

A photograph of four people from behind, looking out over a scenic landscape. From left to right: a person with curly hair in a dark green puffer jacket, a person with long dark hair in a bright pink jacket, a person with short blonde hair in a black jacket and purple pants, and a person with blonde hair wearing a cap and a blue jacket with their arm around the person in black. They are standing on a rocky shore next to a calm lake. In the background, there are dense green forests and large, rugged mountains under a cloudy sky. The image is framed by bright green curved shapes on the left and right sides.

# Statement of Purpose

## Scotland North Fostering Service

June 2025

**Barnardo's Scotland North – Registered Fostering Agency & Adult Services Provider**

Registration Body: Care Inspectorate,  
Registration Numbers Fostering – CS2005095645  
Continuing Care – CS2019375596



**Changing childhoods. Changing lives.**

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**“We have a good relationship  
and have a laugh, Vanessa is  
firm but fair which is really  
good for me and helps me.”**

Young person in foster care





# Legal Framework

This Statement of Purpose has been developed in accordance with regulations, statutory guidance and National Minimum Standards as applying to fostering providers, including:

- Looked After Children (Scotland) Regulations 2009
- Children and Young People (Scotland) Act 2014
- Continuing Care (Scotland) Amendment Order 2019
- Children's Hearings (Scotland) Act 2011
- National Care Standards: Foster Care & Family Placement Services
- United Nation Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024 (Coming into force on 16th July 2024)

As part of the regulatory requirement, a copy of the Statement of Purpose will be provided to the Care Inspectorate and will be placed on Barnardo's website. The document is also available on request to: staff, placing Authorities, foster parents, prospective foster parents and children.

This Statement of Purpose has been prepared in accordance with these requirements and will be a useful source of information to Barnardo's staff, foster carers and prospective foster carers, children and young people who are placed with the fostering service, and also to colleagues from other agencies.

This Statement of Purpose is reviewed and updated on a regular basis, and at least annually.





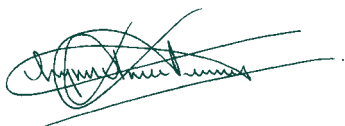
# Message from CEO

**For more than 150 years, Barnardo's has been changing childhoods and lives, including through our work helping hundreds of thousands of children and young people to live with loving foster families and adoptive parents.**

Barnardo's supports around 370,000 children, young people, parents and carers each year through our services and partnerships across the UK.

We believe in all children and young people, and their potential. We support them, stand up for them and bring out the best in each and every child and young person.

We support adoptive parents to welcome children and young people who need a loving and supportive home. We provide over 20 fostering, adoption, and planned break services for families with children and young people of every age, gender, race and ability. Our comprehensive preparation, training and 24/7 support to adoptive parents makes us a trusted choice across the UK.



**Lynn Perry MBE**  
Chief Executive, Barnardo's





# Barnardo's status and constitution

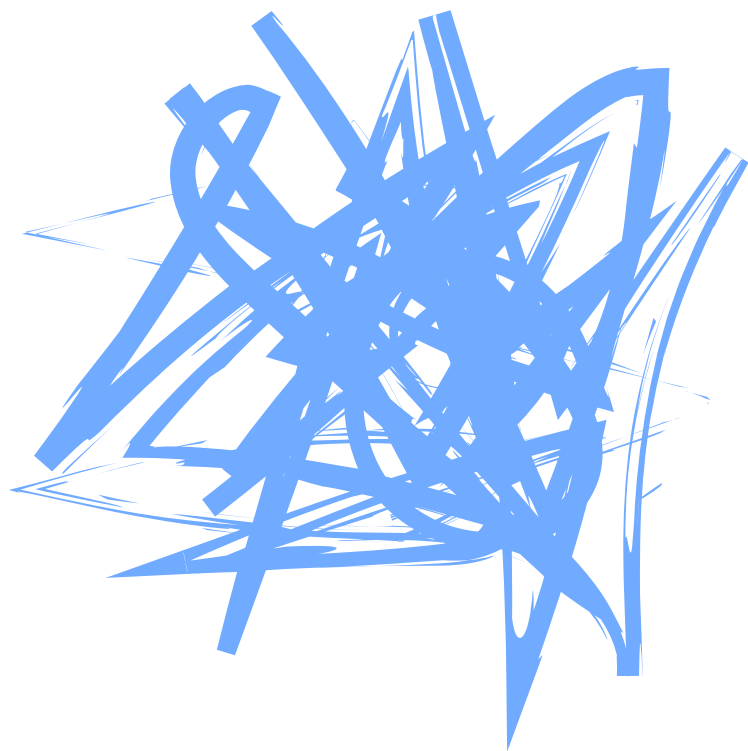
Barnardo's is a company limited by guarantee (registered in England under number 61625) and a registered charity (numbers 216250 and SC037605). It was also registered as a trust corporation on 16 December 1926. Its governing instrument is the Memorandum and Articles of Association, most recently amended by special resolution passed on 17 July 2001.

