.”

“Managers and staff respond effectively to concerns raised by children, working collaboratively and swiftly with local authority social workers, designated officers and police, to ensure children are protected from further harm.”

“Recent changes in senior management within the fostering agency have been positive, providing greater oversight and scrutiny of day to day practice and safeguarding concerns.”

“There is a clear culture of high expectations and aspirations for children.”

— Ofsted inspection report, Regional Fostering Services (SC478324), 28 July to 1 August 2025



3. Our values, aims and objectives

Our mission is to give children and young people a safe, warm and caring family where they can thrive and reach their full potential. Every decision we make starts with one question: what is best for this child?

Our values

We share the values set out in the Fostering National Minimum Standards:



The child's welfare, safety and needs are at the centre of their care.



Children should have an enjoyable childhood, with good parenting, education and the chance to develop their talents.



Children are entitled to grow up in a loving home that meets their developmental needs.



Every child's wishes and feelings are listened to and taken into account in decisions about them.



Relationships with birth parents, siblings and wider family matter, and foster carers help to keep them going where that is safe.



A child's relationship with their foster carer is central to their wellbeing, so carers are full members of the team around the child.

We believe children do best with their own families wherever that is safe. When a local authority decides a child needs foster care, we fully support the child's care plan, including a return home or to extended family.

Our aims

- ✓ Run a fostering service built on partnership, professionalism, respect, integrity and fairness.
- ✓ Keep a child-centred approach, with the child's welfare guiding every decision.
- ✓ Keep every child placed with our foster families safe and well.
- ✓ Give local authorities safe, high-quality fostering resources with measurable outcomes and good value for money.
- ✓ Grow our reach while keeping support local and personal.

Our objectives

- ✓ Provide children with stable, safe and caring family life that helps them reach their potential.
- ✓ Make careful matches, so carers' skills and experience fit each child's needs.
- ✓ Recruit, train and approve foster carers from diverse cultural, religious and ethnic backgrounds.
- ✓ Support children's interests, hobbies and healthy, active lifestyles.
- ✓ Offer a responsive, professional 24-hour service to carers and local authorities.
- ✓ Consult children regularly and change our service in response to what they tell us.
- ✓ Offer training that matches each carer's development needs and the needs of the children in their care.
- ✓ Use our resources well and keep improving the quality of our service.

Equality and diversity

We give equal opportunities to every employee, applicant and foster carer, and we do not tolerate discrimination of any kind. Children are cared for in a way that respects their race, culture, language, religion, age, abilities and any disability.

We recruit carers from all sections of the community, so that local authorities have real choice in matching. Preparation training teaches carers how to support a child's heritage and identity. We celebrate festivals across faiths and cultures, and we monitor equality and diversity through our management meetings.



4. Services we provide

We offer eleven types of fostering resource, and every referral goes through a careful matching process. Children may stay with us for a night, for months or until they reach adulthood.

When matching, we work with the placing local authority to consider the child's physical, educational, emotional, health, cultural, religious and social needs; contact with birth family; the child's own wishes; and the experience and circumstances of the foster family.

Resource type	Who it is for	What it involves
Emergency	Children who need a home the same day	A home within 24 hours, with a safe, settled home during a crisis. Where possible we match with carers who can continue beyond the emergency.
Short-term and bridging	Children waiting for a permanent plan or an assessment	A few days to several months while the local authority plans for the child's future, including return home, adoption or long-term fostering.
Long-term (permanence)	Children who cannot return home	Care through childhood into independence, including Staying Put arrangements after 18.
Sibling groups	Brothers and sisters	We place siblings together wherever possible, and arrange regular contact when they cannot live together.
Parent and child	Mothers, fathers or both parents, with their baby or child	Specially trained carers support parents to care for their child safely, often during a parenting assessment. Each arrangement has a bespoke support package.

