

Foster Care Values



Foster Care Values

Statement of Purpose



1. – Introduction

This document sets out the Statement of Purpose of Foster Care Values (FCV) which was established as a limited company in 2013. (Company Registration No: 08405979)

Foster Care Values principal and only office is based at Energy House Tirllwyd Industrial Estate Kinmel Bay Conwy LL18 5JA

The statement of purpose relates to the operation of FCV as an Independent Fostering Provider primarily within the six North Wales Counties. As FCV is also an approved provider on the all-Wales Fostering Framework some placements may be offered on an all Wales basis. Infrequently the agency may be asked to provide placements on a UK basis.

The responsible Individual and manager of the service is Michael John Sams.

This Statement of Purpose has been developed in accordance with appropriate statute law and regulations and associated Statutory Guidance and Code of Practice, including:

- Regulation and Inspection of Social Care (Wales) Act 2016 (RISCA)
- The Regulated Services (Annual Returns) (Wales) 2017
- The Regulated Services (Notifications) (Wales) 2017
- The Regulated Services (Registration) (Wales) 2017
- The Regulated Services (Penalty Notice) (Wales) 2017
- The Regulated Fostering Services (Service Providers and Responsible Individual) (Wales Regulations)2019
- The Fostering Panels (Establishment and function) (Wales) Regulations 2018
- The Children Act 1989

- The Placement of Children (Wales) Regulations 2007
- The Social Services and Well-being (Wales) Act 2014 Working Together to Safeguard Children
- Prevent duty Guidance for England and Wales
- United Nations Convention on the Rights of the Child (UNCRC)
- Rights of Children and Young People (Wales) Measure 2010
- General Data Protection Regulation 2018



Foster Care Values Statement of Purpose provides a comprehensive range of information, which is intended for a wide group of stakeholders to include: Foster Care Values staff

- Foster Carers and Prospective Foster Carers
- Children & Young People who are placed with Foster Care Values and their families.
- Local Authorities who place or are considering placing children & young people with Foster Care Values Carers
- Care Inspectorate Wales
- Other Social Care Agencies
- The General Public

This Statement of Purpose will be reviewed and updated by the Senior Management Team on an annual basis.



Section 2 – Equality & Diversity

Foster Care Values is committed to equality of opportunity. Our vision recognises the benefits of diversity and equality and places them centrally in our approach to policy making, service development and recruitment. We are committed to identifying, understanding and eliminating all barriers that prevent access to services, information and employment.

Foster Care Values welcomes applicants from all sections of the community and this will be reflected in our recruitment activity and literature.





Section 3 – Aims & Objectives (to include the range of needs of the individuals for whom our service is to be provided)

3.1 Aims

Foster Care Values aim to become a leading local Independent Fostering Service Provider within the six North Wales counties who are recognised by all stakeholders as providing family placements that achieve excellent outcomes for children placed with us through working in genuine co-operation with our local authority partners.

Foster Care Values aim to recruit, train and support a cohort of foster carers who are committed, confident and capable of providing outstanding care to vulnerable children and young people which respects and acknowledges their racial, cultural, religious and linguistic heritage and gives appropriate consideration to their gender, sexuality and any disability they might experience.

3.2 Objectives

To deliver a service that is predicated on the imperative that the child's welfare is paramount in all the decisions we make.

To deliver foster care placements that ensure children and young people, who are placed with us by local authorities, enjoy a stable and consistent experience of safe, warm and caring family life offered by skilled and well supported foster carers.

To provide a responsive, supportive and professional 24 hour service for Foster Carers, children & young people and local authorities.

To ensure that high quality care is provided for children & young people, within supportive foster homes where the needs of every child are central in determining the conduct of the placement.

To ensure that the linguistic and cultural needs of all children placed are supported within their placements.

To deliver foster care placements that are underpinned by a child centred approach and which promote an environment that encourages every child to maximise their potential.

To provide a comprehensive support service to our carers in the knowledge that to do so has a direct influence on achieving successful placement outcomes.

To achieve careful matching of a child's needs and wishes with the skills, experience and individual qualities of our foster carers.

To endeavour to recruit and retain foster carers from as diverse backgrounds as possible to enable a choice of appropriate placement options for children & young people to be made.

To promote the educational engagement of young people placed to allow them to benefit from the range of educational opportunities offered within the six county area.

To encourage and enable young people to pursue both existing and new social interests and hobbies safely and to take part in a range of leisure activities.

To promote a healthy lifestyle through access to a healthy diet and exercise opportunities.

To ensure that every child's emotional and physical health needs are met by accessing all appropriate community health resources.

To promote and facilitate contact, as appropriate and consistent with the care plan, with birth family and significant others, for every fostered child and young person, during their foster placement.

To work within an inclusive partnership model to include children and young people, their families, Foster Carers, local authorities and other stakeholders in the belief that collaborative working provides the best foundation for achieving successful placement outcomes.





To realise a commitment to the ongoing learning, training and professional developments of both Foster Carers and staff which will allow us to develop a corporate body of knowledge and shared experience which can be deployed to the benefit of all stakeholders.

To provide comprehensive annual training programme for Foster Carers which realises both a sound basic skills and knowledge base but also encourages carers and staff to invest in learning which enhances their development as professionals within this field.

To constantly endeavour to deliver best value for our customers in financially constrained times and to pursue an agenda of continuous improvement in all areas.

To ensure appropriate governance and quality monitoring arrangements are in place we will complete a “Quality of Care” report every 6 months and ensure we provide an annual return as required by the Welsh Government.



Section 4 – Status & Constitution

Foster Care Values is an Independent Fostering Provider established in 2013 with the aim of becoming a successful local provider of high quality fostering services focussed within the six North Wales counties. FCV aim to achieve this by offering resilient, skilled placements where the needs of the individual child placed are the central determinant of all activity.

Foster Care Values is a Limited Company (Company Registration No: 08405979) owned by Director Mick Sams (Responsible Individual) who has worked in social work field for a total of over 40 years. Foster Care Values has an office base at Energy House Tir Llwyd Enterprise Park, Kinmel Bay, Conwy LL18 5JA.

It should be noted that Foster Care Values does not provide therapeutic, health or nursing care services.

Foster Care Values is Registered and Inspected as a Fostering Provider under the Regulation and Inspection of Social Care (Wales) Act 2016 (RISCA) and The Regulated Fostering Services (Service Providers and Responsible Individual) (Wales Regulations) 2019 and is therefore properly constituted to provide foster care placements for ‘Looked After’ children and young people on behalf of Local Authorities.

Foster Care Values is also registered providers on the All Wales Fostering Framework and following their quality performance assessment we remain an approved provider.

The company's directors meet formally together on a quarterly basis and as well as being responsible for all matters relating to corporate governance they also regularly discuss:

- The Business Plan
- Legal and operational compliance
- Strategic vision, direction, outcomes and goals
- Culture, values, vision and mission
- Financial expenditure, management and performance
- Organisational structure and capacity to implement strategic direction
- Policies & Procedures
- Quality Assurance and “quality of care”

- Our quality performance assessment as part of the “All Wales Fostering Framework



Section 5 – Management Structure

The Management Team consists of Mick Sams the Responsible Individual and the managers of the service Helen Beaumont and Tracey Young who together have considerable experience in social work, management, practice and development roles. Mick and Helen are professionally qualified and registered with Social Care Wales as social workers. The management structure is purposefully flat to reflect the ethos of the organisation. In order to bring an increased level of scrutiny and independence the agency has decided to engage an experienced senior manager as the agency decision maker thereby adding a further dimension of independence to the approval, review and termination processes within the agency. The senior managers will also meet on a quarterly basis with the Agency Decision Maker (ADM). The ADM will also act in the role of “Critical Friend” to the agency and will meet with the managers to collectively focus on developing our continual improvement agenda with the benefit of the additional rigour their overview will provide. The managerial structure of the organisation will be under constant review to ensure we have sufficient management capacity to service the needs of the agency and reflects its size and development.



6. Foster Care Values Staff Team





Section 6 – Foster Care Values Staff Team

Foster Care Values, size, structure and ethos, promotes cohesion, close communication and clarity throughout the company and allows the managers to have a clear line of sight to the point of service delivery in our carers' homes. The agency currently has five other direct employee's Laura Clark, Senior Supervising Social Worker, Christopher Roberts, Senior Supervising Social Worker, Jayne Greening Senior Social Worker, John Sams Support Worker and Hallie Bland Administrator/Support Worker. These members of the team have considerable experience of working within the Independent Care Sector and the social workers have appropriate professional qualification and registration with Social Care Wales to work as social workers in the agency. Foster Care Values hold monthly meetings to include the whole staff team and ensure that the combined knowledge and experience available to the company can be deployed to consider the range of strategic and practice issues that may present which can include:

- Monitoring and make decisions on service development and service delivery
- Receive and consider information on contracts, finance, personnel, marketing, recruitment and quality assurance
- Receive record and act upon representations and feedback from within the foster carer compliment
- Consider reports in relation to specific Foster Care Values services
- Consider, act upon and move forward the work of Foster Care Values against significant and relevant changes in external environment

In addition to the eight permanent team members social work staff and general manager, Foster Care Values has access to a pool of five experienced self-employed sessional support staff who work directly into placement and with young people. The agency also has a relationship with other staff who work on an independent, self-employed basis across a variety of roles e.g Agency Decision Maker; Independent Reviewing Officer, Assessment Manager, Independent Form F Assessors; Independent Investigators for formal complaints, Therapeutic Support; Education Support; Medical Advisor and Trainers.

Any Therapists commissioned by Foster Care Values will hold appropriate qualifications and will be members of a nationally recognised organisation relevant to their work.



For all self-employed staff verification of formal qualifications is assured and Foster Care Values carries out the required checks and enquiries, comparable to those of permanent staff, to ensure that the welfare of children and young people is safeguarded and promoted at all times.

All staff who undertake work in any capacity for Foster Care Values are covered by appropriate professional indemnity insurance and have contracts of employment and job descriptions or contractual briefs.





Section 7 – Standards of Care

Our Mission Statement

'We aim to provide the highest standard of family based care for vulnerable children and young people which will secure their immediate safety and welfare and provide an environment which will allow them the opportunity to develop as individuals to reach their full potential and prepare them for successful adult lives.'





Core Values

Our ten core values are:

- **Integrity** – As a company we behave in a manner that embodies the highest standards of probity and professionalism.
- **Honesty** – As a company we will carry on all our relationships and dealings in a truthful and open manner which represents and promotes our value base.
- **Respect** – As a company we behave in a way that values all those with whom we enter into a relationship, children, customers, carers and staff. We will always respect the origins of the young people who are looked after by our carers.
- **Compassion** – As a company we will always recognise the emotionally charged atmosphere within which we operate and we will always show an appropriate level of empathy and sensitivity in all our activity.
- **Ambition** – As a company we will always be ambitious for the children and young people in our care ensuring that they will always be encouraged and supported to develop to their maximum potential. We will be ambitious for our company ensuring that we strive for excellence and realise our vision.
- **Mindfulness** – As a company we will always ensure that we take time to reflect on our successes and our failures to ensure that we can learn all necessary lessons and implement our change agenda in a timely considered and effect manner.
- **Diversity** – As a company we will always endeavour to value diversity and recognise the benefits it brings.
- **Equality** – As a company we will not accept discrimination in relation to any group or individual for whatever reason and will actively seek to undertake all of our activities in an inclusive manner.
- **Co-operation** – As a company we will endeavour to work in genuine co-operation with all interested parties to the benefit of those young people for whom we all share responsibility.
- **Pride** – As a company and as a group of professional colleagues we will always endeavour to act in a manner which means that we can be proud of what we are, the company we represent and the things we collectively achieve.



Foster Care Values define our standards blueprint throughout all of our documentation, in particular our:

- Policies & Procedures
- Foster Carer Handbook
- Foster Care Agreement

At Foster Care Values, we believe that:

- Each individual has an inherent right to have the opportunity to develop their true potential, regardless of their previous life experiences.
- Children and young people have a right to be looked after by adults who offer them support, encouragement, respect, reassurance and affection.
- All those engaged by the agency in whatever capacity must respect the significance of children and young people's birth family, race, culture, linguistic heritage and religion. This must also reflect the "the active offer" in terms of the Welsh Language.
- All children and young people have the right to achieve the best possible outcomes in line with "The Social Services and Well-being (Wales) Act 2014"
- Young people should be appropriately supported to prepare for leaving care in line with the "When I am ready" principles. They should have the opportunity to save, be supported and encouraged to achieve the necessary educational attainment to support their chosen career and be offered the opportunity to acquire and rehearse appropriate independence skills.
- Foster Care Values will be managed in an ethical, effective and efficient manner.
- All staff, foster carers and other adults who come into contact with the children fostered by Foster Care Values will be subject to appropriate checks and vetting procedures.



In addition Foster Care Values will:

- Comply with all relevant legislation and strive to promote best practice in the area..
- Ensure that the rights of the children fostered with Foster Care Values are promoted in line with the United Nations Convention of the Rights of the Child and the Rights of Children and Young People (Wales) Measure 2011
- Ensure that child protection procedures are followed robustly at all times to ensure that young people placed with the agency are safeguarded.
- Work in partnership with local authorities to identify the individual needs of the child placed and then to deliver the care required.
- Ensure that Foster Carers are trained in appropriate behavioural management techniques and do not ever resort to physical chastisement or other forms of inappropriate behaviour to manage the care environment.
- Ensure that the benefits of equality and diversity are promoted at all times particularly within the recruitment, assessment and matching process and that this approach is carried through to supporting placements.



