



**YOU CAN
MAKE A
DIFFERENCE**

The Ofsted logo consists of three stylized human figures in orange, arranged in a row. Below them, the word "Ofsted" is written in a bold, orange, sans-serif font. Underneath "Ofsted", the words "Outstanding" and "Provider" are stacked in a smaller, orange, sans-serif font.

Ofsted
Outstanding
Provider

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Welcome



Welcome to Fair Ways Fostering,
a charity independent fostering agency.

As a charity, Fair Ways has a reputation for providing outstanding levels of care for children and young people, helping them to rebuild their lives and realise their potential.

About Fair Ways

Fair Ways is the trading name of the charity;
Fair Ways Community Benefit Society.

Our mission is to make a difference through passionate care,
support and education

Fair Ways delivers a comprehensive range of services to children and young people. These include; Residential, Education, Health, and Family Services,, and our Fostering Team benefits from the experiences of working alongside these colleagues.

Our service relies on having the best possible staff team. We invest huge amounts of time and effort in creating the right culture for our staff. We believe that by retaining well paid, well trained and well-supported staff, we will become one of the leading providers of care services in the UK.

What is Fostering?

Fostering is:



Caring for someone else's child in your own home



Providing an opportunity for a child or young person to achieve the best possible outcomes

A foster placement provides the stability that is required for children and young people to develop and be looked after in a safe and secure environment.

Fostering within a family is often the best way for children and young people to feel protected, supported and start to gain a sense of their self-worth, and contribute to society.

Children come into care from a variety of backgrounds and for a variety of reasons. It is, therefore, necessary to have foster carers that mirror this diversity and are understanding, empathetic and supportive of all their differing needs.

“

EVERYTHING WE SET OUT TO DO IS CHILD CONSIDERED AND FOR ME IT'S ABOUT HOW WE CAN CHANGE THAT CHILD'S JOURNEY AND MAKE THEIR TIME WITH US BETTER, WITH QUALITY CARE AND SUPPORT

-Head of Service, Fair Ways Fostering

”

Who Needs Fostering?

Here are some reasons children are unable to live with their birth parents:

- A parent suffers a physical or mental illness or breakdown 
- The parent's misuse of substances 
- Relationships have broken down within the family 
- The child has suffered some form of abuse 
- The child is beyond parental control 
- A child may be in trouble with the police or not going to school 
- A Parent and child where the parent needs support and guidance 
- Young people seeking asylum 

50,000

TYPICAL NUMBERS
OF UK FOSTERING
PLACEMENTS AT
ANY TIME



9,000

ADDITIONAL
CARERS NEEDED
TO MEET THIS
DEMAND

Who Can Foster?

Does This Sound Like You?

Our Foster Carers come from all walks of life; different ethnic backgrounds, cultures, lifestyles, ages and occupations. They are single, married, couples, divorced, widowed and with or without children of their own.

They are as varied as the children they care for, so a range of different Foster Carers is needed to meet the individual needs and personalities of these children.

No formal qualifications are necessary to start your career as a fostering professional but ideally, you will have some experience of caring for, or working with, children or young people.

Lots of our current Foster Carers found they had many transferable skills from their previous job roles that are now invaluable to them in their career as a Foster Carer.

“

**I CHOSE TO FOSTER WITH FAIR
WAYS BECAUSE THEY ARE A CUT
ABOVE THE REST. I'M TREATED AS A
PROFESSIONAL AND NOT
PATRONISED AND THE SUPPORT
THAT I RECEIVE IS SO VALUABLE.**

-Fair Ways Foster Carer

”

You Can Foster

If you have:

The time and energy to commit to helping a child or young person 🌟

A real interest in caring for a child's day to day needs 🌟

Patience, kindness and self-awareness 🌟

An understanding and sensitivity for children's emotional needs 🌟

At least one spare bedroom (owned or rented) 🌟

Ideally, have experience of working with children or parenting 🌟

Resilience and have a good sense of humour 🌟

A commitment to training to build your skills and confidence 🌟

Passion about making a difference to children and young people lives 🌟

“

**I FEEL VERY THANKFUL TO
WORK AS A FOSTER CARER
FOR FAIR WAYS. I FEEL VALUED
AND SUPPORTED AND AM
NEVER AFRAID TO BE ME. THE
TEAM HAVE THE ABILITY TO
MAKE YOU FEEL APPRECIATED
AND UNDERSTOOD.**

-Fair Ways Foster Carer

”

Types Of Fostering

A variety of fostering arrangements are available to provide the stability and security each child needs.