Barnardo's Scotland North Fostering is part of Barnardo's Fostering & Adoption Services.

The Head of Fostering & Adoption is Brenda Farrell.

Fostering & Adoption Head Office Address:  
Barnardo's – Youth Village  
Hudson Street  
North Shields  
NE30 1DL

Telephone: 0191 296 3355



# Aims, Objectives and Outcomes

## Aims

Barnardo's is a leading national independent fostering agency, providing fostering and planned break fostering across England, Wales, Scotland, and Northern Ireland.

We aim to achieve high quality, stable foster homes for children and young people by ensuring that foster carers are appropriately recruited, assessed, trained, and supported within the required regulations and national minimum standards.

## Objectives and Outcomes

1. To protect children and young people from abuse and neglect.
2. To recruit, assess, support and train foster carers to provide a range of foster homes for children/ young people who are unable to live with their first families.
3. To provide planned break foster homes for children/ young people living with their first families, and those living with our foster carers.
4. To ensure that foster carer recruitment matches the needs of the children/ young people we aim to look after in our foster homes, so that children/ young people have the opportunity to live within a family which values, recognises and supports their ethnic origin, cultural heritage, religion.
5. To provide support, regular supervision and training opportunities to equip foster carers in meeting the complex needs of children/ young people in our foster homes.
6. To ensure that all legal, regulatory and minimum standard requirements are met in relation to the approval, review and supervision of carers and provision of foster homes to children/ young people, and to monitor that they are being met via quality assurance processes.
7. To provide a 24/7 helpline service for foster carers.
8. To promote secure attachments and stability of foster homes for children and young people in order to achieve better outcomes for their health, education, employment and future independence.
9. To prepare children/ young people adequately for when they leave their foster family and create lifelong attachments with foster carers.
10. To maintain and promote contact between foster children and their first families and or significant others and communicate effectively with parents as appropriate.
11. To promote positive working relationships/ partnerships between Barnardo's fostering, adoption and planned break services and local authorities or trusts to facilitate communication and promote good practice for the benefit of children and young people who are fostered by the service.
12. To ensure that the Fostering Panel operates according to legislation and regulations in relation to foster carer approvals, reviews, allegations and complaints.
13. To ensure that the way in which the Service develops, considers the views and wishes of its foster carers, the foster children, and staff by encouraging feedback from everyone in the foster home.
14. To ensure continuous improvement and development of the fostering services through regular training for staff around changes to legislation and regulations and identifying the needs and type of specialist foster homes required.