8. Service Provision





Foster Care Values aim to work in partnership with local authorities to ensure that we provide a wide range of safe, secure and appropriate foster care placements for children and young people of all ages. These placements will be offered by appropriately matched and approved Foster Carers who are able to meet the individual needs of the young person. All referrals are received and processed by our very experienced General Manager in consultation with our social work staff.

All placements are negotiated between the placing authority and the general manager to ensure that all the appropriate placement resources are offered to the placing authority in respect of the young person. This ensures that the young person is placed with Foster Care Values Foster Carers who have the appropriate skills and knowledge set which may include training in specialised areas such as managing challenging behaviour, caring for adolescents or caring for children experiencing disabilities.





8.1 – Placement Regulations

All placements of children and young people with Foster Care Values Foster Carers are made and monitored in accordance with the Fostering Service Regulations (Wales) 2019.

In practice means that:

- All Foster Carers are appropriately approved, reviewed and have signed their Foster Care Agreement.
- Wherever possible, a pre-placement planning meeting is undertaken, including introductions between the Foster Carer and the child/young person.
- All placements are made using our Risk Assessment relating to the Children and Young People, which is undertaken either before or at the point of placement. The assessment is undertaken by the Foster Care Values Supervising Social Worker in conjunction with the child's local authority Social Worker and the Social Worker of any child already in placement.
- Either before, or at the point of placement, essential professional information is shared to include Care Plans, medical consent and clarity around delegation to the Foster Carer(s).

In the event of an emergency placement, immediate placement planning is undertaken and achieving placement stability receives priority attention.



8.2 – Matching

All placements are carefully matched to ensure that the needs of children and young people can be best met by the Foster Carers put forward in relation to their knowledge and skill set and their experiences.

Once a referral is received, close communication takes place between Foster Care Values, our local authority colleagues and our Foster Carers, to ensure that the child's needs will be fully met through making the best possible match.

At Foster Care Values we take the decision to place a child extremely seriously and all decisions to place are overseen by the Operational Manager to ensure that we make the best possible match for the child and Foster Carer.

Children and young people placed with Foster Care Values will never be expected to share a bedroom with another fostered child or child of the Foster Carers, other than if they are siblings and it is appropriate to do so.



8.3 – Fostering Placements

Foster Care Values offers the following range of placements for children and young people of all ages with Foster Carers:

- **Emergency** – Placements are provided by Foster Care Values at short notice to react to unforeseen emergencies where a placement is required for a child/young person with no prior plan. Foster Care Values operates a 24 hour service therefore emergency placements can be identified and made out of usual working hours.
- **Respite** – providing foster care as a break for parents/carers and as additional support where their support networks are lacking.
- **Short Term** - Short term planned placements can be open ended where the long term plan for the child/young person's future has not yet been determined. Care is usually provided for a few days/months while plans are made for the child's long term future.
- **Bridging** – This is a short term flexible placement, focusing on ensuring the most sensitive transition for the child into and from the placement.
- **Long Term** – A placement that is planned (prior to placement commencing or subsequently) to provide long term care for a child/young person up to and into adult independence.
- **Permanency** – A placement where the care plan has been approved as a permanency placement by the Local Authority and the FCV carer has been subsequently matched.
- **Sibling Group** – Sibling placement either placed together or separately. Foster Care Values will be involved in facilitating contact between siblings as necessary and appropriate.



- **Parent & Child** – Placements are available for a parent and their child, where Foster Carers can provide support to a parent in developing their parenting skills. Additional training is provided for Foster Carers wishing to provide parent & child placements due to the specific nature of their role in working in partnership with other professionals.
- **Teenagers** – Placements with Foster Carer Values Foster Carers who are experienced in meeting the needs of challenging teenagers.
- **Children who experience disabilities** – Dedicated and experienced Foster Carers providing specific and individual care for children and young people who experience disabilities.
- **Young people who experience disabilities who turn 18** – Dedicated and experienced Foster Carers with a bespoke package of support from Foster Care Values may also offer a fostering placement where in accordance with the care plan a young person already in placement could continue to be fostered into their nineteenth year prior to their planned move before their 19th birthday.
- **Solo** – Placements are available to care for children and young people whose needs are so complex that they require higher level of support and supervision, which precludes the placement of any other child or young person within the foster home. If requested and by arrangement with the placing authority, additional support services are made available to such placements.
- **Task Centred** – FCV Foster Carers can undertake ‘task centred work’ with children and young people and their families where the purpose of the placement and the intended duration are made explicit or determined with relative accuracy during the placing authorities care planning process.
- **Unaccompanied Asylum Seeking Young People** – placement for children and young people who are deemed to be unaccompanied asylum seekers and where their residency status within the UK is yet to be determined. Foster Care Values is able to provide additional support for its Foster Carers to address any issues in relation to immigration, religion, language and cultural needs and integration within the community and local faith groups.
- **Pre-adoption** – Placements can be offered to children who are within the adoption process and need transitional care until their long term future can be determined. Carers will also in such circumstances be available to support the prospective adopters. Additional training and support can be offered to carers in relation to such placements.
- **Transitional** – Placements can be offered in relation to a planned move form a residential setting to a family foster care setting. Additional training and support will be offered to carers who are interested in offering this type of placement.
- **Bespoke packages of care** – Foster Care Values is committed to working in genuine partnership with our local authority colleagues, children and their families. Towards this end and in an effort to ensure that the services we offer are both relevant and sufficiently flexible to meet the needs of our partners we are able to discuss planning unique care packages where appropriate, to meet the increasingly complex range of circumstances presenting within the public care arena.



- **When I am ready arrangements** – Foster Care Values also support carers who decide to offer “when I am ready” placements which support young people’s transition to full independence. These placements are negotiated separately between our carers and the placing local authority and whilst the agency is supportive it is important to note that such arrangements are managed and funded externally by the local authorities and carers with our informal support.

9. Recruitment, Assessment,

Approval & Review





9.1 – Recruitment

If we wish to achieve the outcomes for ‘Looked After’ children that we as an agency aspire to, then it is essential in the first instance that we recruit only the right type of people to become foster carers as well as providing the right levels of training, support and supervision for them once they are approved as carers. This makes the recruitment and assessment processes a crucial area of work to Foster Carer Values.

We believe prospective foster carers have the right to be treated with dignity and respect within our process and that young people have the right to expect that Foster Care Values is committed to the recruitment and approval of prospective carers who have the potential to provide a uniformly high standard of care.

Foster Care Values periodically review management information relating to referrals of children and can shape its recruitment strategy and activity to service any identified trends that may emerge. The recruitment strategy will take account of the age, ethnicity, linguistic heritage, disability, location and other relevant factors (e.g. asylum seeking children, Parent & child placements) that emerge through this analysis.

- **Initial Enquiry** – All prospective foster carers who make an enquiry are subject to a rigorous assessment and vetting procedures. When there is an enquiry from a potential foster carer, the Agency undertakes telephone contact where information gathering is completed by a member of the team. If the enquirer meets the initial set of criteria an initial visit can be arranged.
- **Initial Visit** – An initial visit takes place in the home of the prospective foster carer(s). The initial visit will be booked within 3 working days from the completion of the telephone call to the prospective foster carer(s). If the initial visit is successful and both parties wish to proceed, the relevant documentation is discussed and initial visit form completed. The prospective carers will then be moved into the application process.
- **Application Paperwork** – the prospective foster carer(s) must complete an application form, giving detailed information about themselves and their family and consent to Foster Care Values undertaking further checks and enquiries to determine their suitability to foster. These include:-



- **Enhanced DBS** checks on all members of the household over 16 years. This will involve disclosure of information about any criminal convictions or cautions and other information, which may be held by the Police or Government Agencies relevant to the protection of children.
- **Enquiries** to also include the following checks and references: CIW, Probation Services, NSPCC, the Local Community Health Services, General Practitioner, Social Services, Armed Forces, School, Landlord, Employer, Current or previous Fostering Agency and Health Visitor plus financial checks including bank references, in connection with the application to become foster carers/respite carers for Foster Care Values and for the Agency to make subsequent checks on a regular basis thereafter.
- **Medical Check** – The applicant(s) is/are required to have a full medical assessment completed by their GP and the report is made available to our Agency Medical Advisor for comment about the applicant(s) health and any impact this may have on their fostering potential.
- **References** – The applicant(s) is/are asked to identify three personal referees who will provide written references and are willing to be interviewed in relation to the reference provided as part of the assessment process. One of the referees must be a relative of the applicant. When applicants have had previous partners the agency will require their details as well in the likelihood that references will be sought from them, particularly when there are children from the relationship. References are also taken from past employers.

References are taken in confidence but may not remain so: there may be a need to disclose the contents of a reference if it forms the basis of any agency decision not to approve a prospective carer.

Training – All applicant(s) are invited to Skills to Foster Training which is mandatory learning, covering the responsibilities of being a Foster Carer and working with Foster Care Values. All prospective Foster Carers must attend this training. In order to strengthen this pre approval training phase and in recognition of our commitment to best practice, FCV have determined that prospective carers must undertake an additional training namely an accredited Paediatric First Aid course before they can take their first placement post approval.

9.2 – Form F Assessment

Following the Initial Visit, if the assessment is to proceed, an Assessor will be allocated to the prospective Foster Carer by the management team within three working days. The Assessor will be an experienced Social Worker who is allocated to undertake a full competence based assessment. Once allocated the prospective Foster Carers assessment will usually be completed for presentation to Panel within 16 weeks although this timescale can be either longer or shorter to reflect individual circumstances.



All of our assessments are subject to continuous quality checks throughout the process. Assessors receive three supervision sessions during the process one at the beginning, one mid-point and at the end. This supervision is undertaken by a very experienced assessment manager.

The Form F Assessor will visit the applicant(s) home, approximately 8 – 10 times, to meet and collect the information about all members of the household and the applicant(s) skills and experiences in relation to fostering. The information obtained forms the basis of an assessment report. Foster Care Values uses the British Association for Adoption and Fostering (BAAF) Form F (2019).

With the exception of private references, the completed Form F is shared with the prospective Foster Carers prior to being presented to the Foster Care Values Fostering Panel. The report will be signed by the Assessment Manager, who confirms it distinguishes appropriately between fact and opinion and complies with legislation and the exception of robust evidence gathering an analysis outlined in the relevant policies.

Before being submitted to Panel the completed Form F report must be accurate, complete and signed by the applicants, the Assessor and the Assessment Manager. A report must only be signed when all parties are happy with its content.

As part of the quality assurance function the General Manager will gate keep the paperwork to be presented to Panel to ensure completeness, accuracy and compliance, every effort will be made to ensure there is no avoidable delay.

All information obtained about prospective Foster Carers is held on file in accordance with the Fostering Panel Regulations (Wales 2018) and the General Data Protection Regulations 2018. Upon request some of this information can be viewed. References from external agencies and personal references, which are given in confidence, cannot be accessed without the consent of both the subject and the relevant referee(s).

9.3 – Fostering Panel & Approval

The assessment report is presented to the Foster Care Values Fostering Panel which consists of members with a variety of expertise and knowledge including education, medical and experience of being in Care. Foster Care Values implements clear written policies and procedures on the recruitment to, and maintenance of, the list of persons considered to be suitable members of a Fostering Panel. There is an expectation that all prospective Foster Carers attend Panel with their assessing Social Worker.



Panel makes recommendations about the suitability of applicant(s) to be approved as Foster Carers(s) with Foster Care Values and reasons for their recommendation. The final decision for approval is made by the Agency Decision Maker. In order to ensure that decisions receive an appropriate level of objective scrutiny the agency employs the services of an independent and very experienced senior manager to undertake this role. The Agency Decision Maker must take account of the Fostering Panel's recommendations and any recommendations by the IRM before deciding whether or not to approve a person as a Foster Carer, continue to approve a person as a Foster Carers, and if so on what terms. Their decision must be made within seven working days of receipt of the Panel's recommendation via the minutes. The ADM should also record their reasons for their recommendation. Once the decision is made the prospective Foster Carer should be informed orally within two working days and confirmation is sent in writing to them within 5 working days.

If the Foster Carers are unhappy with the final decision they have a right to appeal. This can be made direct to the Agency or via the Independent Review Mechanism.

Foster Care Agreement and Undertaking

A Foster Care Agreement is completed following approval, covering a range of contractual information and undertakings, including:

- To Care appropriately for children and young people in placement
- To inform Foster Care Values of any significant changes to their household or details
- To follow the procedures laid down in the Agency's handbook

All Foster Care Values Foster Carers have access to our Foster Carer Handbook, which gives information on:

- Standards of Care
- Support & Training
- Child Protection
- Annual Foster Carer review process
- Children's Advocacy
- Foster Carer responsibilities regarding education
- Health Information



- Birth children information
- Foster Care Values policies
- Complaints and Appeals

9.4 – Review of Foster Carers

Foster Care Values has a detailed procedure in relation to conducting reviews of Foster Carers which complies with The Fostering Panels (Establishment and Function) (Wales) Regulations 2018 and focuses on the positive outcomes a Foster Carer must demonstrate in relation to their care of young people and also offers an analysis of their own performance and development over the review period.

The Foster Carer Review provides an excellent opportunity to ensure that the quality of Care provided meets the standards demanded by Foster Care Values. To be effective, the review has to be based upon reliable evidence regarding the standard of Care that has been provided. The Foster Carer Review should be seen as a process rather than an event, which considers anew the Foster Carer's approval and ongoing suitability and any significant changes in the household and support network. In this way, the Foster Review is a key part of Foster Care Value's approach to quality assurance.

The Foster Carer Review also provides an opportunity for the Foster Carer to provide feedback upon the quality of supervision and support they have received and to reflect upon the learning and development needs of Foster Carers. Such information will be used overtime to develop the training strategy of the service as a whole.