Resource type	Who it is for	What it involves
Solo	Children with complex needs or behaviour	One-to-one care in a home with no other fostered children.
Respite (short breaks)	Birth families and foster carers who need a break	Overnight stays to several weeks, on a planned or regular basis.
Unaccompanied asylum-seeking children	Children who arrive in the UK without a parent	Help with immigration processes, language, faith and culture, and links with community and faith groups.
Specialist and therapeutic	Children with complex or trauma-related needs	Highly experienced carers, enhanced support packages and therapy where needed.
Step across	Children moving from residential care into a family	A structured, step-by-step move planned with the local authority and residential provider.
Youth justice and remand	Children involved in, or at risk of, offending, and those remanded by the courts	Structure, guidance and support, working closely with youth justice teams.

The resource types above can be for a single child or a sibling group.

Parent and child fostering

We provide parent and child fostering resources, where a parent lives in the foster home with their baby or child. We offer:

- **Mother and baby** – a mother and her baby or young child
- **Father and baby** – a father and his baby or young child
- **Mother, father and baby** – both parents together with their baby or child

These arrangements give parents the chance to learn and show safe, confident parenting in a supportive family home. They are often used while the local authority or the court assesses whether a child can stay in their parents' care.

Our parent and child carers are specially trained in this field. Their training covers supporting and modelling parenting skills, the safe care of babies and young children, safeguarding, and accurate observation and recording. Their daily records can contribute to the local authority's or court's assessment of the parent.

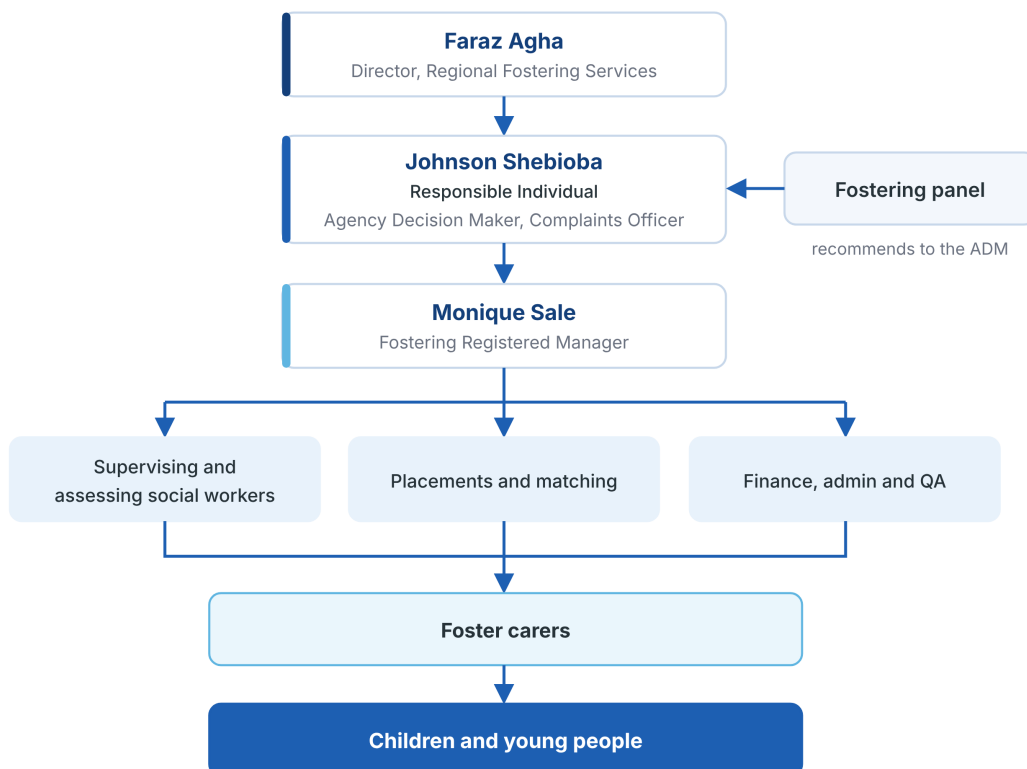
Every parent and child arrangement comes with a bespoke, tailored support package. We agree it with the placing local authority before the family arrives, based on the needs of the parent and child. It sets out the level of supervision and support the carer will provide, what will be recorded and how often, extra visits from the supervising social worker, and any additional training, support or respite the carer needs. We review the package regularly with the local authority and change it as the family's needs change.