# Service Registration

## **Name and address of the Registered Provider**

Barnardo's Scotland Fostering North  
20 Carden Place  
Aberdeen  
AB10 1UQ

## **Name and address of the Responsible Individual**

Fiona Hogg  
Barnardo's Scotland Fostering North  
20 Carden Place  
Aberdeen  
AB10 1UQ

## **The relevant qualifications and experience of the Operations Manager**

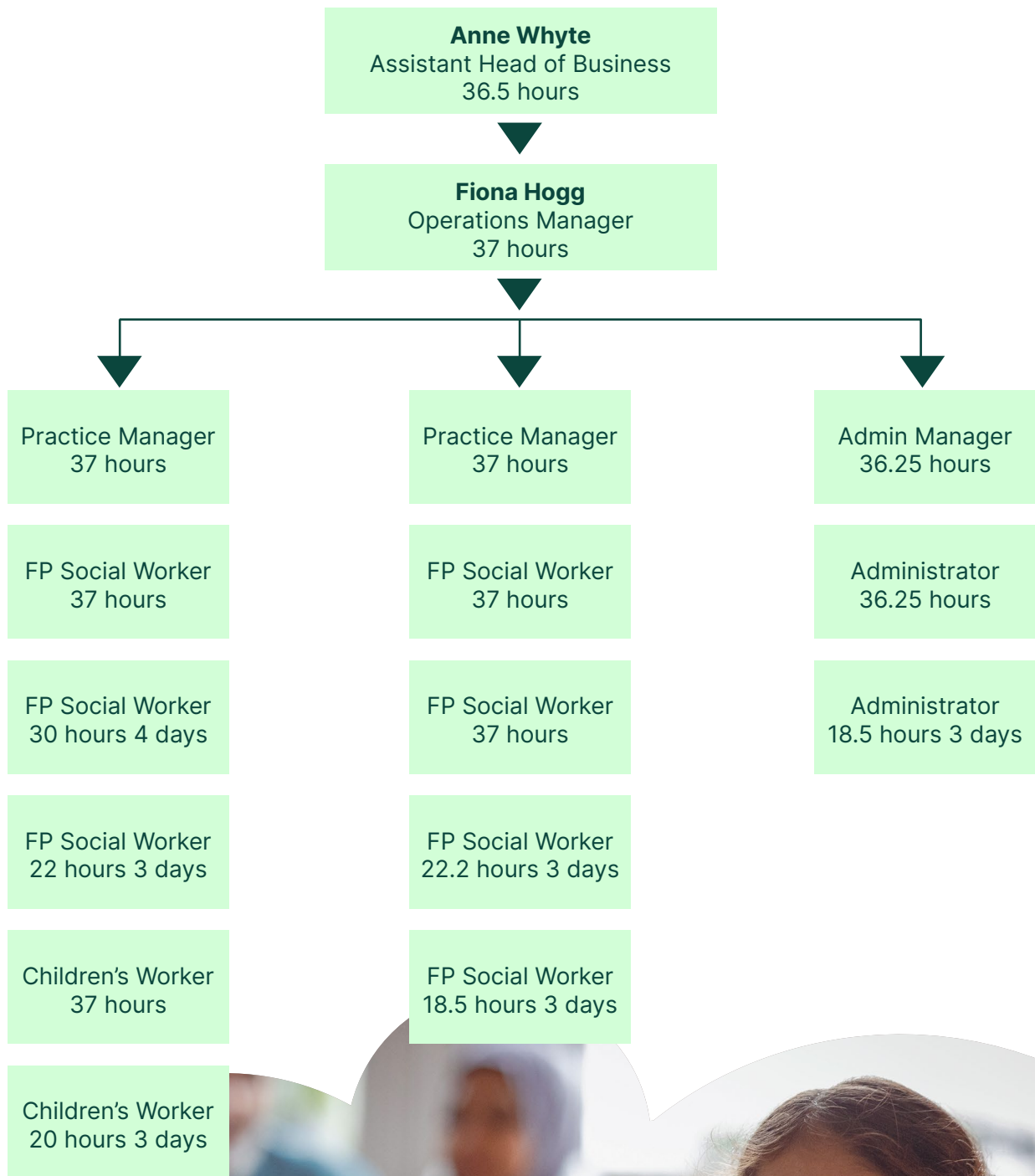
Fiona is a qualified Social Worker, B.A Applied Social Studies, Certification of Qualification in Social Work with 34 years' experience.