Reviews take place by Foster Care Values, in line with regulatory requirements of The Fostering Panels (Establishment and Function) (Wales) Regulations 2018 (Regulation 9). A first review must take place not more than a year after approval and be presented to panel. Subsequent reviews take place within twelve months of the previous review, and every twelve months thereafter. Every second review will be presented to panel even if there are no changes. Foster Care Values must be satisfied that the Foster Carers continue to meet the required Standards and as a result of this reviews may be held within the 12 month period, for the following reasons:

- Following a serious complaint, allegation of abuse, or other matters of serious concern
- At the request of the agency
- In response to significant change of circumstances, such as a carer's adult child returning home, relationship problems or separations, significant health issues, pregnancy etc.
- At the request of the Fostering Panel
- At the Foster Carer's request



- Where the Foster Carer is taking on a new type of fostering (e.g parent & child placements or changing significantly the age range they will be fostering) thus requiring a change in their terms of approval.

Prior to the Review consultation and feedback will be required from the following:

- The Foster Carer
- Any child currently placed with the Foster Carer or having lived with them during the previous 12 months – subject to their age and understanding.
- Any placing local authority which has, within the preceding year placed a child with the Foster Carer.
- Birth Children
- All members of the fostering household
- Birth parents of any fostered child
- Any other enquiries will also be made to ensure that Foster Care Values obtain all relevant information as they consider necessary in order to review whether the Foster Carer and their household continue to be suitable.

The Supervising Social Worker prepares a report for the Review which must evaluate and weigh up the evidence gathered from formal supervisions undertaken during the period under review. A Foster Carer Review meeting takes place to consider the evidence gathered from the consultation/feedback. This meeting is attended by the Supervising Social Worker, Reviewing Officer and Foster Carers. The subsequent report completed by the Reviewing Officer is considered by the ADM and, where appropriate, Fostering Panel.

If having considered the Annual Review, the Agency Decision Maker decides that approval should continue they will write to the Foster Carer(s) informing them of the decision and the terms of approval (Regulation 9 (6)). All first reviews are required by the regulations to be considered by the Fostering Panel.





10. Training





In order to offer children and young people the highest standard of Care, our Foster Carers are trained and equipped to meet the demands of their role. Foster Care Values is committed to providing high quality training that is accessible and relevant to all our Foster Cares, as part of our ongoing support.

A comprehensive mandatory core programme of training and development is made available to all Foster Carers.

Training is provided to:

- Ensure Foster Carers maintain competence in the role they perform
- Improve knowledge and develop and refine skills
- Ensure Foster Carers are competent and confident in safeguarding and promoting the well-being of children and young people and protecting them from harm
- Encourage Foster Carers to reflect on and look at the effects of discrimination in all parts of the community
- Encourage Foster Carers to take responsibility for their own professional development through further reading and research

The aim of the training programme is to provide Foster Carers with the skills and knowledge to become the catalyst through which children and young people can grow and meet their full potential. It provides Foster Cares with the skills, knowledge and attitudes to help children when they are at their most challenging.



Skills to Foster Training is mandatory for all prospective carers and covers the responsibilities of being a Foster Carer and working with Foster Care Values.

This is a three day course, subjects covered include:

- What do Foster Carers do?
- Why children come into care?
- Promoting a sense of identity
- Working in partnership with birth parents and professionals
- Legislative framework
- Child development
- Attachment and loss
- Safe caring
- Understanding behaviour
- Awareness of abuse and child protection issues
- Diversity
- Moving on

Applicants will also complete a paediatric first aid course (refreshed every 3 years) prior to first placement.

Post Approval Induction

Following assessment all Foster Carers receive thorough induction and orientation of 3 months. This includes ensuring that Carers are clear about policies and procedures, including Child Protection, Safe Care and Health & Safety. This will include an orientation visit from the senior managers alongside three induction visits from a supervising social worker.

Induction includes the following areas:

- Working with Foster Care Values
- Support and Supervision
- Training and development



- Referral and matching
- Finance

Continuous Training and Professional Development

There is an ongoing comprehensive training programme accessible to every Foster Carer within Foster Care Values. It is an expectation that each Foster Carer household attends or accesses six training sessions as a minimum per year which include safeguarding. Specific courses can be arranged to allow focus on areas of specific needs e.g. in relation to Foetal Alcohol syndrome and can be provided both online and or face to face.

Foster Care Values provides a rolling programme of mandatory training, which includes:

- Paediatric First Aid
- Safeguarding
- Promoting Positive Behaviour/or other such equivalent behaviour management approach

Foster Care Values offers training across the following broad areas (this list is not exhaustive and is open to regular review):

- Safeguarding
- CSE & Radicalisation
- Caring for Children who have been abused
- Bonding and Attachment
- Working with Birth Parents and Promoting Contact
- Identity and Self Esteem
- Valuing Diversity
- Education and Health Care of Looked After Children
- Sexualised Behaviour
- Autism
- Brain Trauma
- Sleep
- Drugs and Alcohol
- Mindfulness



- Self-Harming Behaviour
- Internet Safety
- Health & Safety
- Preparing Young People for Moving On and Achieving Adult Independence
- Legislation (e.g. Social Care & Well Being Act Wales, Child Protection, Protection of Children Act, Care Standards and Fostering Services Regulations)



11. Support Foster Carers to Care for Children

SUPPORT

A 3D graphic where the word "SUPPORT" is formed by individual letters, each of which is a small, stylized human figure. The letters are colored red, orange, yellow, green, blue, and purple, and they are all holding hands, creating a sense of community and teamwork.

Foster Care Values greatly respects and values the work Foster Carers do and the contributions they make to looked after children's lives. It is vitally important to provide appropriate levels of support to foster care families to ensure a positive and successful placement. Foster Care Values aims to provide a creative and flexible package of support to Foster Carers and the children and young people in the care. Identifying and arranging the necessary level of support required takes place when a Foster Carer and child/young person are "matched" at the placement planning stages. Support is then monitored and tailored accordingly, during the course of the placement.

All Foster Care Values Foster Carers have a named, qualified and experienced Supervising Social Worker allocated to them. Despite not having case management responsibility for the young people in placement, Foster Care Values Supervising Social Workers constantly ensure that the needs of the young people are paramount.

Foster Care Values provide the following support to all our Foster Carers:

- Monthly supervision visits to every Foster Care Values Foster Carer and visits to new carers every two weeks on commencement of a placement
- Regular support sessions with the young people and children facilitated by our support staff
- Frequent contact with Foster Carers and children in placement through support, visits, emails and telephone calls
- Guidance and advice to the Foster Carers in relation to their care of the children and young people
- Liaison with other professionals who may be involved in the care of the child or young person and contribute to formal Care Plans
- The right response to Foster Carers' bespoke training needs
- Accurate records of the progress of all matters relating to the Foster Carer and the child/young person placed, including outcomes

Supervision and Support – monthly supervision meetings take place between the Supervising Social Worker and Foster Carer. Supervision meetings focus on positive developments for the Foster Carer and young person in placement, as well as any areas of concern. The Supervising Social Worker also has responsibility for continually assessing the carers and identifying training and development needs and methods for developing the carer's skills and knowledge. Supervision sessions also enable the carer to ensure that the child's assessed needs are being met and the Care Plan is being adhered to. A record of supervision is provided to the Foster Carer and placed on their file following the supervision.

Foster Carer Forums/ “Walk & Talk” – Regular formal and informal group sessions take place to enable Foster Care Values Foster Carers to meet, socialise, share good practice, develop peer support and receive training information from the Agency.

Emergency Support – Foster Care Values provides 24/7, 365 days a year, on call service and support to our Foster Carers. This service is staffed by experienced staff with access to a senior Manager, if required.

Foster Carer Reviews – all Foster Carers have an annual review to ensure that they continue to meet the standards demanded by Foster Care Values, to be suitable to hold registration and approval as a Foster Carer. The carer review is a process, to consider anew, the Foster Carer's approval and any significant changes in the household and support network. It also provides an opportunity for the Foster Carer to feedback on the quality of supervision and support that they have received from Foster Care Values and to reflect on the learning and development needs of the Foster Carers. The review is a key part of Foster Care Value's approach to quality assurance.

The Independent Reviewing Officer ensures that all statutory requirements are fulfilled and that foster carers have the opportunity to evaluate their practice and development, and to set new goals for the following year.

Policies and Procedures – All Foster Care Values carers have access to a comprehensive Foster Carer Handbook which provides access to the company's Policies and Procedures, together with information and guidance on all aspects of fostering. All information is regularly updated to comply with standards and regulations.

Foster Care Values Website – Foster Care Values Foster Carers have access to the website where they can orientate themselves around key documents and information regarding the agency.

Record Keeping – Foster Carers are expected to maintain records of events and information pertaining to the child/young person in placement. Foster Care Values provides an online portal and mobile phone app for Foster Carers to access and complete their recordings. These records are sent for approval to FCV staff using the online portal before collated on a monthly basis before being forwarded to the Local Authorities. Often more frequent recording is required to reflect individual placement circumstances, and this is negotiated on an individual basis between the carers Local authority social workers and FCV staff.

Support Work Service-The agency will continually monitor the number of support work hours available to ensure that we retain sufficient capacity to meet the needs of our looked after young people and their carers. As a result of this activity, we have increased the number of self-employed support workers available to us for deployment from two to five and we have employed an additional full-time senior support worker.

Supporting Children who Foster – Foster Care Values recognise the significant contribution that Foster Carer's children play in successful placements. Regular opportunities are provided within our activity days for Foster Carer's children to come together to discuss with the Agency's staff, and their peers, the impact – positives and negatives – of sharing their home and family with a fostered child.

Fostering Network Membership – All Foster Care Values Foster Carers will have their annual membership of the Fostering Network, paid for by the Agency, which provides advice and guidance as well as access to legal advice, mediation and insurance. Independent Support to Foster Carers subject to allegations, this support is to be provided by an independent social worker.

BAAF/Coram – All Foster Carers are able to access BAAF for information and guidance on all aspects of fostering and the agency will hold corporate membership status.

Finance – All Foster Care Values Foster Carers receive an allowance paid monthly in arrears. Foster carers are entitled to 2 weeks paid respite and receive a mileage allowance for excessive mileage undertaken. Additional Financial support can as appropriate be negotiated with the commissioning authority.

Tax and NI – All Foster Carers are self-employed and as such must pay their own tax and NI.

Unannounced Visit – All Foster Care Values Foster Carers receive at least one unannounced visit a year.

Therapeutic Support – Foster Care Values believe that support from a skilled Therapist can be an invaluable means of supporting young people, carers and placements. Towards this end we will undertake to commission the support of a qualified and experienced Therapist when such a need is identified.

Additional Support – this may include:

- More frequent visits and telephone calls from a Foster Care Values Supervising Social Worker
- Additional respite offered on a needs-led basis

- Bespoke training beyond the standard programme to support further learning, skill acquisition and general personal development to reflect individual circumstances.

Having fun – Foster Care Values recognise that taking care of other people’s children is a serious business and can be challenging and at times stressful. We believe that it’s important to come together informally to share experiences, socialise and ensure Foster Carers remain able to manage the everyday stresses of the carer role.

At Foster Care Values we endeavour to support our carer’s in a number of ways to ensure they remain positive and focused and that they feel valued and respected in order that they can express themselves fully as carers and enjoy and gain satisfaction from the vital work that they undertake.

Through consultation with young people and the support of carers the agency will organise a curriculum of activities over the year which will offer young people, carers and staff the opportunity to come together socially and contribute to the development of an agency ethos and collective identity of which we can all be proud.

Foster Care Values views this package as a positive way of ensuring that Foster Carers are fully supported and placements have the best possible chance of being successful. Children and young people placed within Foster Care Values may have experienced a number of rejections and very negative life events and Foster Care Values recognise the contribution of high quality, relevant and responsive support, in both helping establish a compensatory environment and in ensuring that we minimise the risk of this happening again.

12. Supporting Children & Young People



SUPPORT

The word "SUPPORT" is formed by six red, three-dimensional blocks arranged in a horizontal row. Each block has a white letter on its front face. A faint reflection of the letters is visible on the surface below the blocks.

All children and young people in placement with Foster Care Values are visited regularly as part of the role of the Supervising Social Worker. Foster Care Values also have access to Support Workers who can contribute to a comprehensive package of support being available for the both children and young people in our care and the "children who foster".

The agency will continually monitor the number of support work hours available to ensure that we retain sufficient capacity to meet the needs of our looked after young people and their carers. As a result of this activity we have increased the number of self-employed support workers available to us to five and put in place an additional full-time support worker from the beginning of August 2019.

Foster Care Values believes that, with appropriate and targeted packages of support for Foster Carer, children and young people are able to live more comfortably in a family based care environment. Foster Care Values believe that it is important to remain flexible, responsive and creative in our thinking. To achieve this we have a range of services available which includes:

- Assistance to pursue a hobby or interest, including holiday activities
- An allocated Social Worker from the Placing Authority, who will maintain contact with them throughout placement, conduct statutory visits and make care planning decisions with and for them
- Foster Care Values Social Workers may undertake specific roles where requested to and funded appropriately by the Placing Authority
- Bespoke packages of support for Children who experience disabilities
- Individual or group work, including structured activities for children when out of school
- Social activities for the children of Foster Carers
- Access to a preparation for leaving care workbook completed with carers
- Access to National organisations for looked after children and young people
- Support to attend any such participatory activities as provided by the placing local authorities
- Practical assistance with transport and access to external facilities and services
- Supervised contact with families as appropriate
- Life story work in consultation with the placing authority
- Young Persons' guide



Foster Care Values has a general commitment to developing a child centred service through the promotion of a broader understanding of the emotional needs of children and young people and the implications these may have for their Foster Carers.

