

Mosaic Foster Care

Mosaic Foster Care Limited

Suite 2, Chalkwell Lawns, 648-656 London Road, WESTCLIFF-ON-SEA, Essex, SS0 9HR

Inspected under the social care common inspection framework

Information about this independent fostering agency

The small private agency provides specialist therapeutic family homes for children who have experienced early childhood trauma and require long-term support and individualised help from therapeutically informed adults. The agency provides child-focussed restorative placements with the aim of achieving permanency for each child.

At the time of this inspection, the agency had 41 approved foster-care households. The agency was providing homes for 38 children and 6 young people in staying put arrangements.

The manager registered with Ofsted in September 2017.

Inspection dates: 12 to 16 January 2026

Overall experiences and progress of children and young people, taking into account	outstanding
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How well children and young people are helped and protected	outstanding
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The effectiveness of leaders and managers	outstanding
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The independent fostering agency provides highly effective services that consistently exceed the standards of good. The actions of the independent fostering agency contribute to significantly improved outcomes and positive experiences for children and young people.

Date of last inspection: 18 July 2022

Overall judgement at last inspection: outstanding

Enforcement action since last inspection: none

Inspection judgements

Overall experiences and progress of children and young people: outstanding

Children experience positive outcomes because of the exceptional quality of care provided by foster carers. Many children have significant trauma and present with complex needs. Foster carers demonstrate remarkable commitment and embrace children fully as part of their family. As a result, children experience stability, form trusting relationships and make progress that exceeds expectations.

Children consistently remain with their carers long-term. A high proportion stay with their carers beyond the age of 18 under 'staying put' arrangements, reflecting the deep and secure bonds formed. Inspectors were provided with numerous examples of children achieving outcomes that would otherwise have been unlikely without the agency's support.

Children spoke positively about the agency and their carers. They described the difference their carers have made to their lives, including the consistent emotional support and sense of belonging they provide. The agency gathers children's views regularly through reviews, feedback tools and creative participation activities. This feedback is evaluated routinely and helps shape service development.

Foster carers feel extremely positive about the agency. They described feeling exceptionally well supported, often stating they could not cope without the agency's social workers. Supervising social workers benefit from lower caseloads, enabling them to know their carers and children very well. These strong relationships contribute significantly to the excellent stability and quality of placements.

The agency's therapeutic model is central to its success. Leaders have embedded the model across the service, supported by a highly skilled therapeutic team. The agency has achieved accreditation with a professional psychotherapy association. Carers and staff spoke highly of the therapeutic lead, describing support that is responsive, accessible and often goes 'above and beyond'. Children and carers benefit from regular therapeutic consultation, reflective practice and consistent emotional support.

Children's health and education needs are very well met. Foster carers and staff advocate robustly when children require additional support, including securing education health and care plans, tuition, health assessments, or appropriate school placements. This enables children to make good educational progress and ensures that their health needs are met.

Carers promote children's engagement in a wide range of activities, clubs and holidays. The agency also funds opportunities to ensure children are well supported. A mentoring programme was jointly funded, and the agency covered the whole costs when local authority funding ceased.

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

Safeguarding practice is excellent. Risks to children are clearly understood and well managed. Detailed, individualised risk assessments provide carers and professionals with clear guidance. Quarterly multi-agency safeguarding meetings are innovative and ensure information is shared effectively so all professionals working with the child understand current risks and their role in keeping the child safe.

Placement planning and matching practices are robust. Thorough assessments are completed before any new placement is agreed, and transitions are sensitively planned and well supported. Weekly 'mini group' meetings during the early stages ensure professionals are closely aware of how the child is doing. A therapeutic 'needs and strengths' assessment is completed within 10 weeks which gives additional insight into the child.

Incidents are very low given the needs of the children. This reflects the agency's strong therapeutic approach and emphasis on de-escalation. Records of incidents, including restraints and missing-from-home episodes, are detailed and reflective with clear social work oversight. Carers receive excellent support to manage challenging situations.

The agency and foster carers go above and beyond to preserve placements, only ending them in exceptional circumstances. Even when placements end, these are handled with sensitivity. Planned internal moves, respite, and bridging arrangements are also thoughtfully considered when possible. Reflective end-of-placement reviews are routinely completed to identify learning and support carers.

Recruitment and assessment processes for new carers are robust. Assessments are detailed and strengthened by strong quality assurance. All required checks are completed, including checks on extended family. The fostering panel provides thorough scrutiny and makes sound recommendations. Transfers from other agencies are handled appropriately and within suitable timescales.

Foster carers demonstrate high standards of conduct and professionalism. Since the last inspection, only one concern has been raised. This was investigated under standards of care procedures and appropriately referred to panel following the outcome.

The agency provides excellent wider support. Dedicated support workers and specialist carers offer practical and emotional support to carers and children. Respite care is well planned. Support for children's family time is provided routinely. Carers report that the out-of-hours support is responsive and dependable.

The agency has excellent practices in relation to safeguarding and recording. However, two incidents involving children's complaints had not been notified to the

regulator. In addition, although the managers internal reports are detailed, they did not evaluate incidents of restraint.

The effectiveness of leaders and managers: outstanding

Leaders and managers are experienced, passionate and committed to maintaining exceptionally high standards. They have continued to strengthen the agency since the last inspection and have a clear vision for further development.

Growth within the agency is steady and controlled. Leaders prioritise quality over quantity and approve only those carers who demonstrate the potential to provide high-quality care.

The agency workforce is stable, and staff morale is very high. Supervising social workers describe a strong sense of belonging and pride in their work. They trust one another and work collaboratively, creating a cohesive and supportive team. Supervision is regular, reflective and detailed. Recruitment and vetting of staff and panel members are thorough and robust.

Training and development opportunities for carers and staff are excellent. The therapeutic model is embedded through a structured training programme, regular reflective sessions and access to specialist therapeutic input. Annual conferences and alignment days provide opportunities for shared learning and service development.

Feedback from local authority professionals is very positive. Records show that the agency works effectively within multi-agency networks and advocates strongly for children.

Overall, the quality of documentation is excellent. Daily logs, assessments and incident reports are detailed, professional and of a consistently high standard. Monitoring and auditing processes are well established and support effective oversight of practice, outcomes and progress.

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

Recommendation

- The registered person should ensure good monitoring and compliance with the service's policies takes place, to identify any concerns about specific incidents and to identify patterns and trends. In particular, that all required information is included within quality-of-care reviews (as per schedule 6), and when significant incident occur (as per schedule 7) the regulator is notified. ('Fostering services: national minimum standards 25.2')

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: SC417598

Registered provider: Mosaic Foster Care Limited

Registered provider address: The Forge, Langham, Colchester CO4 5PX

Responsible individual: Andre Palmer

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Inspectors

Daniel Rankin, Social Care Inspector

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