Your Role As A Foster Carer

Every child is different, but they all need care, support and encouragement.

These are some of the responsibilities that you will be expected to fulfil as a Foster Carer:

- Provide a warm and safe family environment in your home 🌟
- Promote attendance at school and encourage achievement 🌟
- Be consistent and fair so that you build trust and mutual respect 🌟
- Encourage contact with the birth families (where permitted) 🌟
- Attend training and support groups to develop your career and foster skills 🌟
- Meet regularly with your Social Worker to further enhance your skills as a Foster Carer 🌟
- Provide accurate written records of your foster child's life and share relevant information 🌟
- Give the child the opportunity to develop outside interests or hobbies 🌟
- Support and prepare them to transition from care (either back to their birth parents or independent living) 🌟
- Have fun and enjoy a rewarding career 🌟

Your Path to Fostering



Following your initial contact a
HOME VISIT
will take place with one of our
FRIENDLY TEAM



You complete an
APPLICATION FORM
and the process begins



An
ASSESSING SOCIAL WORKER



STATUTORY CHECKS

and references are taken including a DBS check, education, employment and medical checks.
All members of your household, including any children that live with you, will be involved in the assessment process



You attend our
SKILLS TO FOSTER COURSE
to discover all about fostering

is appointed to support you every step of the way through the assessment process

You and your social worker will complete your
ASSESSMENT AND PORTFOLIO
of your skills and experience



You attend the
FOSTERING PANEL
accompanied by your assessing social worker for approval



YOU'RE APPROVED
Welcome to the
FAIR WAYS TEAM



The Assessment Process

The assessment process usually takes between 3 to 5 months. This is not an “academic test” but an important and necessary process to determine your suitability to look after vulnerable children and young people. We will support and guide you through every step of the assessment process.

It helps establish the type of foster child best suited to you and your family.

Fostering will affect your family and friends so this process helps prepare you for the challenges and rewards that fostering brings.

**WE WILL MAP OUT A
FULLY FUNDED
CAREER DEVELOPMENT
PLAN
WITH YOU**

**YOUR APPROVAL AS A
FOSTER CARER
WILL BE REVIEWED
ANNUALLY**

Transfer To Fair Ways

If you are considering moving to Fair Ways (this can include your foster child), our experienced team will make the process as easy and stress-free as possible, guiding you all the way.

Why transfer to Fair Ways:

- ☀ Enhanced allowances that reward your commitment and experience as a professional carer
- ☀ Highly experienced Social Workers with a maximum caseload of 10 families each meaning they have more time to support you and your foster child
- ☀ Fully funded accredited in-house training to help you develop your skills and knowledge to enhance your fostering career
- ☀ Opportunities for temporary employment in other Fair Ways services, so you have the security of a regular income while at the same time gaining valuable additional experience to enhance your career
- ☀ The opportunity to become a Specialist Foster Carer looking after children with the most complex needs

**TO BE THE
BEST PAID,
BEST SUPPORTED,
& BEST TRAINED,**



**CALL US NOW AND WE'LL DO THE REST
02380 230 400**



Our latest Ofsted report states

"Help and support are readily available for the Foster Carers when they need it." 

"The results of the agency's investment into children's participation are outstanding and worthy of wider dissemination in the social care sector." 

"The staff's dedication and commitment to safeguarding are exemplary." 

"The children's voices are listened to and heard by the agency staff and Foster Carers." 

"The agency is well staffed and supervising Social Workers hold manageable caseloads to ensure the best possible all-around support is provided to the children's Foster Carers." 