Additional Events:

Foster Care Values will arrange regular consultation and participation groups for young people. This commitment is intended to encompass both 'looked after' children and the children of foster carers. Foster Care Values wish to acknowledge and support the invaluable contribution to the fostering task by the children of the fostering family who agree to both share their home and their parents with other children and young people who need support. These events will also play a key role in informing our review of the quality of our care.



13. Statistical Information





Foster Care Values record a basket of statistical information to include:

- Number of Registered Foster Carers, approved for a range of placements aged 0 – 18 years
- Number of Welsh speaking staff, Carers and Young People
- Number of Young People placed with our Foster Carers
- Number of these children and young people have been in placement for less than six months
- Number of these children and young people have been in placement for between six and twelve months
- Number of these children and young people have been in placement for over twelve months
- Number of these children and young people whose first language is Welsh
- Number of these children and young people are of black or ethnic minority origin
- Number of these children and young people and how they identify their gender
- Number of these children and young people are aged 0 – 5 years
- Number of these children and young people are aged 6 – 10 years
- Number of these children and young people are aged 11 – 15 years
- Number of these children and young people are aged 16+ years

As the number of referrals of children and young people needing foster placements always outweighs the number of approved Foster Carers with suitable vacancies, Foster Care Values is continually active in relation to the recruitment and assessment of Prospective Foster Carers.

Number of prospective Foster Carers families who are at various stages of the assessment process.



14. Outcomes





Foster Care Values is committed to achieving the best possible outcomes for the children and young people in our care and will continually ensure that:

- Children and young people meet the 4 C's 360 Outcomes
- Children and young people are appropriately matched into a suitable foster family
- Children and young people are healthy and access leisure and health services
- Any health needs are understood and monitored
- Children and young people are safe
- Foster Carers are appropriately recruited, trained, monitored and supervised
- Children and young people achieve their full potential
- All children in our Care enjoy their experiences and develop self-confidence
- All children in our Care attend education and achieve to the best of their ability
- The recruitment of staff and Foster Carers is focused on children and young people
- Children and young people in Care are involved in decisions regarding their life
- Children and young people are prepared for their future.



15. Quality Assurance



Foster Care Values operates a quality assurance and continuous improvement framework, which involves ongoing review of policies and procedures and the suite of documents used to put our services into operation. This is also captured within our bi annual quality of care report, and will be further demonstrated within our annual returns.

Performance and objectives across the organisation are, recorded, monitored and evaluated through the collection of relevant data. This activity will result in a robust and clear evaluation of day to day operational matters, best practice, consistency and equity and support the achievement of positive outcomes.

The promotion of continuous improvement throughout all aspects of the service increases quality awareness within our staff group, foster carers and with the children placed with Foster Care Values, who are supported to achieve positive outcomes.

The Foster Care Values commitment to implementing a quality management framework ensures that Foster Care Values strives constantly to use best practice and meet Regulations across all areas of activity.



16. Complaints & Compliments





At their most extreme, complaints may raise safeguarding concerns that require immediate statutory investigation. At a lower level, they provide valuable feedback about how services to children and young people can be improved. All complaints are treated seriously and proportionately. They must be reported and recorded clearly and passed on to a manager for their urgent consideration at the first opportunity.

Who can make a complaint?

Foster Care Values will accept complaints from:

- Any child or young person who is, or has been, a foster child
- The parent of a child or young person who is, or has been, a foster child
- Any Foster Care Values Foster Carer
- Any placing authority, school or external agency involved with a looked after child or young person
- Any independent worker commissioned by Foster Care Values

When a complaint is received from a person not listed above, a Senior Manager will decide whether it should be accepted. An anonymous complaint may be accepted if a Senior Manager feels that it is appropriate to do so.



Foster Care Values acknowledge that it can be very difficult for a young person to make a complaint about a service they are currently receiving. They may lack the confidence to speak out for themselves, or through previous damaging experiences they may be worried about reprisals. Alternatively, they may have had experiences where the complaints or concerns they have expressed have not been responded to appropriately, making them hesitant about raising issues again.

Nationally, the number of complaints made by young people in the Care system remains relatively low.

Foster Care Values is committed to the following principles in its response to the investigation of complaints:

- Issues raised about the quality of Care provided will be regarded as complaints
- All complaints will be taken seriously and investigated thoroughly
- All children and young people making complaints will be provided with access to advocacy to support them raising and progressing the complaint
- All complaints will be investigated in a timely way, with appropriate feedback about the progress of the investigation provided to the complainant in a format of their choosing.

Foster Care Values places an emphasis on resolving complaints at a local level, i.e. Stage One – Informal resolution when this is both appropriate and proportionate.

Records of investigations and outcomes of complaints resolved informally will be made and retained.

All children and young people placed with Foster Care Values are informed of the Complaints Procedure on commencement of placement by the Foster Care Values Supervising Social Worker. They are also provided with a Children's guide giving details of who to contact to talk about any aspect of their Care.

All Foster Carers, Staff and Placing Authority Social Workers are provided with information about Foster Care Values Complaints Policy through documentation, induction and placement agreements.



When it is not possible to resolve a complaint at Stage One, or where a person has elected to invoke Stage Two – Formal Investigation, these are dealt with by the Registered Manager to undertake formal investigations. Where a complaint is not satisfied with the response received at Stage Two then the matter is referred to Stage Three – Review, of the procedure.

At Stage Three the complaint will be passed to an Independent Investigation Officer (An Independent Senior Manager in the field) who will address the matter in a timely, effective and sensitive manner.

The Agency reserves the right to decide which level the complaint should be investigated and may, in the interests of the parties involved, pass the matter immediately to our Independent Complaints Officer for the matter to be investigated using Stage Three of the Complaints Procedure.

The outcomes of all complaint investigations at whatever stage will be forwarded for consideration by the Responsible Individual.

Carer Allegation

Children can be subjected to abuse by those who work with them in any and every setting. All allegations of abuse or maltreatment of children by a professional, staff member, Foster Carer, or any other person in contact with children will be taken seriously by Foster Care Values and will be dealt with in accordance with current procedures. Foster Care Values has a clear Carer Allegation support system.

Whistle-Blowing

All staff and Foster Carers are made aware of the organisations whistle blowing policy and should feel confident to voice concerns about the attitude or actions of colleagues.

Compliments

All compliments received from young people, Foster Carers, Local Authorities and any other body, are recorded by Foster Care Values and monitored on a regular basis to ensure that all parties are aware that a compliment has been received and that as an Agency we are able to reflect and learn from both positive and negative representations.



17. Contact Details



Foster Care Values



Energy House
Tir Llwyd Enterprise Park
Kinmel Bay
LL19 5JA
Tel: 01745 354992

Web address: www.fostercarevalues.com

Email: mick.sams@fostercarevalues.com

Mobile 07849251512

Email: helen.beaumont@fostercarevalues.com

Mobile 07387341134

Email: tracey.young@fostercarevalues.com

Mobile 07730448145

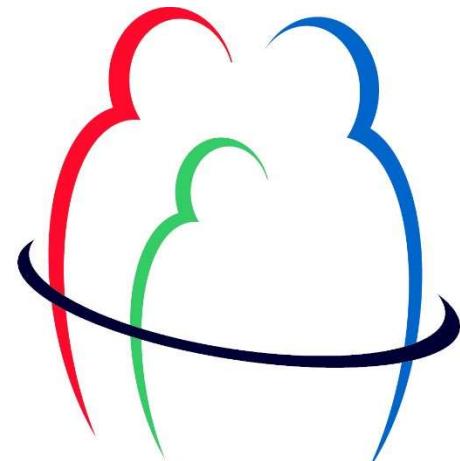
CHILDRENS COMMISSIONER

Rocio Cifuentes

Tel: 01792 765600
post@childcomwales.org.uk

Care Inspectorate Wales email CIW@gov.wales
Government Buildings
Sarn Mynach
Llandudno Junction
LL31 9RZ
Telephone: 0300 7900 126





Foster Care Values

Foster Care Values

Datganiad o Bwrpas

1. – Cyflwyniad

Bwriad y ddogfen hon yw rhoi gwybod i chi am Ddatganiad o Bwrpas Foster Care Values (FCV) a sefydlwyd fel cwmni cyfyngedig yn 2013. (Rhif Cofrestredig: 08405979)

Lleolir prif (ac unig) swyddfa Foster Care Values yn Energy House, Ystad Ddiwydiannol Tir Llwyd, Bae Cinmel, LL18 5JA.

Mae'r datganiad o bwrpas yn cyfeirio at sut mae FCV yn gweithredu fel Darparwr Maethu Annibynnol, yn bennaf o fewn y chwe sir yng Ngogledd Cymru. Mae FCV hefyd wedi cael ei gymeradwyo fel darparwr ar y Fframwaith Maethu Gymru Gyfan a gall rhai lleoliadau gael eu cynnig o fewn Gymru gyfan. Yn anaml, gofynnir i'r asiantaeth gynnig lleoliadau o fewn y DU.

Yr unigolyn cyfrifol a rheolwr y gwasanaeth yw Michael John Sams.

Datblygwyd y Datganiad o Bwrpas hwn yn unol â chyfraith a rheoliadau statudol, Canllawiau Statudol cysylltiedig a'r Cod Ymarfer, gan gynnwys:

- Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016 (RISCA)
- Y Gwasanaethau a Reoleiddir (Ffurflenni Blynnyddol) (Cymru) 2017
- Y Gwasanaethau a Reoleiddir (Hysbysiadau) (Cymru) 2017
- Y Gwasanaethau a Reoleiddir (Cofrestriad) (Cymru) 2017
- Y Gwasanaethau a Reoleiddir (Hysbysiad Cosb) (Cymru) 2017
- Y Gwasanaethau Maethu Rheoledig (Darparwyr Gwasanaeth a'r Unigolyn Cyfrifol)(Rheoliadau Cymru) 2019
- Rheolidau Y Panel Maethu (Sefydliad a Swyddogaeth)(Cymru) 2018
- Deddf Plant 1989
- Rheoliadau Lleoliad Plant (Cymru) 2007
- Deddf Gwasanaethau Cymdeithasol a Lles (Cymru) 2014, Gweithio Gyda'n Gilydd i Ddiogelu Plant
- Canllawiau Atal Dyletswydd Lloegr a Chymru
- Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP)
- Mesur Hawliau Plant a Phobl Ifanc (Cymru) 2010

- Rheoliadau Diogelu Data Cyffredinol 2018

Darparir ystod gynhwysfawr o wybodaeth yn Datganiad o Bwrpas Foster Care Values, ar gyfer grŵp eang o rhanddeiliaid gan gynnwys:

- Staff Foster Care Values
- Gofalwyr Maeth a Darpar Ofalwyr Maeth
- Plant a Phobl Ifanc sydd wedi cael eu lleoli hefo Foster Care Values a'u teuluoedd
- Awdurdodau Lleol sy'n lleoli neu'n ystyried lleoli plant a phobl ifanc hefo Gofalwyr Foster Care Values
- Arolygaeth Gofal Cymru
- Asiantaethau Gofal Cymdeithasol eraill
- Y Cyhoedd yn Gyffredinol

Caiff y Datganiad o Bwrpas yma ei adolygu a'i ddiweddarau gan yr Uwch Dîm Reoli yn flynyddol.

Rhan 2 – Cydraddoldeb ac Amrywiaeth

Mae cyfleoedd cyfartal yn bwysig tu hwnt i Foster Care Values. Rydym yn adnabod y budd mewn cydraddoldeb ac amrywiaeth ac yn eu gosod yn ganolog wrth greu polisiau, wrth ddatblygu'n gwasanaeth ac wrth reciwtio. Rydym wedi ein hymrwymo i adnabod, deall a dileu unrhyw rwystrau a all atal mynediad i'n gwasaneth, gwybodaeth a chyflogaeth.

Croesawir ceisiadau ar draws pob rhan o'r gymuned a chaiff hyn ei adlewyrchu yn y broses reciwtio a llenyddiaeth Foster Care Values.

Rhan 3 – Nodau ac Amcanion (gan gynnwys amrywiaeth o anghenion yr unigolion a ddarperir gan ein Gwasanaeth)

3.1 Nodau

Nod Foster Care Values yw bod yn Ddarparwr Gwasanaeth Maethu Annibynnol blaenllaw o fewn y chwe sir yng Ngogledd Cymru, sydd yn cael ei hadnabod gan yr holl rhanddeiliaid fel gwasanaeth sy'n darparu lleoliadau teulu gyda chanlyniadau ardderchog, trwy gyd-weithio'n ddilys gyda'n partneiriad o fewn y awdurdod lleol.

Nod Foster Care Values yw reciwtio, hyfforddi a chefnogi carfan o ofalwyr maeth sy'n hyderus, sydd â'r gallu ac wedi eu hymrwo i ddarparu gofal rhagorol i blant a phobl ifanc bregus trwy ddangos parch a chydubyddiaeth o'u hiliaeth, diwylliant, crefydd a'u treftadaeth ieithyddol, ac hefyd trwy ddangos ystyriaeth briodol i'w rhyw, rhywioldeb ac unrhyw anabledd.

3.2 Amcanion

I gyflwyno gwasanaeth lle mae lles y plant yn hanfodol ac yn hollbwysig ym mhob penderfyniad sy'n cael ei wneud.

I ddarparu lleoliadau maethu sy'n sicrhau bod y plant a'r bobl ifanc sy'n cael eu lleoli gan yr awdurdodau lleol yn mwynhau profiadau sefydlog, diogel, cynnes a charedig gyda theuluoedd gofalgol, a gofalwyr maeth cefnogol a medrus.