5. Management team and staffing

RFS is led by a small, experienced team of qualified social workers. The Director sets the agency's direction, the Responsible Individual provides independent oversight of quality and compliance, and the Registered Manager runs the service day to day.

Every line of accountability leads to the child



RFS management structure

The Responsible Individual reports to the Director every month, and the Registered Manager leads the teams who support carers day to day.



FA

Faraz Agha — Director, Regional Fostering Services

Faraz holds a BA (Hons) in Social Work, together with a Diploma and an NVQ Level 4 award in Management. He has over 30 years' experience in the social care sector, 22 of them spent managing and directing independent fostering agencies.

Faraz founded Regional Fostering Services on one simple belief: children must always come first. That belief still guides every decision the agency makes, from how we recruit and match foster carers to how we support each

child in our care. He is passionate about making sure every child placed with RFS feels safe, valued and listened to, and has the stability and opportunities they need to reach their potential.

As a qualified social worker leading an independent fostering agency, Faraz brings a practitioner's insight to the boardroom. He understands first-hand the realities of frontline practice, the pressures foster carers face and what children in care need from the adults around them. This means the agency's strategic decisions are shaped by social work values and evidence, not by commercial considerations alone.

Faraz sets the agency's strategic direction and, as Director of the registered provider, is accountable for the quality and safety of the service. He works closely with the Responsible Individual and Registered Manager to build a culture where staff and carers feel supported, children's voices are heard, and the service keeps improving.

JS

Johnson Shebioba — Responsible Individual

Johnson is an experienced qualified social worker with more than a decade of post-qualifying practice. He is a senior leader in children's social care, with over 20 years' experience in fostering and safeguarding. He has held senior management and leadership roles in independent fostering agencies, and as Responsible Individual for RFS he provides strategic oversight of service quality, regulatory compliance and safeguarding practice.

His experience includes supporting Registered Managers, overseeing fostering services, contributing to the assessment and approval of foster carers, and making sure children receive safe, stable and nurturing care. He has worked extensively with local authorities, social workers and other professionals, and has a sound understanding of the regulatory framework and Ofsted's expectations. Johnson also has personal experience of fostering.

Johnson brings a child-centred, practical and supportive approach to leadership, with a strong emphasis on safeguarding, accountability and positive outcomes for children. Having worked closely with foster carers, children and professionals throughout his career, he understands the value of consistent care, effective management oversight, and a culture where staff and carers feel both supported and appropriately challenged. He is committed to services that put children's welfare at the centre of every decision, keep improving, and give children the stability, opportunities and relationships they need to thrive.

MS

Monique Sale — Fostering Registered Manager

Monique is a highly respected agency manager with more than 25 years of qualified social work experience. After completing her social work degree in Cape Town, South Africa, she moved to the UK in 2000 and has practised here ever since. For over 20 years she has worked exclusively in the independent fostering sector, building deep expertise in high-needs fostering resources, trauma-informed practice, reflective supervision and regulatory compliance.

Her earlier career included significant experience in child protection, court work and supporting looked after children, which still shapes her practice today. Monique has contributed positively to numerous Ofsted inspections, showing strong regulatory understanding and a commitment to continuous improvement. As a

professional and a parent of three children, she brings a lived understanding of neurodiversity, which helps her support families with insight, empathy and authenticity.

Outside work, Monique is committed to her community and to nurturing young people's potential. She is a licensed chaperone, volunteering to support young performers on stage and safeguard their wellbeing during productions. She is also a school governor, contributing her safeguarding knowledge to safe, supportive schools. Whether mentoring staff, leading support groups or shaping school policy, Monique brings intention, integrity and a long-standing commitment to restorative, child-centred practice.