This has included work as Children and Families Social Worker, Supervising Social Worker, Foster/ Kinship and Through Care Panel Member, Team Manager and Registered Manager.

She has significant experience in both statutory Social Work and Fostering and Adoption experience with Aberdeen City Council, Aberdeenshire Council and the last 7 years with Barnardo's Fostering.



# Service, Management and Staffing Structure





# Job roles and qualifications

## Operations Managers / Registered Managers

Are professionally qualified Social Workers who are registered with the SSSC and hold management qualifications (or are working towards them). Operations Managers / Registered Managers are responsible for the overall operation of the fostering services to foster carers, children and young people.

The Operations / Registered Managers are responsible for budgetary control and involved with the development and implementation of the strategic aims and objectives of the organisation. The Operations / Registered Managers are responsible for the management of Practice Managers, sit on Panel as Panel Advisor, ensure all policies and procedures are up to date, complete audits of the service to ensure a high standard, and monitor and advise on serious complaints and allegations ensuring appropriate procedures are followed and safeguards are in place.

## Practice Managers

Are professionally qualified Social Workers that are registered with SSSC and are responsible for the supervision and management of the social workers and children's workers. Practice Managers are involved in developing training and supporting services for foster carers, alongside responsibilities for recruitment and assessment and audits. In the absence of an Operations Manager, they sit on Panel as Panel Advisor.

## Supervising Social Workers (SSW)

Our qualified Social Workers are registered with the SSSC and undertake the assessment, support and annual review of foster carers. SSWs work in partnership with the looked after child's Social Worker to promote good outcomes. SSWs also support training, coordinate support groups and cover the out-of-hours helpline service.

## Child and Adolescent Psychotherapist

Provides psychotherapy sessions to young people, with the agreement of the responsible authority, the young person, and carers on a one-to-one basis. Work undertaken in partnership with management team and Supervising Social Workers to develop trauma informed practice and therapeutic relationships with carers and children and young people. The post also supports training, develop attachment, trauma informed and therapeutic toolkits for practitioners and carers, to promote better and sustainable outcomes for children and young people.

## Supervising Social Work Assistant

Non qualified posts that undertake duty services in respect of enquiries and referrals across Scotland wide. SSW Assistant support training, co-ordinate carer groups, CYP and home risk assessment, and assist SSW in their role of supporting carers.

## Children's Worker

Provides therapeutic support to children and young people either on a one-to-one basis or in groups. One to one work can include helping to build a child's confidence and self-esteem, life story work, understanding emotions and supporting them to achieve an SQA. The Children's Worker also runs activity groups each year which often includes a residential trip. Also has a particular role in supporting and advocating for children and young people in their education setting.

# Job roles and qualifications

## Recruitment Officer

Responsible for recruitment of foster carers, managing advertising and targeted recruitment and retention. The role is responsible for marketing, recruitment, and retention information analysis, and working closely with senior management team to develop and implement recruitment strategies.

## Administration Manager

Undertakes financial duties in the fostering service including invoicing, carer payments, credit control and accounts payable. The role provides support to the management team, and often, they are also the Panel Administrator. Administration manager is responsible for health and safety and ensure that the office remains a safe working environment with appropriate risk assessments completed by staff. The Administration Manager supervises the Administration team.

## Administrators

Undertake a wide range of admin tasks to support the work of the service such as inputting and monitoring of statistical data, coordinating training, ensuring all checks and repeat checks are completed.





# Foster Homes we Provide

## Emergency

We have foster carers who can provide unplanned/ emergency foster homes, for children/young people need somewhere to stay often at short notice and with little information.

## Planned Breaks/External Planned Breaks

We have foster carers who provide planned breaks either on a regular basis or one-off breaks. These can be for children/ young people living at home with their parents, children/ young people living with our foster carers or children/ young people from other fostering agencies/ local authorities.

## Interim/Short Term

Short term foster homes can last for up to two years, while long-term plans are being made.