I ddarparu gwasaenaeth gefnодol a phroffesiynol 24 awr y dydd i Ofalwyr Maeth, plant a phobl ifanc yr awdurdodau lleol.

Gwneud yn siwr bod gofal o'r ansawdd uchaf yn cael ei ddarparu i blant a phobl ifanc, o fewn cartrefi maeth cefnogol, lle mae anghenion pob plentyn yn ganolog.

Gwneud yn siwr bod anghenion ieithyddol a diwylliannol pob plentyn yn cael eu cefnogi o fewn eu lleoliadau.

I ddarparu lleoliadau gofal maeth sy'n seiliedig ar ymagwedd sy'n canolbwytio ar y plentyn (child centred approach) ac sy'n hyrwyddo amgylchedd sy'n annog pob plentyn i gyrraedd eu llawn potensial.

I ddarparu gwasanaeth cymorth cynhwysfawr i'n holl ofalwyr ac o ganlyniad, bydd hyn o fudd wrth sicrhau lleoliadau llwyddiannus.

I gyflawni paru gofalus rhwng anghenion a dymuniadau'r plant gyda phrofiad a rhinweddau unigol y gofalwyr maeth.

I geisio reciwtio a chadw gofalwyr maeth o gefndiroedd amrywiol ac o ganlyniad i hyn, bydd mwy o opsiynau ar gael wrth ddewis lleoliadau priodol.

I hybu ymgysylltiadau addysgol y bobl ifanc er mwyn iddynt cael budd o'r amrywiaeth eang o gyfleoedd addysgol sy'n cael eu cynnig o fewn y chwe sir.

I annog a galluogi'r bobl ifanc i ddilyn eu diddordebau cymdeithasol a'u hobiau presennol yn ogystal â rhai newydd mewn modd diogel, ac i gymryd rhan mewn gweithgareddau hamdden.

I hyrwyddo ffordd o fyw'n iach trwy ddeiet iach a chyfleodd i ymarfer y corff.

I wneud yn siwr bod anghenion emosiynol a chorfforol y plant yn cael eu cyrraedd trwy fynediad i'r adnoddau iechyd cymunedol priodol.

I hybu a hwyluso cyswllt sy'n briodol ac yn gyson hefo'r cynllun gofal, hefo'r teulu biolegol ac unigolion arwyddocaol eraill, ar gyfer pob plentyn a pherson ifanc yn ystod eu lleoliad maeth.

I weithio o fewn model partneriaeth cynhwysol gan gynnwys y plant a'r bobl ifanc, eu teuluoedd, Gofalwyr Maeth, awdurdodau lleol a rhanddeiliaid eraill, a chredu mai gweithio'n gydweithredol yw'r sylfaen gorau er mwyn cyflawni'r canlyniadau lleoliad mwyaf llwyddiannus.

I sylweddoli mai ymrwymiad a dysgu parhaus, hyfforddiant a datblygiad proffesiynol ar gyfer y Gofalwyr Maeth a'r staff yw'r ffordd orau i ddatblygu corff o wybodaeth a rhannu phrofiadau er budd pawb.

I ddarparu cynllun hyfforddiant blynnyddol cynhwysfawr i'r Gofalwyr Maeth sy'n sicrhau sgiliau sylfaenol cadarn a'r wybodaeth sydd ei hangen, ond yn ogystal â hyn, annogir y gofalwyr a'r staff i ddatblygu eu hunian yn broffesiynol o fewn eu maes.

Yn ystod cyfnodau lle mae arian yn gallu bod yn gyfyngedig, parhau i sicrhau'r ansawdd orau bosibl ar gyfer ein cwsmeriaid ac i ddilyn agenda sy'n parhau i wneud gwelliannau ym mhob maes.

Sicrhau bod trefniadau llywodraethu a monitro ansawdd yn eu lle, a bod adroddiad "Adolygiad o Ansawdd" (Quality of Care) yn cael ei gyflawni bob 6 mis ac hefyd ffurflen flynyddol (annual return) sy'n ofynnol gan Llywodraeth Cymru.

Rhan 4 – Statws a Chyfansoddiad



Darparwr Maethu Annibynnol yw Foster Care Values a sefydlwyd yn 2013. Nod Foster Care Values yw bod yn Ddarparwr Gwasanaeth Maethu Annibynnol blaenllaw ac o'r safon uchaf o fewn y chwe sir yng Ngogledd Cymru. Mae FCV yn gobeithio cyrraedd y nod hyn drwy gynnig lleoliadau medrus sy'n dangos gwydnwch, gydag anghenion yr unigolion a leoliar ganddynt yn ganolbwyt i bob dim.

Mae Foster Care Values yn Gwmni Cyfyngedig (Rhif Cofrestreig: 08405979) a pherchnogir gan y Cyfarwyddwr Mick Sams (Unigolyn Cyfrifol) sydd wedi bod yn gweithio o fewn y maes gofal cymdeithasol dros 40 mlynedd. Sefydlir swyddfa Foster Care Values yn Energy House, Ystad Ddiwydiannol Tir Llwyd, Bae Cinmel, Conwy, LL18 5JA.

Nid yw Foster Care Values yn cynnig gwasanaeth therapiwtig, iechyd neu gofal nysrio.

Mae Foster Care Values wedi cael ei ogfrestru ac yn cael ei arolygu fel Darparwr Maethu o dan y Ddeddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016, ac hefyd Gwasanaeth Maethu Rheoledig (Rheoliadau Cymru) 2019, ac felly mewn lle priodol i ddarparu lleoliadau gofal maeth i 'Blant Mewn Gofal' (Looked After Children) a phobl ifanc ar ran yr awdurdodau lleol.

Mae FCV hefyd wedi cael ei gymeradwyo fel darparwr ar y Fframwaith Maethu Gymru Gyfan.

Mae cyfarwyddwyr y cwmni yn cyfarfod yn ffurfiol yn chwarterol, ac yn ogystal â bod yn gyfrifol am yr holl faterion yn ymwneud â llywodraethu corffolaethol, maent hefyd yn trafod:

- Y Cynllun Busnes
- Cydymffurfiaeth cyfreithiol a gweithredol

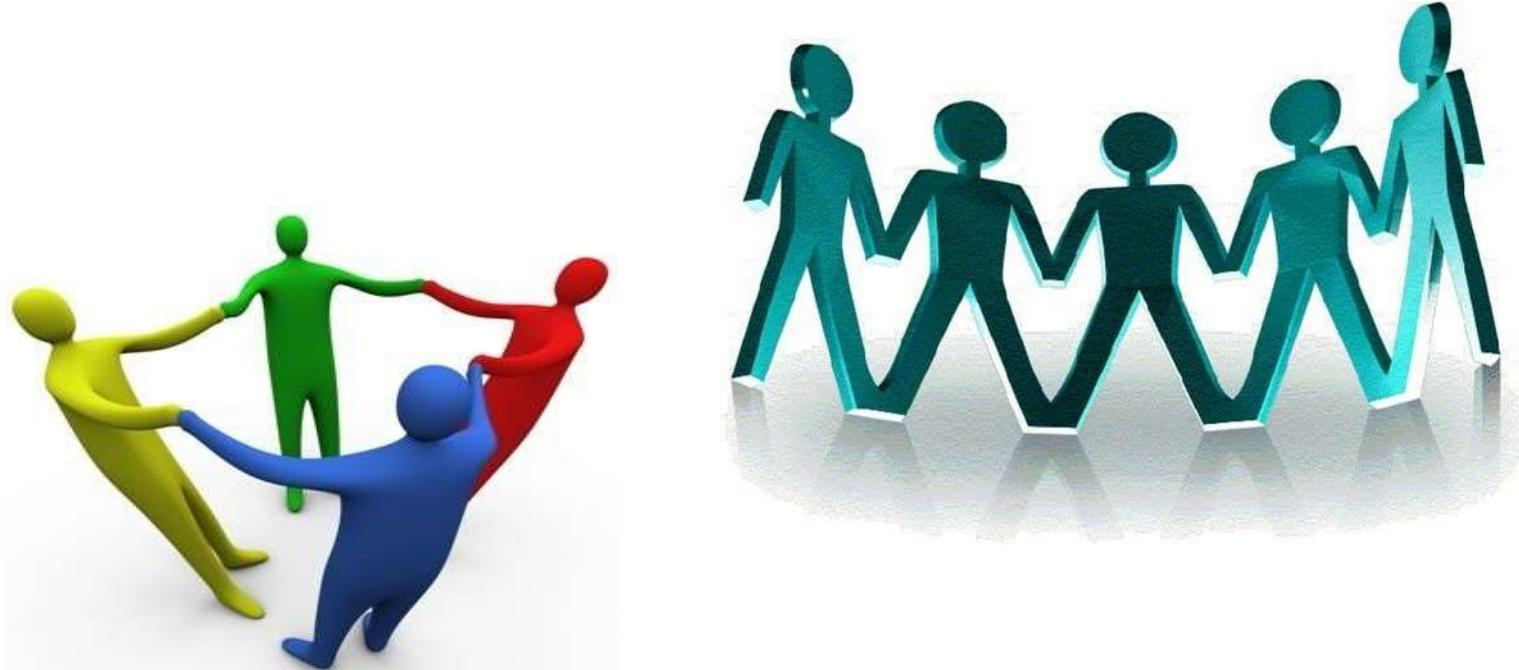
- Gweledigaeth, cyfeiriad, canlyniadau a nodau
- Diwylliant, gwerthoedd, gweledigaeth a chenhadaeth
- Gwariant ariannol, rheoli a pherfformiad
- Strwythur sefydliadol a'r gallu i weithredu cyfeiriad strategol
- Polisiau a gweithdrefnau
- Sicrwydd ansawdd ac ansawdd gofal ('quality of care')
- Ein hasesiad ansawdd perfformiad fel rhan o'r Fframwaith Maethu Cymru Gyfan



- Rhan 5 – Strwythur Rheoli

Mae'r Tîm Rheoli yn cynnwys Mick Sams, yr Unigolyn Cyfrifol ac mae rheolwyr y Gwasanaeth, Helen Beaumont a Tracey Young, yn ddwy brofiadol iawn mewn gwaith cymdeithasol, rheoli, a rolau datblygu. Mae gan Mick a Helen gymwysterau proffesiynol ac wedi'u cofrestru hefo Gofal Cymdeithasol Cymru fel gweithwyr cymdeithasol. Nid oes haenau rhwng y tîm rheoli (flat management structure) er mwyn efelychu ethos y sefydliad. Er mwyn ychwanegu lefel ychwanegol wrth graffu, ymgysylltir ag uwch reolwr profiadol, gyda'r swyddogaeth o wneud penderfyniadau, ac felly yn ychwanegu dimensiwn ychwanegol wrth gymeradwyo, adolygu a therfynu prosesau o fewn yr asiantaeth. Bob chwarter, mi fydd yr uwch dîm rheoli yn cyfarfod hefo'r 'Agency Decision Maker' (ADM). Yn ogystal, mi fydd yr 'ADM' yn chwarae rôl Ffrind Beirniadol (Critical Friend) i'r asiantaeth gan gyfarfod hefo'r rheolwyr lle byddant ar y cyd, yn datblygu'r agenda gwelliant. Adolygir y strwythur rheoli yn gyson er mwyn sicrhau bod gan yr asiantaeth ddigon ar y tîm rheoli er mwyn cyrraedd yr anghenion, ac yn efelychu maint a datbygiad yr asiantaeth.

6. Gwerthoedd Gofal Maeth Staff





Rhan 6 – Gwerthoedd Gofal Maeth Staff

Mae maint, strwythur ac ethos Foster Care Values yn hyrwyddo cydlyniad, cyfathrebu ac ymwybyddiaeth, gan alluogi'r rheolwyr i wybod yn glir y math o wasanaeth sy'n cael ei gynnig yng nghartrefi'r gofalwyr. Cyflogir pump gweithiwr ychwanegol, sef Laura Clarke, Uwch Weithiwr Cymdeithasol Goruchwyliol, Christopher Roberts, Uwch Gweithiwr Cymdeithasol Goruchwyliol, Jayne Greening, Uwch Weithiwr Cymdeithasol, John Sams, Gweithiwr Cymorth, ac Hallie Bland, Gweinyddwr/Gweithiwr Cymorth. Mae gan yr aelodau yma o'r tîm brofiad helaeth o weithiau o fewn y Sector Gofal Annibynnol, mae gan y gweithwyr cymdeithasol y cymhwysterau proffesiynol pwrpasol ac wedi eu cofrestru hefo Gofal Cymdeithasol Cymru er mwyn eu galluogi i weithio fel gweithwyr cymdeithasol o fewn yr asiantaeth. Cynhelir cyfarfodydd misol gyda'r holl staff, sydd yn manteisio ar holl brofiadau'r unigolion wrth ystyried amrywiath o faterion, gall hyn gynnwys:

- Monitro a gwneud penderfyniadau ar ddatblygiad a darpariaeth y Gwasanaeth
- Derbyn ac ystyried gwybodaeth ar gytundebau, cyllid, personél, marchnata, rectriwtio a sicrwydd ansawdd
- Derbyn, cofnodi a gweithredu ar gynrychioliadau ac adborth gofalwyr maeth
- Ystyried adroddiadau mewn perthynas â gwasanaethau pendol o fewn Foster Care Values
- Ystyried, gweithredu a symud Foster Care Values ymlaen wrth feddwl am newidiadau arwyddocaol a pherthnasol mewn amgylcheddau allanol

Yn ychwanegol i'r wyth aelod o staff parhaol, gweithwyr cymdeithasol a'r rheolwr cyffredinol, mae gan Foster Care Values fynediad i bump o weithwyr cymorth sesiynol, hunan-gyflogedig, profiadol, sydd yn gweithio'n uniongyrchol o fewn y lleoliadau gyda'r bobl ifanc. Mae gan yr asiantaeth hefyd berthynas gyda staff eraill sydd yn gweithio ar lefel annibynnol, hunan-gyfogedig ar draws nifer o rolau gwahanol e.e. Penderfynwr Asiantaeth, Swyddog Adolygu Annibynnol, Rheolwr Asesu, Aseswr Ffurflen F Annibynnol, Ymchwilydd Annibynnol ar gyfer unrhyw gwynion swyddogol, Cymorth Therapiwtig, Cymorth Addysgol, Cynghorydd Meddygol ac Hyfforddwyr.