Agency Decision Maker

Johnson Shebioba is the Agency Decision Maker. He makes the final decision on the approval, review and termination of approval of foster carers, after considering the fostering panel's recommendation.

Our staff

RFS employs around 30 staff. They include supervising social workers registered with Social Work England, assessing social workers, a resources team, finance, administration and quality assurance staff. Some work from head office and others from local hub offices across the region.

For every member of staff, whether employed, sessional or self-employed, we:

- ✓ Check their qualifications and identity, and complete enhanced DBS and reference checks before they start
- ✓ Provide regular supervision, an annual appraisal and ongoing training
- ✓ Hold professional indemnity and public liability insurance

WHAT OFSTED SAID

"Staff receive regular and supportive supervision which focusses on children and foster carers needs. ... Managers are available, visible and involved."

— Ofsted inspection report, Regional Fostering Services (SC478324), 28 July to 1 August 2025



6. Support to foster carers

Foster carers are the foundation of our service, and every carer has a named supervising social worker from the day they are approved. We also give carers 24-hour support, training, peer groups and fair pay.

Supervising social worker

Your supervising social worker (SSW):

- ✓ Holds formal supervision with you at least monthly, and keeps in regular contact by phone in between
- ✓ Makes at least one unannounced visit a year, and talks to children on their own where possible

- ✓ Gives advice, practical and emotional support, and attends meetings with you
- ✓ Liaises with the child's local authority social worker and other professionals
- ✓ Arranges extra help such as respite, therapy and support work
- ✓ Agrees your training plan and supports you to complete the Training, Support and Development Standards (TSDS) within 12 months of approval
- ✓ Escalates any safeguarding concern to our designated safeguarding lead straight away

24-hour support

Carers can reach a qualified social worker 24 hours a day, 365 days a year, through our out-of-hours service. Managers are always available to guide the duty worker.

Foster carer reviews

Every carer has a review at least once a year, informed by their SSW's report and feedback from children living in the home, carers' own children, local authority social workers and the carers themselves. A carer's first annual review always goes to the fostering panel. We also hold early reviews after a serious complaint or incident, or when a change to approval is proposed.

Training and development

All applicants complete *Skills to Foster* before approval. After approval, carers can choose from classroom and online courses, including:

Safer caring	Managing challenging behaviour	Child sexual exploitation	First aid, and health and safety
Attachment and trauma	Parent and child fostering	Working with children who have been sexually abused	

Carers keep reflective learning logs, which their SSW reviews and signs off.

Allowances and practical help

Carers receive a weekly fostering allowance by BACS. It covers all of the child's needs, including pocket money, clothing, travel and leisure. Allowances vary by resource type and are not paid when no child is placed. Carers are self-employed for tax purposes, and our Foster Carer Handbook explains how to manage this.

More ways we support carers

- Support groups and social meetings with other carers
- Counselling or therapy after a complex fostering resource, an allegation or a difficult experience
- Activities and support for carers' own children
- Family days out and an end-of-year celebration
- Access to legal, accountancy and education advice, and a discount scheme

- A Foster Carer Handbook covering our policies on safeguarding, behaviour, health and safety, finance, complaints and record keeping

WHAT OFSTED SAID

“A strength of the fostering agency is the good working relationships between fostering staff and foster carers.”

— Ofsted inspection report, Regional Fostering Services (SC478324), 28 July to 1 August 2025



7. Services to children and young people

Every child placed with RFS gets a safe family, a voice in decisions about them, and practical support beyond what their carers provide. We ask children what they think, and we act on what they tell us.

Welcome Guide

On arrival, each child receives a Welcome Guide suited to their age and understanding. It explains what fostering means, who will help them and how to complain. The guide is available in several languages, and a video introduction made with a care leaver is on our website.

