

# Starz Fostering

Starz Fostering C.I.C

Inspected under the social care common inspection framework

## Information about this independent fostering agency

This privately owned independent fostering agency was registered with Ofsted in December 2020. The agency provides short-term and long-term placements. At the time of this inspection, the agency had 6 approved fostering households and 11 children being cared for by foster carers. The manager registered with Ofsted in November 2022.

### Inspection dates: 8 to 12 December 2025

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|-------------------------------------------------------------------------------------------|-------------|
| <b>Overall experiences and progress of children and young people, taking into account</b> | <b>good</b> |
|-------------------------------------------------------------------------------------------|-------------|

|                                                             |      |
|-------------------------------------------------------------|------|
| How well children and young people are helped and protected | good |
|-------------------------------------------------------------|------|

|                                           |      |
|-------------------------------------------|------|
| The effectiveness of leaders and managers | good |
|-------------------------------------------|------|

The independent fostering agency provides effective services that meet the requirements for good.

**Date of last inspection:** 31 October 2022

**Overall judgement at last inspection:** good

**Enforcement action since last inspection:** none

## Inspection judgements

### **Overall experiences and progress of children and young people: good**

Children benefit from consistently good-quality care. Foster carers provide nurturing, stable homes where children feel valued and included as part of the family. Carers demonstrate warmth and commitment, treating children with the same love and care.

The agency completes thorough assessments before children move in with their carers. This has resulted in many long-term placements. Since the last inspection, there has been only one unplanned ending for a child, and all other children have moved on positively to independence or reunification with family. Children placed further away from family also receive effective support, including regular family visits being facilitated by carers despite significant travel distances.

Children enjoy positive experiences. Carers promote participation in hobbies, clubs and trips, including holidays abroad. One carer even supported a child to own and care for their own horse. Feedback from children is overwhelmingly positive, including from those who remain with carers under 'staying put' arrangements. This evidences that foster carers value the children they care for and help them to thrive.

The agency fosters a sense of community through organised events, such as beach trips, sports days and creative activities. Individual experiences, such as a visit to an army base, are also arranged. Achievements are celebrated through letters, gifts and a quarterly magazine, which children contribute to.

Children's views are actively sought and respected. They can raise concerns by email, text or with pre-addressed postcards that the agency provides. Feedback is gathered for annual reviews of carers and following activities. The agency also prioritises support for foster carers' own children, involving them in events, reviews and training opportunities.

Preparation for adulthood is strong. Carers help children develop life skills and support 'staying put' arrangements, enabling continuity into adulthood.

Health needs are well met, with children registered with local services and supported in accessing medical care. Emotional wellbeing is promoted through commissioned therapeutic services, which provides flexible and responsive support and is highly valued by carers and staff.

Education is prioritised. School placements are secured promptly when children move in with their carers, and children with additional needs receive advocacy for any extra support they need. Carers work closely with fostering care agency staff, local authority social workers and education professionals to promote learning and wellbeing.

## **How well children and young people are helped and protected: good**

Foster carers strive to keep children safe through effective safeguarding practice. Carers understand policies and implement them consistently. Risk assessments and support plans are clear, detailed and regularly updated, ensuring that risks are managed proactively. There have been no incidents of carer misconduct or standards of care investigations.

Supervising social workers maintain good relationships with carers and visit regularly. The agency demonstrates a proactive approach, including senior staff involvement during incidents such as missing episodes or family contact challenges to help support children and carers.

Incidents are rare and managed appropriately. Missing episodes have been responded to promptly and proportionately. Physical interventions are infrequent, and records confirm they were justified and minimal. The agency promotes a therapeutic approach to care and a focus on de-escalation strategies, reducing the need for restrictive practices.

Recruitment and assessment of carers are robust. Assessments are comprehensive and include input from therapeutic services, adding depth to decision-making.

Panel processes are a notable strength, providing rigorous scrutiny and annually reviewing all carers' fitness to foster. Panel membership is diverse, and members have a range of professional and personal experiences. Records are detailed and demonstrate good challenge and accountability.

When help is requested by the foster carer, or recognised by the agency as necessary, additional support is usually provided when needed. This has been individualised, such as training for carers experiencing emotional fatigue. However, a carer requested permission for support from extended family, and the agency was not sufficiently proactive with a timely follow-up.

## **The effectiveness of leaders and managers: good**

The agency is managed by an experienced, qualified manager who has a social work degree and the appropriate management qualification. All staff and leaders have shown a passion and enthusiasm, creating a culture of support and professionalism. While the agency is small and feels like a 'family', boundaries are maintained appropriately, ensuring that professional standards are upheld.

Carers speak highly about the agency and the children they care for. They spoke about their roles as foster carers with passion and pride. Most foster carers speak about having good relationships with the staff and spoke positively about the agency and the support they receive. One carer described the agency as 'amazing' and said moving to them was the best decision they made.

Recruitment checks for staff and panel members are thorough and compliant with regulations. This ensures that those working with children are appropriately vetted and suitable for their roles. The agency's commitment to safe recruitment underpins its safeguarding culture.

Staff receive regular, reflective supervision, and the manager benefits from clinical supervision, which was described as invaluable. Training for staff and carers is comprehensive and tailored to individual needs, equipping carers with the skills to meet children's needs effectively. Training is monitored effectively, and many courses are refreshed regularly.

Feedback from external professionals was highly positive. External professionals report positive collaboration, particularly in education and during times of crisis. The agency works effectively within the wider professional network, ensuring that children's needs are met holistically. This partnership approach strengthens outcomes for children.

Records are generally detailed and well written, including carers' reflective daily logs. However, some incident records lack clarity and evaluation. Records do not always provide a clear narrative and analysis to support monitoring and learning.

## **What does the independent fostering agency need to do to improve?**

### **Recommendations**

- The registered person should ensure that the manager regularly monitors all records kept by the service to ensure compliance with the service's policies, to identify any concerns about specific incidents and to identify patterns and trends. Immediate action should be taken to address any issues raised by this monitoring. In particular, records relating to incidents, including missing episodes or physical interventions, should be reviewed to ensure they contain a clear and detailed narrative of that incident and an evaluation of any agency member or foster carer response. ('Fostering services: national minimum standards', 25.2)
- The registered person should ensure that areas of concern, or need for additional support, that are identified between reviews are addressed. Such matters identified between reviews should be addressed at the time they are identified, where appropriate, rather than waiting for a review. ('Fostering services: national minimum standards', 13.9)

### **Information about this inspection**

Inspectors have looked closely at the experiences and progress of children and young people using the social care common inspection framework. This inspection was carried out under The Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with The Fostering Services (England) Regulations 2011 and the national minimum standards.

## **Independent fostering agency details**

**Unique reference number:** 2589370

**Registered provider:** Starz Fostering C.I.C

**Registered provider address:** 36 Hungate Road, Emneth, Wisbech, Norfolk PE14 8DE

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## **Inspector**

Daniel Rankin, Social Care Inspector  
Mary Costel, Social Care Manager

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