Mi fydd gan bob Therapydd a gomisiynwyd gan Foster Care Values, gymhwyster pwrpasol ac yn aelod o'r sefydliad cydnabyddedig cenedlaethol sy'n gysylltiedig â'u gwaith.



Bydd Foster Care Values yn gwirio unrhyw gymhwyster proffesiynol sydd gan unrhyw aelod o staff hunan-gyflogedig ac yn cyflawni unrhyw ymholiadau a gwiriadau sydd angen eu gwneud, er mwyn sicrhau bod lles a phrosesau diogelu plant yn cael eu hyrwyddo ar bob achlysur.

Mae gan bob aelod o staff o fewn Foster Care Values yswiriant indemniad proffesiynol, cytunedeb cyflogaeth, disgrifiad swydd neu briff cytundebol.

Rhan 7 – Safonau Gofal

Ein Datganiad Cenhadaeth

'We aim to provide the highest standard of family based care for vulnerable children and young people which will secure their immediate safety and welfare and provide an environment which will allow them the opportunity to develop as individuals to reach their full potential and prepare them for successful adult lives.'



Gwerthoedd Craidd

Ein gwerthoedd craidd yw:

- **Uniondeb (Integrity)** – Fel cwmni, rydym yn gweithio mewn modd gonest a phroffesiynol.
- **Gonestrwydd (Honesty)** – Fel cwmni, mae pob perthynas a mater yn cael ei drin mewn modd gonest ac agored.
- **Parch (Respect)** – Fel cwmni, rydym yn gwerthfawrogi pawb sydd mewn perthynas â ni, plant, cwsmeriaid, gofalwyr a staff. Bydd tarddiad (origin) pob person ifanc rydym yn gofalu amdanyst yn cael eu parchu.
- **Tosturi (Compassion)** – Fel cwmni, byddwn wastad yn ymwybodol o'r amgylchedd emosiynol rydym yn rhan ohoni a byddwn yn dangos y lefel briodol o empathi a sensitifrydd ym mhob gweithgaredd.
- **Uchelgais (Ambition)** – Fel cwmni, byddwn wastad yn uchelgeisiol ar gyfer y plant a'r bobl ifanc yn ein gofal, gan wneud yn siwr ein bod yn eu hannog a'u cefnogi i gyrraedd eu llawn potensial. Byddwn yn uchelgeisiol wrth geisio anelu am ragoriaeth a gwireddu ein gweledigaeth fel cwnni.
- **Meddwlgarwch (Mindfulness)** – Fel cwmni, byddwn yn cymryd yr amser i fyfyrto ar ein llwyddiannau a'n methiannau er mwyn dysgu ohonynt a gweithredu arnynt mewn modd effeithiol ac amserol.
- **Amrywiaeth (Diversity)** – Fel cwmni, byddwn wastad yn gweithfawrogi amrywiaethau a'r manteision o hyn.
- **Cydraddoldeb (Equality)** – Fel cwmni, ni fyddwn yn derbyn unrhyw anhegwch mewn perthynas ag unigolion neu grŵp, ac yn sicrhau bod ein gweithgareddau yn gynhwysol.
- **Cyd-weithrediad (Co-operation)** – Fel cwmni, byddwn yn ymderchu i gyd-weithio gyda phawb er lles y bobl ifanc, rydym i gyd yn rhannu'r cyfrifoldeb.
- **Balchder (Pride)** – Fel cwmni a grŵp o bobl proffesiynol, byddwn yn ymderchu i ddangos balchder yn ein hunain, y cwmni rydym yn ei gynrychioli a'r hyn rydym yn ceisio cyflawni.



Ceir disgrifiad manwl o brosesau Foster Care Values yn ein dogfennau drwyddi draw, ac yn benodol yn ein:

- Polisiau a Gweithdrefnau
- Llawlyfr Gofalwyr Maeth
- Cytundeb Gofalwyr Maeth

Mae Foster Care Values yn credu bod:

- Gan bob unigolyn yr hawl i gael y cyfle i gyrraedd eu llawn potensial, beth bynnag oedd eu profiadau bywyd blaenorol.
- Gan blant a phobl ifanc yr hawl i gael gofal gan oedolion sy'n eu hannog, eu parchu, yn helpu i dawelu eu meddyliau ac yn dangos anwyldeb.
- Angen i bawb sy'n ymgyselltig â'r asiantaeth, barchu arwyddocâd teulu genedigol, hil, diwylliant, treftadaeth ieithyddol a chrefydd y plant a'r bobl ifanc. Mae hyn yn cynnwys y 'cynnig rhagweithiol' (the active offer) mewn perthynas â'r iaith Gymraeg.
- Gan bob plentyn a pherson ifanc yr hawl i gyrraedd y canlyniad gorau posibl yn unol a'r 'Ddeddf Gwasanaethau Cymdeithasol a Lles (Cymru) 2014.'
- Dylai pobl ifanc gael y lefel cywir o gefnogaeth wrth baratoi i adael gofal, yn unol ag egwyddorion 'pan rwy'n barod' (when I'm ready). Dylen nhw gael y cyfle i gynilo, eu cefnogi, a'u hannog i gyflawni'r cyrhaeddiad addysgol angenrheidiol i gyrraedd eu gyrfa dewisiedig, a chael y cynnig i ddatblygu ac ymarfer y sgiliau annibyniaeth priodol.
- Caiff Foster Care Values ei reoli yn foesol ac yn effeithiol.
- Dylai unrhyw ymholaethau a gwiriadau sydd eu hangen gael eu cyflawni â'r holl aelodau staff, gofalwyr maeth ac unrhyw oedolion eraill sydd mewn perthynas â phlant maeth Foster Care Values.



Yn ychwanegol i hyn, bydd Foster Care Values yn:

- Cydymffurfio â phob deddf briodol ac ymdrechu i hyrwyddo'r gwasanaeth gorau yn yr ardal.
- Sicrhau bod hawliau'r plant sydd wedi eu maethu gan Foster Care Values yn unol â Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn a Mesur Hawliau Plant a Phobl Ifanc (Cymru) 2011.
- Sicrhau bod prosesau amddiffyn plant yn cael eu dilyn yn gadarn trwy'r amser er mwyn gwneud yn siwr bod y plant a leolir gan yr asiantaeth wedi eu diogelu.
- Gweithio mewn partneriaeth â'r awdurdodau lleol er mwyn adnabod anghenion unigol y plant sy'n cael eu lleoli er mwyn rhoi'r gofal angenrheidiol iddynt.
- Sicrhau bod y Gofalwyr Maeth wedi cael eu hyfforddi gyda'r technegau rheoli ymddygiad priodol, a'u bod byth yn cosbi mewn modd amrhiadol megis cosbi yn gorfforol.
- Sicrhau bod cydraddoldeb ac amrywiaethau yn cael eu hybu drwy'r amser, yn enwedig wrth reciwtio, asesu a pharu ac wrth gefnogi lleoliadau.



8. Darparu Gwasanaeth

Mae Foster Care Values mewn partneriaeth â'r awdurdodau lleol, ac yn darparu lleoliadau amrywiol, diogel a phriodol ar gyfer plant a phobl ifanc o bob oed. Cynigir y lleoliadau trwy gyfateb Gofalwyr Maeth sy'n gallu cyrraedd anghenion unigol y bobl ifanc. Caiff bob cyfeiriad (referral) ei brosesu gan ein Rheolwr Cyffredinol profiadol mewn ymgynghoriad â'r gweithwyr cymdeithasol.

Trafodir pob lleoliad rhwng yr awdurdod lleoli a'r rheolwr cyffredinol er mwyn sicrhau bod yr adnoddau lleoli priodol mewn pethynas â'r person ifanc yn cael eu cynnig i'r awdudod lleoli. Mae hyn yn sicrhau bod y person ifanc yn cael eu lleoli hefo Gofalwr Maeth Foster Care Values mwyaf addas. Hynny yw, y Gofalwr Maeth sydd â'r sgiliau priodol a'r wybodaeth sydd ei angen, gall hyn gynnwys unrhyw hyfforddiant mewn maes penodol megis rheoli ymddygiadau heriol, gofalu am blant oed glasoed neu plant gydag anableddau.

8.1 – Rheolau Lleoliadau

Caiff holl lleoliadau plant a phobl ifanc Foster Care Values eu monitro yn unol â Rheoliadau Gwasanaethau Maethu (Cymru) 2019.

Yn ymarferol, mae hyn yn golygu:



- Bod yr holl Ofalwyr Maeth wedi eu cymeradwyo, eu hadolygu ac wedi arwyddo Cytundeb Gofal Maeth.
- Os yn bosibl, caiff cyfarfod cynllunio cyn-leoliad ei gynnal, gan gynnwys cyflwyniad rhwng y Gofalwr Maeth a'r plentyn/person ifanc.
- Bod Asesiad Risg yn gysylltiedig â'r plentyn/person ifanc yn cael ei wneud ar gyfer bob lleoliad, unai o flaen llaw neu ar gychwyn y lleoliad. Ymgymerir yr asesiad gan Weithiwr Cymdeithasol Goruchwyliol Foster Care Values ar y cyd hefo Gweithiwr Cymdeithasol awdudod lleol y plentyn a Gweithiwr Cymdeithasol unrhyw blentyn sydd eisioes yn y lleoliad.
- Unai o flaen llaw, neu wrth leoli, rhannir unrhyw wybodaeth broffesiynol hanfodol, gan gynnwys y Cynlluniau Gofal (Care Plans), caniatâd meddygol ac unrhyw eglurhad dros y ddirprwyaeth i'r Gofalwr Maeth.

Mewn achosion lleoliadau argyfwng, ymgymerir ag unrhyw gynlluniau uniongyrchol, gyda'r blaenoriaeth yn cael ei roi i osod sefydlogrwydd o fewn y lleoliad.

8.2 – Paru

Caiff yr holl leoliadau eu paru yn ofalus er mwyn sicrhau bod y plant a'r bobl ifanc yn cael eu paru hefo'r Gofalwyr Maeth gorau mewn perthynas â'u gwybodaeth, sgiliau a'u profiad.

Unwaith i ni dderbyn atgyfeiriad (referral), bydd Foster Care Values, ein cydweithwyr awdurdodau lleol, a'r Gweithwyr Cymdeithasol yn cydweithio'n agos er mwyn sicrhau y paru gorau ar gyfer anghenion y plentyn.



Mae gwneud y dewisiadau ar sut i baru plentyn yn benderfyniad rydym yn ei gymeryd o ddifri yn Foster Care Values, gyda'r holl benderfyniadau yn cael eu goruchwyllo gan yr Rheolwr Gweithredol er mwyn sicrhau bod anghenion unigol y plentyn yn cael eu cyrraedd trwy'r paru gorau posibl.

Ni fydd plant a phobl ifanc Foster Care Values yn rhannu llofft hefo plentyn maeth arall neu blentyn y Gofalwr Maeth, oni bai eu bod yn frod yr neu'n chwiorydd iddynt a'i fod yn briodol iddynt rannu llofft.

8.3 – Lleoliadau Maethu

Cynigir Foster Care Values y lleoliadau canlynol hefo Goflawyr Maeth ar gyfer plant a phobl ifanc o bob oed.

- **Lleoliad Brys** - Caiff lleoliadau eu cynnig gan Foster Care Values ar fyr rybudd ar gyfer sefyllfaoedd brys anrhagweladwy, lle nad oes cynllun blaenorol yn ei le ar gyfer y plentyn/person ifanc. Mae gan Foster Care Values wasanaeth 24 awr ar gyfer lleoliadau brys.
- **Seifiant (Respite)** – Cynnig gofal maeth fel seifiant i rieni/ofalwyr sydd angen cymorth ychwanegol.
- **Tymor Byr** – Gall lleoliadau byr dymor fod yn benagored, lle nad yw cynllun hir dymor y plentyn/person ifanc wedi ei benderfynu. Fel arfer, darperir y gofal am ddiwrnodau/misoedd tra bod cynlluniau yn cael eu gwneud ar gyfer dyfodol hir dymor y plentyn.
- **Pontio (Bridging)** – Lleoliad tymor byr hyblyg yw hwn, sy'n ffocysu ar drosglwyddo plentyn o un lleoliad i un arall yn y modd mwyaf sensitif.
- **Tymor Hir** – Lleoliad a gynllunir o flaen llaw er mwyn darparu gofal hir dymor i blentyn/person ifanc hyd at annibyniaeth oed oedolyn.
- **Sefydlogrwydd (Permanency)** – Lleoliad lle mae cynllun gofal wedi cael ei gymeradwyo fel lleoliad parhaol gan yr Awdurdod Lleol ac mae Gofalwr FCV wedi cael eu cyfateb.