## Long term/permanency

These are foster homes where it has been agreed that the child/ young person will remain with the foster carers on a long term/ permanent basis.

## Brothers and Sisters

We have foster carers who provide homes for brothers and sisters so that they don't need to be separated.

## Disabled Children and Young People

We provide enhanced foster homes for children and young people who have additional needs including severe learning difficulty, a physical disability or who need complex medical care. The team has extensive experience in making successful long-term placements as well as supporting children on a planned break basis.

## Parent and Child

We can provide homes for parents who are under 18-years-old, so that they can receive support in developing parenting skills. Foster carers can assist Local Authorities with their assessments by providing information relating to parenting capacity/capabilities.

## Solo Care

Solo fostering can be offered to children who could be a risk to other children and young people, or who present particular challenges due to trauma; health needs or disability so that carers cannot offer enough support if other children are present.

## Continuing Care

Barnardo's Scotland is registered with the Care Inspectorate as an Adult service provider to enable us to offer continuing care for young people remaining beyond their 18th birthday, to support them into independence or adult services as appropriate. Currently we have a variation to our approval specific to meet the needs a young person to remain and receive care and support up until their 26th birthday.

# Recruitment & Support for Foster Families

Barnardo's policies, procedures and standards for the recruitment and assessment of foster carers are in line with required regulations and standards for fostering services.

## Enquiries

On receiving an enquiry from a prospective foster carer, we take basic information and provide an information pack. An initial home visit is then arranged to discuss in more detail the work of the service and to answer any queries or concerns the enquirer may have. A decision will be reached as to whether the prospective foster carer wishes to and is, suitable to proceed.

## Assessment and Approval

If a prospective foster carer is suitable and wishes to proceed, an application to be assessed is completed, including consent for the Fostering Service to undertake background checks to ascertain suitability to foster.

## Background Checks

On receiving an enquiry from a prospective foster carer, information gathered includes:

- Full details of the applicant(s) and all household members as well as any children of the applicants living elsewhere.
- Criminal records checks undertaken on household members via the DBS / PVG/ Disclosure Scotland/ Access NI on all household members 16 years and over, as well as checks with the local authority/ trust, and any previous fostering / adoption agencies.

- Criminal records checks may also be undertaken on any other regular visitor to the household who may have care of foster children. Some checks are repeated every three years.
- The applicant/s are required to have a medical examination which is completed by their GP, who sends the completed Medical Report to Barnardo's Medical Adviser for comments about the applicant/s health.
- The applicant/s is also asked to name three to six personal referees from which a minimum of three will be selected to provide written references and who will also be interviewed as part of the approval process. Where appropriate we also ask for permission to approach the applicant's current or past employer. Adult children and previous partners will also be contacted.

## Assessment process

The information below is gathered as part of the assessment:

- Details of personality and childhood and life experiences.
- Capacity to care for a child/ young person from any particular religious persuasion, racial origin, cultural and linguistic background.
- Past and present employment or occupation, standard of living, leisure activities and interests.
- Previous experience (if any) of caring for their own and other children.
- Skills, competence and potential relevance to their capacity to care effectively for a child/ young person who will be fostered by them.

A qualified and experienced social worker will carry out the assessment by carrying out a number of visits to the applicant at home, and virtually, meeting all members of the family and gather information about the applicant's experience and skills. The information will be collated and forms the basis of an assessment report (Coram BAAF Form F). This report is shared and discussed with the applicants.

During the assessment preparation period, Skills to Foster training is provided by the Service. This includes the role and responsibilities of foster carers, working with different agencies, and child/ young person attachment, trauma and development. All applicants are required to attend.





## Panel

The completed assessment report is presented to the Fostering Panel. Applicants are invited to attend the Panel.

The Panel will make a recommendation about the suitability of the applicants to be approved as foster carers. The recommendation is then passed to a Senior Manager in Barnardo's, who is nominated as the organisation's 'Agency Decision Maker', who makes the final decision about approval on behalf of Barnardo's.