Practical support

- Crisis and emergency help through our out-of-hours duty service
- Transport to school, family time and activities when carers cannot provide it
- Supervision of family time with birth relatives
- Trips, outings and social activities through the year
- Independent living skills for young people preparing for adulthood
- Activities for the sons and daughters of foster carers

Therapy

We arrange individual therapy for children who need it, agreed with their foster carers and the placing local authority, so that it fits the child's care plan.

Having a say

Children and Young People Council (CYPC):

meets about three times a year, often online, so children across the region can share their views and shape our service.

Reviews and visits:

children's views are sought for every foster carer review and during unannounced visits.

Complaints and advocacy:

children are told how to complain, and how to reach an independent advocate and the Children's Commissioner for England.

A CHILD TOLD OFSTED

"She helped me with my emotions, helped me to do well and helped me with my football career. They are very nice people, who correct me if I don't do the right things. They are kind to me."

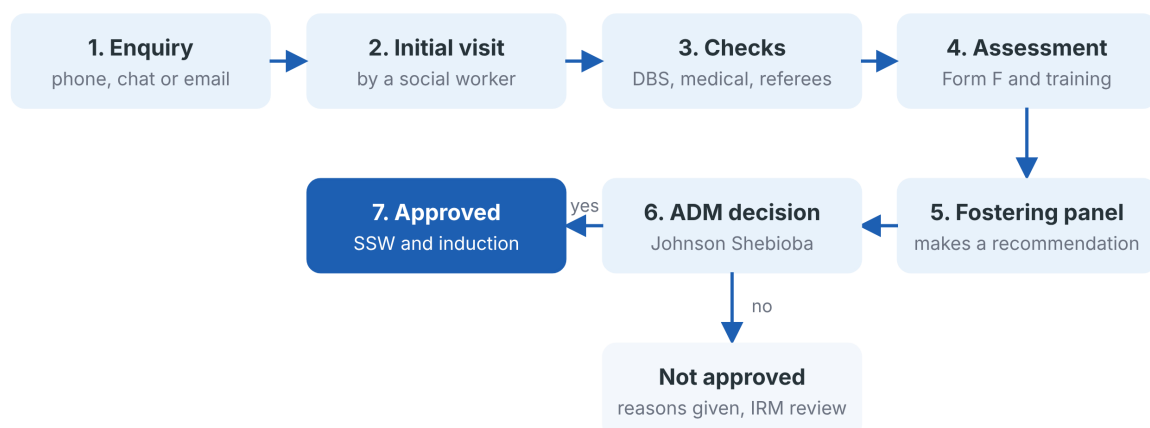
— Ofsted inspection report, Regional Fostering Services (SC478324), 28 July to 1 August 2025



8. Recruitment, assessment and approval of foster carers

Becoming an RFS foster carer usually takes 4 to 6 months, from first enquiry to the Agency Decision Maker's decision. We treat every applicant with respect and keep them informed at each step.

From first enquiry to approval in about 4 to 6 months



Becoming an RFS foster carer · 7 steps

Enquiry and initial visit

Our recruitment team talks with people who are interested by phone, live chat or email. We look at motivation, experience, resilience and whether there is a spare bedroom. A qualified social worker then makes an initial home visit to explain fostering in detail and the checks involved. If we decide not to proceed, we explain why.

Application and checks

Applicants complete an application form and consent to:

- ✓ Identity checks and a full employment and personal history
- ✓ Enhanced DBS checks for every adult in the household
- ✓ Checks with local authority children's services
- ✓ A medical with their GP, reviewed by our medical adviser
- ✓ Interviews with three personal referees, plus employer and ex-partner references where relevant

Assessment

Assessments use the CoramBAAF Form F. Stage 1 covers the statutory checks. Stage 2 is a full assessment over 6 to 9 home visits, exploring the applicant's own childhood, relationships, family life and skills. Applicants also attend our *Skills to Foster* training and build a portfolio of evidence.

Our quality assurance team reviews every Form F before it goes to panel. Applicants read and sign the report, and any comments they make are included.