- **Grŵp Brodyr a Chwiorydd** – Lleoliad brodyr a chwiorydd unai gyda'i gilydd neu ar wahan. Mi fydd FCV yn hwyluso unrhyw gyswllt rhwng y brodyr/chwiorydd os yw'n angenrheidiol ac yn bwrpasol.
- **Rhiant a Plentyn** – Lleoliadau sydd ar gael ar gyfer rhiant a'u plentyn, lle gall Gofalwyr Maeth gynnig cymorth i'r rhiant wrth ddatblygu eu sgiliau magu plant. Oherwydd natur y rôl, a'r bartneriaeth sydd ei angen gyda gweithwyr proffesiynol eraill, cynigir hyfforddiant ychwanegol ar gyfer Gofalwyr Maeth sy'n dymuno cynnig lleoliadau ar gyfer rhiant a plentyn.
- **Glasoed (Teenager)** – Lleoliad gyda Gofalwyr Maeth profiadol wrth weithio hefo anghenion a sialensau plant yn eu harddegau.
- **Plant ag anableddau** – Gofalwyr Maeth ymroddedig a phrofiadol sy'n cynnig gofal penodol ac unigol ar gyfer plant/pobl ifanc sydd ag anableddau.
- **Pobl ifanc ag anableddau sydd yn troi yn 18** – Gall Gofalwyr Maeth ymroddedig a phrofiadol sydd â chefnogaeth arbennigol gan Foster Care Values, gynnig lleoliad maeth (sydd yn unol â chynllun gofal plentyn sydd eisioes yn eu lleoliad) i blentyn sydd yn 18 oed, sydd yn bwriadu symud cyn eu penblwydd yn 19.



- **Unigol (Solo)** – Lleoliadau ar gyfer plant a phobl ifanc sydd ag anghenion mwy cymleth ac sydd angen mwy o gefnogaeth a goruchwyliaeth, ac felly'n atal unrhyw blentyn/person ifanc rhag cael eu lleoli yno. Os oes angen, gall cymorth ychwanegol cael ei drefnu gan yr awdurdod lleoli.
- **Yn canolbwytio ar dasg (Task Centered)** – Gall Gweithwyr Cymdeithasol FCV weithio ar dasgau penodol ('task centered work') hefo'r plant a'r bobl ifanc a'u teuluoedd lle caiff pwrrpas y lleoliad, a bwriad hyd y lleoliad eu cyfleo yn glir yn ystod y broses gynllunio hefo'r awrdurdod lleoli.
- **Ceisiwr Lloches (Person Ifanc) Digwmni (Unaccompanied Asylum Seeking Young People)** – Lleoliad ar gyfer plant neu bobl ifanc y tybir eu bod yn ceisio lloches ac nad yw eu preswyliad o fewn y DU wedi ei benderfynu eto. Gall FCV gynnig cymorth ychwanegol i Ofalwyr Maeth ar sut i ddelio hefo unrhyw faterion yn ymwnneud â mewnfudo, crefydd, iaith, angheion diwylliannol ac integreiddio of fewn y gymuned a grwpiau crefyddol lleol.
- **Cyn-fabwysiadu (Pre-adoption)** – Lleoliad i blant sydd o fewn y broses mabwysiadu ac sydd angen gofal pontio cyn i'w dyfodol hir dymor gael ei benderfynu. Gall y Gofalwyr hefyd gynnig cefnogaeth i'r darpar fabwysiadwyr. Mae cymorth ychwanegol ac hyfforddiant ychwanegol ar gael i'r gofalwyr yn y sefyllfaoedd hyn.
- **Trosiannol (Transitional)** – Lleoliadau ar gyfer plentyn/person ifanc sy'n symud o leoliad preswyl at deulu maeth. Mae hyfforddiant a chymorth ychwanegol ar gael ar gyfer y Gofalwyr sydd â diddordeb mewn cynnig y math yma o leoliad.
- **Pecyn Gofal Pwrpasol (Bespoke packages of care)** – Mae FCA yn ymroddiedig iawn wrth gydweithio mewn partneriaeth ag awdurdodau lleol, plant a'u teuluoedd. Os yn briodol, rydym yn barod i drafod wrth greu cynlluniau gofal unigryw, ac yn cynnig gwasanaeth sy'n berthnasol ac yn hyblyg er mwyn ateb gofynion ein partneriaid, a chyrraedd yr ystod o amgylchiadau cymleth all ein gwynebu yn y maes gofal cyhoeddus.
- **Trefniadau - Pan rwy'n barod ('When I am ready arrangements')** – Mae Foster Care Values yn rhoi cymorth i'r Goflawyr sy'n cynnig lleoliadau 'Pan rwy'n barod' (When I'm ready), sydd yn cefnogi pobl ifanc wrth iddynt bontio i fydd oedolyn annibynnol. Caiff y lleoliadau yma eu trafod ar wahan, rhwng y gofalwyr a'r awdudod lleol sydd wedi lleoli'r person ifanc. Er bod FCV yn gefnogol yn y sefyllfaoedd hyn, pwysleisir mai yr awdurdod lleol sy'n rheoli ac yn ariannu hyn.



9. Recriwtio, Asesu, Cymeradwyo ac Adolygu





9.1 – Recriwtio

Os rydym yn bwriadu cyrraedd ein nod fel asiantaeth, mae'n hanfodol ein bod yn y lle cyntaf, yn recriwtio y bobl cywir fel gofalwyr maeth, ynghyd a chynnig y lefel cywir o hyfforddiant, cymorth a goruchwyliaeth unwaith iddynt gael eu cymeradwyo fel gofalwyr. Oherwydd hyd, mae'r broses recrwitio ac asesu yn hollbwysig i Foster Care Values.

Credwn yn gryf bod gan ofalwyr maeth yr hawl i gael eu trin â pharch ac urddas o fewn y broses hyn, a bod Foster Care Values wedi eu hymrwymo i gymeradwy a recriwtio darpar ofalwyr sydd â'r potensial i gyrraedd gofal o'r safon uchaf.

O bryd i'w gilydd, bydd Foster Care Values yn adolygu gwybodaeth yn ymwneud â chyfeiriadau (referrals) plant, gan siapio eu strategaeth recriwtio a nodi unrhyw dueddiadau sy'n codi. Bydd y strategaeth recrwitio yn ystyried oed, ethnigrwydd, treftadaeth ieithyddol, anabledd, lleolaid ac unrhyw ffactorau eraill (e.e plant sy'n ceisio lloches, lleoliadau rhiant a phlentyn) sy'n codi yn ystod y dadansoddiad.

- **Ymholiad Cychwynnol** – Mae pob darpar ofalwyr maeth sy'n gwneud ymholiad yn gorfol cael eu hasesu'n fanwl gyda'r gwiriadu priodol yn cael eu cynnal. Trwy alwad ffôn gyda'r asiantaeth mae'r wybodaeth cychwynnol yn cael ei gasglu ac os yw'r meini prawf cychwynnol yn cael eu cyrraedd y cam nesaf yw trefnu ymweliad.
- **Ymweliad Cychwynnol** – Cynhelir yr ymweliad cychwynnol yng nghartref y darpar ofalwr/gofalwyr maeth, sy'n cael ei drefnu o fewn 3 diwrnod gwaith o'r ymholiad cychwynnol. Os yw'n llwyddiannus, gyda phawb yn hapus i barhau, trafodir y ddogfennaeth briodol ac mae'r ffurflen ymweliad cychwynnol yn cael ei gwblhau. Y broses ymgeisio yw'r cam nesaf.
- **Gwaith Papur Ymgeisio** - Rhaid i'r darpar ofalwr/gofalwyr maeth lenwi'r ffurflen gais, sy'n cynnwys gwybodaeth manwl iawn amdanynt a'u teulu ac hefyd rhoi caniatad i Foster Care Values wneud y gwiriadau priodol er mwyn penderfynu eu haddasrwydd i faethu. Mae hyn yn cynnwys:
- '**Enhanced DBS**' ar bob aelod o'r cartref dros 16 oed. Datgela hyn unrhyw argyhoeddiadau a rhybuddion troseddol, ac unrhyw wybodeth perthnasol ychwanegol (amddiffyn plant) sydd gan yn Heddlu neu Asiantaethau'r Llywodraeth.
- **Ymholiadau** gan gynnwys geirdaon a bod y canlynol wedi cael eu gwirio: CIW, Gwasanaethau Prawf (probation), NSPCC, Gwasaethau Iechyd Ileol, Meddyg Teulu, Gwasanaethau Cymdeithasol, Lluoedd Arfog, Ysgol, Landlord, Cyflogwr, Asiantaeth Maethu presennol neu flaenorol, Ymwelydd Iechyd, gwiriadau ariannol gan cynnwys geirda gan y banc, mewn perthynas â'r cais, ac i'r Asiantaeth wirio y rhain yn rheolaidd wedyn.



- **Gwiriad Meddygol** – Rhaid i'r meddyg teulu wneud asesiad meddygol llawn ar yr ymgeisydd/ymgeiswyr, a bod yr adroddiad ar gael i Gynghorydd Meddygol yr asiantaeth gael gweld os oes unrhyw faterion iechyd all gael effaith ar eu potensial fel gofalwr/gofalwyr maeth.
- **Geirdaon (References)** – Rhaid i'r ymgeisydd gael tri geirda personol, wedi eu hysgrifennu yn ogystal â'r parodrwydd i gael eu cyfweld mewn perthynas â'r geirda. Rhaid i un geirda fod yn berthynas i'r ymgeisydd. Os oes gan yr ymgeisydd/ymgeiswyr bartneriaid blaenorol bydd angen eu manylion nhw hefyd gan ei fod yn debygol y bydd angen eu geirda nhw, yn enwedig os oes plant wedi bod yn rhan o'u perthynas. Bydd angen geirda gan gyn-gyflogwyr hefyd.

Bydd y geirdaon yn cael eu cadw yn gyfrinachol, ond efallai bydd angen datgelu eu cynnwys os yw'r asiantaeth yn penderfynu peidio cymeradwyo darpar ofalwyr ar sail eu cynnwys.

Hyfforddiant – Mae hi'n orfodol i bob ymgeisydd fynychu hyffordiant 'Skills to Foster Training,' sydd yn ymdrin â chyfrifoldebau Gweithwyr Maeth a gweithio i Foster Care Values. Mi fydd hyn y cyfoethogi eu proses cyn cymeradwyo. Rhaid hefyd cwblhau hyfforddiant Cymorth Cyntaf Pediatrig cyn eu lleoliad cyntaf wedi iddynt cael eu cymeradwyo.

9.2 – Asesiad Ffurflen F (Form F)

Os yw'r asesiad yn cael parhau yn dilyn yr ymweliad cychwynnol, bydd y tîm rheoli yn penodi Aseswr ar gyfer y darpar Ofalwr Maeth o fewn tri diwrnod gwaith. Mi fydd yr aseswr yn Weithiwr Cymdeithasol profiadol sydd â'r sgiliau i gyflawni asesiad llawn. Fel arfer, mi fydd yr asesiad yn cael ei gwblhau o fewn 16 wythnos er mwyn ei chyflwyno i'r Panel, ond gall hyn gymryd mwy neu lai o amser yn ddibynnol ar y sefyllfa.

Mi fydd gwiriadau parhaol yn cael eu cyflawni trwy gydol y broses ar gyfer pob asesiad. Yn ystod y broses, mi fydd yr aseswr yn derbyn tri sesiwn oruchwylio, ar y cychwyn, yn ganol y broses ac yna ar y diwedd ac mi fydd rhain yn cael eu cynnal gan reolwr asesu profiadol iawn.



Mi fydd yr Aseswr Ffurflen F yn ymweld â chartref yr ymgeisydd/ymgeiswyr oddeutu 8-10 gwaith, er mwyn cyfarfod a chasglu gwybodaeth am bob aelod o'r cartref ac hefyd i gasglu gwybodaeth am eu sgiliau mewn perthynas â maethu. Bydd y wybodaeth yma yn sail ar gyfer yr adroddiad asesu. Mae Foster Care Values yn defnyddio Ffurflen F y 'British Association for Adoption and Fostering' (BAAF)(2019).

Gyda'r eithriad o eiradaon preifat, rhennir y Ffurflen F gorffenedig gyda'r darpar Ofalwyr Maeth cyn iddi gael ei chyflwyno i Banel Maethu Foster Care Values. Caiff ei harwyddo gan y Rheolwr Asesu, a fydd yn cadarnhau bod ffeithiau a barn yn cael eu gwahaniaethu yn bwrrpasol ac yn cydymffurfio â'r ddefddwriaeth a'r hyn a amlinellir yn y polisiau perthnasol.

Cyn cyflwyno'r Ffurflen F i'r Panel, rhaid i'r cynnwys fod yn gywir, wedi ei chyflawni ac wedi ei harwyddo gan yr ymgeisydd, yr Aseswr a Rheolwr Asesu. Rhaid i bawb fod yn hapus hefo cynnwys yr adroddiad cyn ei arwyddo.

Y Rheolwr Cyffredinol fydd yn gofalu am y gwaith papur a gwneud yn siwr ei fod yn cael ei gyflwyno i'r Panel yn gyfan a chywir mewn modd cydymffurfiol, gyda phob ymdrech yn cael ei roi i osgoi unrhyw oedi.

Mi fydd holl wybodaeth dapar Ofalwyr Maeth yn cael eu cadw yn unol a Rheoliadau Panel Maethu (Cymru 2018) yn ogystal â Rheoliadau Diogelu Data Cyffredinol 2018. Ar gais, mi fydd modd gweld peth o'r wybodaeth hyn, ond ni fydd modd gweld y geirdaon personol a'r rhai gan asiantaethau allanol heb ganiatad.