Applicants are informed verbally and in writing of the Agency Decision Maker's final decision.

## Matching

Our matching process and planning take account of our foster parents' particular strengths, skills and experience.

Our induction training and support programme for foster parents enables us to assess and match children and young people with suitable foster parents. This promotes good foster home stability and is always child/ young person focussed.

All children/ young people living with foster parents have access to health, activity, education, and employment opportunities in accordance with their assessed needs, considering for example, their age, cultural identity and cognitive and physical abilities.



## Foster Carer Reviews

Reviews take place in line with The Looked After Children (Scotland) Regulations 2009 25 and 26. A first review must take place within 12 months after approval and subsequent reviews take place every 12 months thereafter. Barnardo's must be satisfied that the foster carers continue to meet the required standards set out in Regulation 26 of Looked After Children (Regulation) 2009.

Reviews may also take place at other times for example as a result of a request to change the terms of approval; following a serious complaint, allegation of abuse, or other matters of serious/safeguarding concern; in response to a significant change of circumstances, such as a carer's adult child returning home, relationship problems or separations, significant health issues (Regulation 26)

As a Registered Adult Services provider, all our registered foster carers who wish to provide Continuing care to the older young people in their care, are required to be fully assessed and presented to our Adult Services Panel where the recommendation to provide Continuing Care will be considered by Panel.

All approved foster carers must have completed the relevant training and have the required competencies in keeping with best practice and Barnardo's Scotland Policy.

## Foster carer support

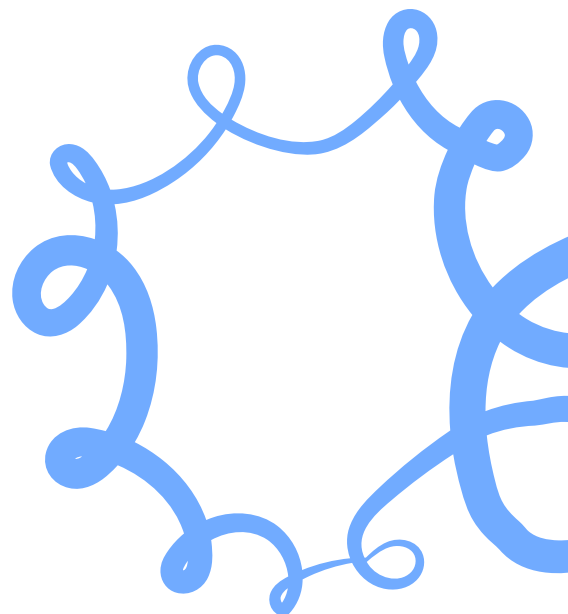
Barnardo's Fostering Service values the work that foster carers do and the contribution they make to the lives of children and young people in their care. The key to a successful foster home is the quality of support that foster carers receive. Barnardo's Fostering Service offers the following support to all our foster carers:

- Supervision and support from a named qualified and experienced Social Worker Monday to Friday 9am – 5pm.
- Access to a 24/7 out of hours helpline.
- Frequent visits, (minimum of once per month) and regular telephone contact from the supervising social worker
- At least two unannounced visits per year.
- Opportunities to participate in Consultation sessions if needed facilitated by our therapist

- Support group meetings and/or Buddy Support.
- Events for children/young people in foster homes, children of foster carers and foster carers.
- A comprehensive post-approval training programme which is linked to National Standards for training and support.
- Foster carer handbook
- Where appropriate, and where in line with the child/ young person's care plan, a planned break service to provide alternative experiences for the child/ young person.
- Liaison with local authorities/trusts including attendance at relevant meetings.
- A level of financial support that values and recognises foster carer's skills and time including a foster carer fee and fostering allowance.
- Membership of the Fostering Network for all carers

## Foster carer training

Barnardo's Fostering Service recognises that fostering is a complex and demanding role and we are committed to providing high quality training that is accessible and relevant to all our foster carers. Training is provided virtually and face to face, to help foster carers develop their fostering role, to improve knowledge and to define and refine the skills they already have. The training is delivered within an explicit value base which promotes equality of opportunity and recognises and celebrates diversity. It seeks to ensure that all foster carers are competent and confident in providing safe care and in protecting children/young people from harm.