"The high quality of care that the Foster Carers provide to the children improves their life chances." 

“
**THE ACTIONS OF THE
INDEPENDENT FOSTERING
AGENCY CONTRIBUTE TO
SIGNIFICANTLY IMPROVED
OUTCOMES AND POSITIVE
EXPERIENCES FOR CHILDREN
AND YOUNG PEOPLE.**

-Fair Ways Fostering Ofsted report

2021

”

What Sets Fair Ways Apart?

Pay and allowances

Fair Ways recognises the challenges of fostering and the vital role our carers play in helping children and young people re-start their lives.

We regard fostering as a profession and we value our carers and treat them as professionals.

We pay carer allowances that reflect the age and complexity of the child's needs, together with the training and professional skills of the carer.

This allowance covers the cost of looking after the child or children and is recognition of our Foster Carers valuable skills as a professional carer.

Fair Ways seeks to ensure their carers will be the best rewarded both financially and emotionally.

**FURTHER GENEROUS ALLOWANCES ARE PROVIDED FOR BIRTHDAYS
AND FESTIVE CELEBRATIONS**

Typical examples of
pay* are:

£400 PER WEEK

A first time carer that has completed their induction, with no experience, may receive in excess of £400 for each child placed per week

£525 PER WEEK

A level 3 carer with a child aged 11+ receives in excess of £525 per week

£650 PER WEEK

A specialist carer receives in excess of £650 per week for each child in placement

*for children aged 11+



Supporting our carers

Experienced Foster Carers know that the level and quality of support is the key differentiator between fostering agencies. Fair Ways provides the highest level of quality support to carers, to ensure they have the skills and confidence to enjoy a rewarding professional career.

Additionally you'll receive:

- ☀️ 14 days paid holiday a year
- ☀️ A guarantee that your social worker will only look after 10 families, so they will have more time for you and your foster child
- ☀️ Mentoring by another Foster Carer for first time carers
- ☀️ Therapeutic services to support both you and any child placed
- ☀️ Access to educational support through Fair Ways schools
- ☀️ Emergency respite solutions in the event of any crisis intervention
- ☀️ Play and activity schemes for both fostered and birth children
- ☀️ Carer support meetings to share experiences and build relationships
- ☀️ Opportunity to access Fair Ways Outdoor Adventures
- ☀️ Experienced team to advise and support your career as a Foster Carer

Fostering is challenging. It takes **time, commitment** and **resilience**, but it is often **fun** and **enormously rewarding** and of course, you'll have **lots of support** and **help along the way.**

Your social worker will only be
LOOKING AFTER


10
FAMILIES

A MINIMUM OF

1 WEEKLY CALL
OR VISIT

from your dedicated Social Worker


VISITS
MONTHLY **2**

DEDICATED TEAM AVAILABLE

24/7

who know you and your fostered child



Training you to the highest standards

Fair Ways accredited training courses enable all our carers to acquire the skills, knowledge and confidence to provide the highest standards of care.

Fair Ways delivers the following training to help you develop your career as a Foster Carer:

INTRODUCTORY TRAINING

- TSD Induction Standards
- A 'Skills to Foster' course prior to registration
- Safeguarding training
- Health and Safety
- First Aid
- Recording and Reporting
- Safer Caring
- Behaviour Management

WITHIN 6 MONTHS

- Equality and Diversity
- Administering Medication
- Foundations for Attachment
- NVR

After this we offer:

- Dyadic Developmental Psychotherapy (DDP)
- RiISE, Relationship inspired ideas for supportive environments
- Over 100 'Continuing professional development' courses online

WITHIN 12 MONTHS

- Allegations
- CEOP/ Online safety
- CSE Online
- FGM Online
- Food Hygiene

All courses are FREE and AVAILABLE FOR ALL CARERS

Level 1 Carer



Level 2 Carer



Level 3 Carer

Carers progress through levels by completing additional training provided free by Fair Ways training.

The level of pay increases as carers progress through the levels.