Fostering panel

The fostering panel considers the assessment and meets the applicants and their assessing social worker. It recommends whether to approve, and on what terms (number, age and type of resources). The panel also considers first annual reviews, changes to approval and terminations.

In line with the Fostering Services Regulations 2011, panel members are drawn from a central list with a mix of backgrounds and professions. A panel can only meet when the chair or vice chair, a social worker with at least three years' post-qualifying experience, and at least three other members are present. Panels have access to legal and medical advice.

Decision and induction

The Agency Decision Maker makes the final decision after reading the panel's minutes and papers. Applicants are told the decision verbally and in writing within the statutory timescales. Anyone not approved is told why and how to ask for a review by the Independent Review Mechanism (IRM).

Newly approved carers are allocated a supervising social worker, receive a welcome visit with their handbook, ID card and diary, and sign the Foster Carer Agreement.

WHAT OFSTED SAID

"The fostering panel acts as an effective independent quality assurance mechanism in considering recommendations presented."

— Ofsted inspection report, Regional Fostering Services (SC478324), 28 July to 1 August 2025



9. Quality assurance and monitoring

We check the quality of our care continuously, and the Responsible Individual reports on it to the Director every month. Our monitoring meets Regulation 35 of the Fostering Services Regulations 2011.

Case file audits:

our quality assurance team audits carer and child records and feeds findings back to social workers and managers.

Form F and review checks:

every assessment and annual review is quality-checked before panel.

Feedback:

we collect views from children, carers, carers' own children and local authorities, and act on what we hear.

Complaints and allegations:

we record and analyse every complaint and allegation to spot patterns and learn lessons.

Notifications:

we notify Ofsted and other agencies of significant events, as Regulation 36 and Schedule 7 require.

Management oversight:

the Registered Manager reviews practice regularly with the team, and the Responsible Individual reviews compliance, safeguarding and outcomes monthly.

Ofsted inspection:

our inspection reports are published on the Ofsted website and our own.

WHAT OFSTED SAID

“Outcome trackers completed by fostering staff are regularly reviewed by leaders and managers. These provide evidence of the progress of children and their outcomes and the difference that the service has made to children’s lives.”

— Ofsted inspection report, Regional Fostering Services (SC478324), 28 July to 1 August 2025



10. Complaints procedure

Anyone involved with RFS can comment on our service, compliment it or complain about it, and we take every complaint seriously. Children are told how to complain when they arrive, through their Welcome Guide and child-friendly leaflets.

Who can complain: any child looked after by RFS or someone acting for them; a parent or person with parental responsibility; any RFS foster carer or member of their household; any member of staff; and anyone else with a genuine interest in a child's welfare.

What you can complain about: for example, communication, staff behaviour, decisions we have made, support for carers or children, or the quality of care in a foster home.

Urgent concerns: if a matter involves a child's safety, such as a child protection concern or an allegation, contact us straight away. Outside office hours, our out-of-hours service will help.

Complaints can be made verbally or in writing; formal complaints should be made in writing. We record and review every complaint and use what we learn to improve.

Complaints Officer	Johnson Shebioba, Responsible Individual
Email	complaints@regionalfostering.co.uk
Phone	0203 621 2101

If you are not satisfied

You can contact Ofsted at any time:

Ofsted, Piccadilly Gate, Store Street, Manchester
M1 2WD
T: 0300 123 1231 · E: enquiries@ofsted.gov.uk

Children and young people can also get free, confidential help from the **Children's Commissioner for England (Help at Hand)**: T: 0800 528 0731 · E: help.team@childrenscommissioner.gov.uk



11. Contact us

START YOUR
FOSTERING
JOURNEY

→ www.regionalfostering.co.uk



Regional Fostering Services Ltd

200 First Central, 6th Floor, 2 Lakeside
Drive, Park Royal, London NW10 7FQ

T: 0203 621 2101

E: enquiries@regionalfostering.co.uk

W: www.regionalfostering.co.uk

Our time, their future.

Faraz Agha

Director, Regional Fostering Services Ltd