Foster Carers are supported to complete mandatory training within 24 months of Approval.

Training is offered throughout a carer's career with Barnardo's Fostering Service and incorporates a range of topics which evolve with changes in practice, legislation and needs, examples of which are:

- safeguarding
- recording
- first aid
- managing behaviour
- attachment & resilience
- allegations
- health and safety
- bereavement & loss
- relationship and sexual health
- sexual exploitation

- e-safety
- equality and diversity
- life story
- child development
- drug and alcohol awareness
- safe care
- medication
- managing and promoting family time/contact
- radicalisation

## Continuing Care Training

As part of our provision in supporting carers to provide Continuing Care to young adults we also provide relevant training including

- Adult and older young people Protection (for staff and carers)
- Continuing care

Sessions around Child's Rights and The Promise have been particularly important as Scotland moves towards the introduction of the UNCRC and Barnardo's commitment to The Promise, and these are provided to all carers.



# Quality Monitoring & Governance

**There are a range of systems in place to monitor and evaluate the provision of Barnardo's fostering services, to ensure they are effective and that the quality is of an appropriate standard:**

- Foster Carer Annual Reviews
- Foster carers and foster children/young people review feedback forms
- Children/young people feedback from participation sessions
- Annual staff appraisals
- Monthly supervision of foster carers
- Regular supervision of staff
- Feedback from foster carers regarding training
- Feedback from other professionals
- Feedback from local authority workers
- Evaluation of foster carers by trainers
- Feedback from panel members and panel attendees
- File Audits
- Quarterly performance & improvement reviews by the Assistant Director and Head of Service Development & Quality
- External Monitoring via Trust/Framework monitoring processes
- External monitoring via regulatory body The Regulation and Quality Improvement Authority (RQIA) when it comes into force.
- Young Inspectors





# Complaints, compliments, allegations & whistleblowing

## Complaints

The aim of Barnardo's complaints process is to resolve a complaint at the most informal level possible. Complaints can be made in writing or orally to any member of staff up to and including the CEO.

**The stages to managing any complaint are:**

### Stage 1 - Early Resolution

A worker or manager listens to the complaint and agrees a course of action to resolve the situation. It is an opportunity to resolve concerns or complaints without recourse to a formal process.



### Stage 1 - Formal Complaint

When the worker or manager has been unable to resolve concerns at the early resolution stage or the complaint is such that the manager considers a stage one would be the first step.



### Stage 2 - Final Complaint

When the complaint has been investigated at Stage One and the complainant remains unhappy with the outcome. Decision to investigate at stage two is made by the complaints lead manager. Another manager will be the investigating officer and an independent person will shadow investigation.

Complaints contact:

**Barnardo's Head Office, Tanners Lane, Ilford, Essex IG6 1QG**

Telephone: **020 8550 8822** Email: **[cs.complaints@barnardos.org.uk](mailto:cs.complaints@barnardos.org.uk)**



## Compliments

We celebrate our work and achievements with compliments and commendations being recorded. Here is a selection of comments made about our staff and the services we offer:

### Young Inspectors Inspection June 2024

Inspectors say:

**"Commissioners, foster carers, and panel members consider the service to have excellent communication with everyone involved around the child. The team have a diverse staff who keep the child at the centre of everything they do."**

**"Children feel they are well supported by their foster carers and staff who are honest, empathetic and really caring. The children feel the service supports them with lots of activities age group appropriate. Safeguarding is the top priority of the service."**

**"Children are being involved in ways of capturing the voice of the child by using creative ideas. Staff making time to spend with young people. Children feel more included in making decisions and updating materials for other children coming into foster care."**

### Local Authorities say

**"I think Barnardo's are really good at getting back to us in a timely manner. They have done some good matching for our children, especially those who have short breaks. They are really good at sharing information."**

### Panel Members say

**"I think Barnardo's has a good input in their training for foster carers around how to therapeutically parent a young person or child who's had a really traumatic early life experience."**

## Allegations against foster carers/staff

Allegations made by or on behalf of a child/young person will be followed up in line with safeguarding procedures for the local authority. Foster carers are supported by Barnardo's during an allegation and encouraged to access support via their Fostering Network membership, or via independent support sourced by Barnardo's.