All our courses are informative, fun and are career enhancing. They will improve knowledge, skills and confidence so carers enjoy a more rewarding career both emotionally and financially.

“

WHILST UNDERGOING THE ASSESSMENT PROCESS, I WORKED IN FAIR WAYS CHILDREN'S HOMES, SCHOOLS AND FAMILY CENTRE WHICH HAS GIVEN ME SOME FANTASTIC SKILLS SO THAT WHEN I GOT MY OWN PLACEMENTS, I WAS WAY AHEAD OF THE GAME.

- Fair Ways Foster Carer

”

Specialist Fostering

Specialist Fostering is the most advanced career opportunity offered by Fair Ways and is only available to experienced Foster Carers.

This is an innovative and unique model of fostering that through an individually tailored and structured approach offers fostering to young people with more complex needs.

The core of this model uses the PACE approach to identify attachment issues and seeks to provide healing relationships going forward.

Young people benefit from specially trained and highly experienced foster parents who are extensively supported by Fair Ways network of professionals.

Carers chosen for this career path will benefit from increased levels of pay, additional support, training and respite.

“

HAVING A SMALL TEAM OF SOCIAL WORKERS THAT I KNOW, AND THAT KNOW ME IS REALLY IMPORTANT TO ME. MY SOCIAL WORKER HAS A MUCH SMALLER CASELOAD THAN OTHER AGENCIES WHICH MEANS THAT THEY ARE THERE TO GIVE ME MORE SUPPORT WHEN I NEED IT

-Fair Ways Foster Carer

”

Support Network:
EVERY WEEK

1 HOUR
**CHILD
THERAPY** 

8 HOURS
SUPPORT
(12 HOURS DURING HOLIDAYS)

1 HOUR
**DIRECT CARER
SUPPORT** 
TEAM MEETINGS

6 WEEK
FOUNDATIONS
FOR ATTACHMENT TRAINING 

1 IN **4** WEEKENDS
RESPIRE

24/7 **TEAM
AVAILABLE**



Case Studies

Specialist Fostering:

Desmond (13) had 17 previous placements which had all failed and was described by many as 'un-fosterable'. He was placed with Fair Ways Foster carers as an alternative to residential.

Desmond required experienced carers and a large support network but is now described as; "in a stable placement" and contributes positively in both school and the local community.

Unaccompanied Asylum Seeker:

Assefa was 16 when he arrived unaccompanied in this country from Eretria. He had fled his country through fear of persecution.

Assefa was taken into the care of the local authority and then placed with Fair Ways Eritrean Foster Carers who also had another child who has previously been an unaccompanied asylum seeker in their care.

Assefa needed therapeutic support to deal with his traumas and this support was put in place by Fair Ways and his Foster Carers

Assefa has been in the placement for a while and has thrived, including excelling at school. His proud Foster Carers want him to remain with them after he is 18.

Frequently Asked Questions

Will I need to give up work?

Fair Ways believes that the best care for a placed child is achieved by having one carer at home full-time. However, there may be circumstances where you are able to continue working, this will depend on your individual and family situation.

Do I need child care experience?

No, not necessarily. Ideally, you will have some experience of caring for children or parenting. Our training will develop your skills and abilities, and we will support you every step of the way.

Will fostering affect my family?

Without a doubt. Your family will all have different views so it is important that they are listened to and their feelings and circumstances carefully considered.

However, they will benefit by getting to know children from different backgrounds and appreciate the advantages they have of a secure and loving family.

How intrusive is the assessment process?

The assessment is an important and thorough process which usually takes between 3 and 5 months. We carry out a range of checks on all members of your household. However, your assessing Social Worker is there to guide you through the process and most carers find it an enjoyable experience.



Fair Ways

F O S T E R I N G

“

**FAIR WAYS FEELS LIKE A
COMMUNITY OF PEOPLE
WITH A COMMON GOAL
WITH CHILDREN AND YOUNG
PEOPLE AT THE HEART. I FEEL
PROUD TO BE PART OF FAIR
WAYS.**

*- Fair Ways Fostering
Recruitment Manager*

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www.fairways.co



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