

Thrive Fostering Limited

1-9 St. Anns Road, Harrow HA1 1LQ

Registered provider: Thrive Fostering Limited

Monitoring visit

Inspected under the social care common inspection framework

Information about this independent fostering agency

Thrive Fostering Limited is an independent fostering agency based in Harrow, North London. It provides emergency, respite, short-term and long-term placements. At the time of this monitoring visit, the agency had 10 approved fostering households and was providing care for 9 children.

The fostering service and the manager have been registered with Ofsted since March 2025. The registered manager was not present for the monitoring visit. The responsible individual was present throughout.

Inspection date: 3 June 2026

Date of previous inspection: 2 March 2026

This monitoring visit

On 2 to 6 March 2026, a full inspection of the fostering service was carried out. The provider was judged inadequate. As a result, two compliance notices were issued. These were issued under Regulation 35, 'Review of quality of care' and Regulation 8, 'Registered person – general requirements' of the Fostering Services (England) Regulations 2011.

This monitoring visit was carried out to review the progress made by the provider in meeting the conditions of the compliance notices and other concerns highlighted since the previous inspection.

Leaders and managers ensure that they consistently request children's care plans from the local authority. Where these are not obtained, the request is escalated to local authority senior managers. In the absence of care plans, staff devise interim care plans based on information available on referral forms. Interim care plans require some attention, as not all plans are completed comprehensively. This is also

found to be the case for some children's risk assessments, which are of a poor quality.

Leaders and managers have developed systems to support them monitor compliance with children's care plans and children's progress. Managers complete regular file reviews and discuss the progress children are making in management meetings, team meetings and in individual staff and foster carer supervision. Staff speak with children to gain their view of the progress they feel they have made, and staff similarly obtain the views of children's professional networks.

Leaders and managers have revised the fostering agency's matching /suitability tool to highlight how decisions have been made in determining the best foster care match for children. The document prompts staff to identify any additional support needs or gaps in meeting children's needs and how these are to be met.

Leaders and managers have systems in place to ensure the effective review and quality assurance of foster carer assessments. Additional appointments to the management team include two consultants and a quality assurance officer, which has increased the governance and oversight of the fostering service.

A consultant experienced in the fostering field is responsible for and is completing the quality assurance of all foster carer assessments. This includes the routine review of draft assessments with the consultant providing clear feedback, highlighting strengths of the assessment and areas identified for improvement. Assessors now receive supervision and external training focused on the completion of high-quality foster carer assessments. These measures are in place to improve the quality of foster carer assessments presented to the fostering panel.

The provider has recruited a suitably qualified and experienced panel adviser to support the work of the fostering panel. This is to ensure that panel members benefit from the panel adviser's advice and guidance in making recommendations about the suitability of prospective foster carers and the continued suitability of foster carers already approved by the agency.

Leaders and managers have recruited additional panel members to the fostering agency's central list to enhance the level of expertise of the fostering panel. Panel members have received training to enhance their understanding of their roles and responsibilities, and that of the agency's decision-maker. Leaders have also recruited a second agency decision-maker. Leaders are making arrangements for all panel members and agency decision-makers to attend relevant external training to support and inform their practice around the function of the fostering panel.

The monitoring visit reviewed the provider's response to concerns raised by a local authority about the quality of care provided by a foster carer. The subsequent standard of care investigation is yet to be completed. However, the provider demonstrates that appropriate action has been taken thus far to address most of the concerns highlighted.

The monitoring visit also reviewed a complaint made by the foster carer subject to the ongoing standard of care investigation. The provider demonstrates that, thus far, appropriate action has been taken to address key issues highlighted in the complaint.

The compliance notices under Regulation 35 and Regulation 8 are judged to be met.

The requirements made at the assurance visit were out of the scope of this monitoring visit and will be reviewed at the next inspection.

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

Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, The Fostering Services (England) Regulations 2011 and the national minimum standards. The registered person(s) must comply with the given timescales.

Requirement	Due date
The registered person in respect of an independent fostering agency must ensure that— the welfare of children placed or to be placed with foster parents is safeguarded and promoted at all times. (Regulation 11 (a)) In particular, the registered manager must ensure that staff complete and make available comprehensive, up-to-date interim care plans and risk assessments. Foster carers must consistently complete and share their daily logs with staff.	1 July 2026
For the purposes of paragraph (1), a person is not fit to work for the purposes of a fostering service unless that person— has the qualifications, skills and experience necessary for the work they are to perform, and full and satisfactory information is available in relation to that person in respect of each of the matters specified in Schedule 1. (Regulation 20 (3)(b)(c)) In particular, the registered manager must ensure that all required recruitment information is received, all required checks are completed and that this can be clearly evidenced.	1 July 2026
The fostering service provider must— keep under review and, where appropriate, revise the statement of purpose and children's guide, notify the Chief Inspector of any such revision within 28 days. (Regulation 4 (a)(b))	1 July 2026
The fostering service provider must ensure that all persons employed by them—	1 July 2026

receive appropriate training, supervision and appraisal. (Regulation 21 (4)(a)) In particular, the registered manager must ensure that staff, including the registered manager and assessing social workers, receive regular supervision.	
Where the fostering service provider have obtained all the information set out in paragraph (1A) and have not given the notification in paragraph (1B) within 10 working days of doing so, the fostering service provider must, subject to paragraph (3)— obtain the information specified in Part 2 of Schedule 3 relating to X and other members of X's household and any other information they consider relevant, consider whether X is suitable to be a foster parent and whether X's household is suitable for any child, prepare a written report on X which includes the following matters— the information required by Schedule 3 and any other information the fostering service provider consider relevant, the fostering service provider's assessment of X's suitability to be a foster parent, and the fostering service provider's proposals about any terms of approval, and notify X that the case is to be referred to the fostering panel, and give X a copy of the report prepared under subparagraph (c) inviting X to send any observations in writing to the fostering service provider within 10 working days beginning with the date on which the notification is sent. (Regulation 26 (2)(a)(b)(c)(i)(ii)(iii)(d)) In particular, the registered manager must ensure that all relevant information is shared with the fostering panel so that it is aware when pre-set conditions for carer approval are met, or not met, so that it can make fully informed recommendations. The registered provider must also ensure that assessments presented to panel are of a good quality.	1 July 2026

If a fostering service provider decide to approve X as a foster parent they must— give X notice in writing specifying any terms on which the approval is given, and enter into a written agreement with X covering the matters specified in Schedule 5 (the "foster care agreement"). (Regulation 27 (5)(a)(b)) In particular, the registered manager must have a system in place so that they know when carers are notified in writing when they are approved to care for children, the conditions of those approvals and confirmation these are included in foster care agreements.	1 July 2026
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Information about this inspection

The purpose of this visit was to monitor the action taken and the progress made by the independent fostering agency since its last Ofsted inspection.

This inspection was carried out under the Care Standards Act 2000.

Independent fostering agency details

Unique reference number: 2808457

Registered provider: Thrive Fostering Limited

Registered provider address: 111 Watlingate Unit 1, 297-303 Edgware Road,
London NW9 6NB

Responsible individual: Sarah Okae

Registered manager: Grace Ephraim

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Email address: sarahokae@thrivefostering.com

Inspectors

Sandra Jacobs-Walls, Social Care Inspector
Becky Fisher, Social Care Inspector

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