

Organic Fostering Ltd

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Beaumont House, Office 4, 455 Chester Road, Manchester, Greater Manchester M16 9HA

Inspected under the social care common inspection framework

Information about this independent fostering agency

This privately owned independent fostering agency offers short-term, long-term, emergency and respite foster care placements for children. It is responsible for the assessment, approval, training, supervision and support of foster carers.

The agency and manager registered with Ofsted in March 2024.

At the time of this inspection, the agency was supporting six approved fostering households who were providing care to three children.

Inspection dates: 19 to 21 May 2025

Overall experiences and progress of children and young people, taking into account	good
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How well children and young people are helped and protected	good
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The effectiveness of leaders and managers	good
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The independent fostering agency provides effective services that meet the requirements for good.

Date of last inspection: not previously inspected

Overall judgement at last inspection: not applicable

Enforcement action since last inspection: not applicable

Inspection judgements

Overall experiences and progress of children and young people: good

The fostering agency recruits, prepares and trains foster carers to a good standard. It has successfully been able to recruit a range of foster carers with a range of experiences. The approach the agency uses equips foster carers with the essential skills and knowledge to provide nurturing and effective care and addresses the needs of children placed with them.

The agency carefully matches children and foster carers. This ensures that children are thoughtfully placed with foster carers whose skills and experience align with their individual needs. This includes careful planning and well-managed introductions, which contributes to placement stability and promotes a sense of security for the children. Consequently, children living with the agency's foster carers are making progress and are achieving their individual milestones.

The agency places children in foster families where their cultural and heritage needs are promoted and met. This dedication ensures that children maintain links to their backgrounds and continue to develop a sense of identity, which enriches their overall well-being and integration within their foster families.

Foster carers have a clear understanding of their role and demonstrate they can look after children well. They are supported by robust networks that include their supervising social worker and the wider staff team. This support system enables foster carers to confidently address challenges and provide consistent care.

Children are happy and engaged with their foster carers, which reflects the warm and nurturing environments created in foster homes. This engagement indicates the trusting bonds developed between children and their foster carers, which supports their emotional well-being and progress.

Comprehensive children's guides are provided for children when they come to live in fostering households. However, the agency has not adapted guides for children with additional learning needs. The manager recognised this gap and is actively exploring ways to develop and implement resources that cater to the needs of all children.

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

Foster carers understand children's needs well as they have been provided with all the information required. They feel well prepared for children moving into the foster home.

Foster carers possess a robust understanding of their safeguarding responsibilities and consistently act appropriately on any concerns to ensure that children receive the help and support they require.

Foster carers and external professionals are complimentary about the support provided by the agency's supervising social worker. Foster carers say that he provides exceptional support to ensure that children are settled. This relationship has created an environment of trust, ensuring that foster carers feel valued and well supported in their roles.

Risk and safer caring plans are well developed and provide clear information for foster carers relating to each child. Plans highlight areas that require focused attention and ensure that any potential risks are thoroughly understood and proactively managed by foster carers to keep children safe.

The agency's recruitment policy has been effective and led to success in attracting and recruiting new foster carers in line with the agency's planned growth. Assessments of prospective foster carers are robust, and safe recruitment practices ensure that foster carers and staff are suitable to work with children.

Foster carers state that the preparation and training they receive are excellent. Foster carers have highly praised the diverse range of training opportunities available, noting the value of both face-to-face and online provision. This flexible approach ensures that carers can access relevant development opportunities that meet children's needs and support their ongoing professional growth.

The effectiveness of leaders and managers: good

The manager has a thorough understanding of the agency's operations and strategic direction. He has clear plans in place to enable him to maintain oversight of the agency as it grows.

The fostering panel provides independent scrutiny to approvals and reviews of foster carers. Members of the central list have a variety of relevant skills and experiences. Membership of the central list is something that the manager keeps under review to ensure that they remain diverse. The agency decision-maker ensures that clear, robust decisions are made in a timely manner.

Members of the central list have had their performance appraised by the panel chair. However, the panel chair has not received their appraisal as required by regulation. This is something that the manager is taking action to address.

External professionals consistently provide complimentary feedback about the agency and highlight the skills of foster carers in looking after children placed with them. This endorsement highlights the agency's commitment to providing good-quality care and the positive impact of its foster carers.

The manager is continuing to embed effective monitoring systems. However, when information has not been received from a child's placing authority, escalation processes are unclear and records are not always written in ways that are helpful for children. This is something that the manager is taking action to address.

The staff receive regular reflective supervision and have team meetings each month. This enables them to further develop their knowledge and understanding of the progress made by children and foster carers and to reflect on their practice.

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

Recommendations

- The registered person should ensure that monitoring of the service is in line with the statutory guidance. In particular, they should ensure they have an escalation policy that is followed, for example when child protection investigation minutes have not been uploaded onto a child's file. ('Fostering services: national minimum standards', 25.2)
- The registered person should ensure that foster carer logs are clearly expressed and non-stigmatising. ('Fostering services: national minimum standards', 26.5)
- The registered person should ensure that the children's guide is available for all children, regardless of learning needs. In particular, where a child requires it, the guide is available, where appropriate, through suitable alternative methods of communication, such as Makaton, pictures and tape recording translation into another language. ('Fostering services: national minimum standards', 16.6)
- The service's decision-maker should review the performance of the panel chair, and for this purpose may attend a proportion of panel meetings but only as an observer. Views about the chair's performance should be sought from other panel members and from those who attend panel meetings, such as prospective foster carers and social workers who present reports to the panel. ('Fostering services: national minimum standards', 14)

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: 2752487

Registered provider: Organic Fostering Ltd

Registered provider address: Beaumont House, Office 4, 455 Chester Road,
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Inspector

Colin Jones, Social Care Inspector

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