## Whistleblowing

Whistleblowing is the reporting of a concern in the public interest that something is happening within Barnardo's that should not be or not happening that should be. It is based on the Public Interest Disclosure Act 1998 (PIDA). Barnardo's is committed to the highest standards of openness, integrity, accountability and practice and concerns can be raised via the Whistleblowing process.



Safecall is our Whistleblowing service provider, and their details are below. The link here also takes through how we handle any reports we receive. You can contact Safecall on 0800 915 1571 or online through the 'Report a Whistleblowing Concern'. Your report won't be traced and Safecall has trained operators to support you. The service is free, confidential and open 24 hours a day, seven days a week.

## Other routes of complaint

Where a service is registered with an external body (e.g. Care Inspectorate), complainants may directly approach the relevant regulatory body. The regulatory body has the power to investigate the complaint itself or require Barnardo's or the relevant local authority/trust to do so.

Contact details – Care Inspectorate, Compass House, 11 Riverside Drive, Dundee, DD1 4NY, Tel: 0345 600 9527 [Contact us](#)

You can also contact the Children's Commissioner Home - [The Children and Young People's Commissioner Scotland \(cypcs.org.uk\)](#)

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All images are posed by models and names have been changed to protect identities.

[barnardos.org.uk](https://barnardos.org.uk)

Barnardo House Tanners Lane, Barkingside, Ilford, Essex IG6 1QG. 020 8550 8822.

Northern Ireland 542–544 Upper Newtownards Road, Belfast BT4 3HE. 028 9067 2366.

Scotland 111 Oxfords Road North, Edinburgh EH14 1ED. 0131 446 7000.

Cymru/Wales Trident Court, East Moors Road, Cardiff CF24 5TD. 029 2049 3387.

## Regulation & Inspection

Barnardo's Fostering Services are regulated under the Standard for Foster Care 2017 and National Care Standards; Foster Care and Family Placement Services 1999.

Barnardo's Scotland North is also registered as an Adult Service to provide continuing care for young people currently in foster care as they make the transition to adulthood. We are registered under the Regulation of Care (Scotland) Act 2001 and this alongside Fostering is inspected.

Barnardo's Fostering Services are registered and inspected as an independent fostering agency with the Care Inspectorate. The Care Inspectorate is responsible for inspecting the fostering agency. They will also receive and investigate any complaints about the fostering agency. Significant Incidents are reported to the Care Inspectorate under Schedule 7 of the Care fostering Services Regulations 2011.

In evaluating quality, a six-point scale is used, where 1 is unsatisfactory and 6 is excellent.

The last inspection of Barnardo's Scotland Fostering (North) was carried out by the Care Inspectorate in December 2022, with an overall outcome of Adequate (3)

1.1 Children, young people and adults and their caregiver families experience compassion, dignity, and respect (4),

1.2 Children, young people and adults get the most out of life (3),

1.3 Children, young people and adults' health and wellbeing benefits from the care and support they experience (4),

1.4 Children, young people and adults and their caregiver families get the service that is right for them (3),

2.2 Quality Assurance and improvement are well led (3)

3.2 Staff have the right knowledge, competence, and development to support children, young people, adults, and their caregiver families (4),

5.1 Assessment and care planning reflects the outcomes and wishes of children, young people, and adults (4).

Contact details – Care Inspectorate, Compass House, 11 Riverside Drive, Dundee, DD1 4NY, Tel: 0345 600 9527 [Contact us](#)



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