9.3 – Panel Maethu a Chymeradwyo

Cyflwynir yr adroddiad asesu i Banel Maethu Foster Care Values, sydd yn cynnwys unigolion sydd ag amrywiaeth eang o arbenigedd a phrofiad, gan gynnwys arbenigedd addysgol, meddygol, a phrofiad o fod mewn gofal. Mae Foster Care Values yn gweithredu polisiau clir a gweithdrefnau wrth recriwtio, a chynnal a chadw'r personau hynny maent yn eu hystyried yn addas if fod yn aelodau o'r Panel Maethu. Mae disgwyl i bob dapar Gofalwr Maeth fynychu'r panel gyda'r Gweithiwr Cymdeithasol a gyflawnodd yr asesiad.



Mi fydd y Panel yn gwneud argymhellion ynglyn ag addasrwydd yr ymgeisydd/ymgeiswyr i gael eu cymeradwy fel Gofalwr/Gofalwyr Maeth i Foster Care Values gan nodi eu rhesymau dros yr argymhellion hyn. Yr ‘Agency Decision Maker’ fydd yn gwneud y penderyniad terfynol. Cyflogir Uwch Reolwr profiadol gan yr asiantaeth er mwyn sicrhau bod y lefel cywir o graffu yn digwydd yn ystod y Panel. Rhaid i'r 'Agency Decision Maker' gymryd i ystyraieth argymhellion y Panel ac unrhyw argymhellion gan yr IRM cyn penderfynu cymeradwyo'r Gofalwr Maeth neu beidio, neu barhau i gymeradwyo Gofalwr Maeth ac ar ba delerau. Rhaid iddynt wneud y penderfyniad o fewn saith diwrnod gwaith o dderbyn argymhellion y Panel trwy funudau y cyfarfod. Bydd angen i'r ADM gofnodi eu rhesymau dros eu hargymhellion nhw hefyd. Unwaith i benderfyniad terfynol cael ei wneud, hysbysir y darpar Gofalwr Maeth ar lafar o fewn 2 ddiwrnod gwaith gyda cadarnhad ysgrifenedig yn cael ei anfon o fewn 5 diwrnod gwaith. Os nad yw'r Gofalwyr Maeth yn hapus hefo'r penderfyniad terfynol mae ganddynt yr hawl i apelio. Gall hyn ddigwydd yn uniongyrchol trwy'r Asiantaeth neu'r 'Independent Review Mechanism.'

Cytundeb Gofal Maeth

Cyflawnir y Cytundeb Gofal Maeth yn dilyn cymeradwyaeth, sy'n disgrifio gwybodaeth gytundebol, gan gynnwys:

- Y gofal priodol o blant a phobl ifanc mewn lleoliad.
- I hysbysu Foster Care Values os oes unrhyw newidiadau arwyddocaol i'w manylion neu' cartref.
- I ddilyn y gweithdrefnau a nodir yn llawlyfr yr Asiantaeth.

Caiff holl Ofalwyr Maeth Foster Care Values fynediad i'r Llawlyfr Gofal Maeth, sy'n rhoi gwybodeth ar:

- Safonau Gofal
- Cymorth a Hyfforddiant
- Amddiffyn Plant
- Proses Adolygiad Blynnyddol Gofalwyr Maeth
- Eiriolaeth Plant
- Cyfrifoldebau Goflawyr Maeth yn ymwneud âg addysg
- Gwybodaeth Iechyd



- Gwybodaeth plant sy'n enedigol iddynt
- Polisiau Foster Care Values
- Cwynion ac Apeliadau

9.4 – Adolygiad Gofalwyr Maeth

Dilyna Foster Care Values broses fanwl wrth gynnal adolygiadau ar Ofalwyr Maeth yn unol â Rheoliadau Paneli Maethu (Sefydliad a Swyddogaeth) (Cymru) 2018, sy'n ffocysu ar y canlyniadau posatif mae rhaid i Ofalwyr Maeth ddangos wrth ofalu am bobl ifanc ac sydd hefyd yn dadansoddi eu datblygiad nhw dros y cyfnod adolygu.

Mae'r Adolygiad yn gyfle ardderchog i sicrau bod ansawdd y gofal yn cyrraedd safonau disgwyliedig Foster Care Values. Er mwyn cael adolygiad effeithiol, mae angen iddo fod yn seiliedig ar dystiolaeth ddibynadwy yn gysylltiedig â'r gofal a roddir. Proses yw'r Adolygiad a nid digwyddiad, sy'n ystyried os ydynt dal yn gymwys i fod yn Ofalwyr Maeth, cymeradwyaeth o'r newydd, ac unrhyw newidiadau arwyddocaol o fewn y cartref a'r rhwydwaith o gymorth sydd ganddynt. Mae'r Adolygiad yn hanfodol er mwyn sicrhau ansawdd uchel.

Yn ystod yr Adolygiad rhoddir y cyfle i'r Gofalwr Maeth roi adborth ar ansawdd yr sesiynau goruchwyliau a'r cymorth a dderbynir gan fyfyrion ar eu datblygiad fel Gofalwyr Maeth. Dros gyfnod o amser, mae'r wybodaeth yma hefyd yn cael ei ddefnyddio wrth lywio strategaethau hyfforddi ein gwsanaeth.

Mae'r Adolygiadau yn cael eu gwneud gan Foster Care Values yn unol â Rheoliadau Paneli Maethu (Sefydliad a Swyddogaeth) (Cymru) 2018 (Rheol 9). Rhaid i'r adolygiad cyntaf gael ei gyflwyno i'r Panel o fewn blwyddyn wedi iddynt gael eu cymeradwyo a'r adolygiadau dilynol yn digwydd o fewn blwyddyn o'r un flaenorol ac yna bob deuddeg mis wedyn. Cyflwynir yr ail adolygiad i'r Panel, hyd yn oed os nad oes unrhyw newidiadau wedi digwydd. Mae'n rhaid i Foster Care Values fod yn fodlon bod y gofynion safonol yn dal i gael eu cyrraedd gan y Gofalwyr Maeth, ac yn dilyn hyn, gall adolygiadau cael eu cynnal o fewn 12 mis am y rhesymau canlynol:

- Yn dilyn cwyn difrifol, honiad o gamdriniaeth, neu unrhyw fater difrifol arall
- Cais gan yr asiantaeth
- Yn dilyn newid sylweddol mewn amgylchiadau, megis plentyn y Gofalwr (sydd bellach yn oedolyn) yn dychwelyd adref, problemau mewn perthynas neu perthynas yn gwahanu, mater iechyd sylweddol, beichiogrwydd ayyb
- Cais gan y Panel Maethu
- Cais gan Ofalwr Maeth



- Os yw'r Gofalwr Maeth yn maethu mewn modd gwahanol (e.e lleoliadau rhiant a phlentyn, newid sylweddol yn oed y plant maent yn maethu) ac felly angen newid eu telerau cymeradwyo.

Bydd angen ymgynghoriad ac adborth gan y canlynol cyn yr Adolygiad:

- Y Gofalwr Maeth
- Unrhyw blentyn sydd ar hyn o bryd wedi eu lleoli hefo'r Gofalwr Maeth neu wedi bod yn byw hefo nhw o fewn y 12 mis diwetha – yn ddibynnol ar eu hoed a'u dealltwriaeth.
- Yr awdurdod lleol a lleolwyd y plentyn o fewn y flwyddyn flaenorol hefo'r Gofalwr Maeth
- Plant genedigol
- Pob aelod o'r cartref maethu
- Rhieni genedigol y plant maeth
- Unrhyw ymholidau pellach mae Foster Care Values yn gweld sy'n angenrheidiol

Caiff adroddiad yr adolygiad ei baratoi gan y Gweithiwr Cymdeithasol Goruchwyliol, ac mae angen iddynt ddadansoddi'r dystiolaeth a gasglwyd yn ystod eu sesiynau goruchwylio o fewn y cyfnod adolygu. Cynhelir cyfarfod Agolygiad Gofalwr Maeth er mwyn trafod ac ystyried y dystiolaeth a gasglwyd. Cynhelir y cyfarfod hwn gan y Gweithwr Cymdeithasol Goruchwyliol, Swyddog Adolygu a'r Goflawyr Maeth. Yn dilyn hyn, caiff adroddiad ei gwblhau gan y Swyddog Adolygu a'i hystyried gan yr ADM, ac lle'n briodol, y Panel Maethu.

Wrth ystyried y Adolygiad Blynnyddol, os yw'r 'Agency Decision Maker' yn penerfynu bod yr adolygiad yn parhau byddant yn hybysu'r Gofalwr/wyr Maeth yn ysgrifenedig gyda'u penderfyniad a thelerau y cymeradwyaeth (Rheol 9 (6)). Yn ôl y rheoliadau, mae'n rhaid i bob adolygiad cyntaf cael eu hystyried gan y Panel Maethu.



10. Hyfforddiant





Er mwyn sicrhau bod y plant a'r bobl ifanc yn derbyn Gofal o'r ansawdd uchaf, hyfforddir ein Gofalwyr Maeth fel eu bod yn gallu ateb gofynion eu rôl. Mae darparu hyfforddiant o'r ansawdd uchaf yn bwysig iawn i Foster Care Values, a'i fod yn berthnasol ac o fewn cyrraedd i'n holl Gofalwyr Maeth fel rhan o'n cymorth parhaus sy'n cael ei gynnig.

Mae cynllun hyfforddiant cynhwysfawr a gorfodol ar gael i bob Gofalwr Maeth.

Darparir yr hyfforddiant yma er mwyn:

- Sicrhau bod ein Gofalwyr Maeth â'r gallu i barhau yn eu rôl
- Adeiladu ar eu gwybodaeth gan ddatblygu a chyfoethogi eu sgiliau
- Sicrhau bod ein Gofalwyr Maeth yn hyderus yn y maes diogelu plant, hyrwyddo lles y plant a'r bobl ifanc a'u hamddiffyn rhan niwed.
- Annog ein Gofalwyr Maeth i fyfyrto a dysgu am effaith gwahaniaethu (discrimination) ym mhob ran o'r gymuned
- Annog ein Gofalwyr Maeth i fod yn gyfrifol dros eu datblygiad proffesiynol eu hunain drwy ddarllen ac ymchwilio ymhellach.

Nod ein rhaglen hyfforddiant yw darparu'r sgiliau a'r wybodaeth mae ein Gofalwyr Maeth angen er mwyn datblygu'r plant a'r bobl ifanc i dyfu a chyrraedd eu llawn potensial. Mae'n rhoi'r sgiliau, gwybodaeth a'r agwedd sydd ei hangen ar ein Gofalwyr Maeth wrth ddelio hefo plant heriol.

Mae Hyfforddiant Sgiliau Maethu (Skills to Fostering Training) yn hanfodol i'n dapar ofalwyr i gyd ac yn eu dysgu am y cyfrifoldebau o fod yn Ofalwr Maeth a gweithio i Foster Care Values.

Mae hwn yn gwrs tri diwrnod ac yn cynnwys:

- Beth yw rôl Gofalwyr Maeth
- Pam bod plant yn dod mewn i ofal?
- Hyrwyddo teimlad o hunaniaeth
- Gweithio mewn perthynas â'r rhieni geni a gweithwyr proffesiynol
- Fframwaith deddfwriaeth
- Datblygiad plentyn
- Colled ac ymlyniad (attachment)



- Hunan ofal
- Dealltwriaeth o ymddygiadau
- Ymwybyddiaeth o gam-drin a materion amddiffyn plant
- Amrywiaethau (diversity)
- Symud ymlaen

Bydd disgwyl i ymgeisiwyr gyflawni cwrs cymorth cyntaf pediatrig cyn eu lleoliad cyntaf a'i adfywio pob 3 mlynedd.

Cyfnod sefydlu (induction) wedi iddynt gael eu cymeradwyo

Wedi iddynt gael eu cymeradwyo, bydd pob Gofalwr Maeth yn mynd trwy broses sefydlu (induction) am 3 mis. Mi fydd hyn yn sicrhau bod ein Gofalwyr yn ymwybodol iawn o'r polisiau a gweithdrefnau, gan gynnwys Amddiffyn Plant, Hunan Ofal ac Iechyd a Diogelwch. Mi fydd yn cynnwys ymweliad (orientation visit) gan Uwch Reolwr ynghyd â thrï cyfarfod sefydlu (induction visit) gan Weithiwr Cymdeithasol Goruchwylol.

Mae'r meysydd canlynol yn cael eu cynnwys yn ystod y cyfnod sefydlu (induction):

- Gweithio hefo Foster Care Values
- Cymorth a Goruchwyliaeth
- Hyfforddiant a datblygiad
- Cyfeiriadau (referral) a pharu
- Cyllid



Datblygiad Proffesiynol ac Hyfforddiant Parhaus

Mae cynllun hyfforddiant cynhwysfawr ar gael gan Foster Care Values i bob un o'n Gofalwr Maeth. Disgwylir i bob cartref maeth fynychu o leiaf chwech sesiwn hyfforddiant yn flynyddol, gan gynnwys hyfforddiant diogelu. Mae cyrsiau sy'n canolbwytio ar feisydd penodol ar gael unai wyneb yn wyneb neu ar-lein e.e yn ymwneud â 'Foetal Alcohol Syndrome.'

Mae Foster Care Values yn cynnig rhaglen hyfforddiant hanfodol, sy'n cynnwys:

- Cymorth Cyntaf Pediatrig
- Diogelu
- Hyrwyddo Ymddygiad Bositif/ neu unrhyw ddulliau eraill o sut i ymdrin ag ymddygiad

Mae Foster Care Values yn cynnig hyfforddiant eang iawn (adolygir y rhestr yma yn rheolaidd):

- Diogelu
- Camfanteiso Rhywiol Plant a Radicaleiddio
- Gofalu am blant sydd wedi cael eu cam-drin
- Bondio ac Ymlyniad (attachment)
- Gweithio hefo'r Rhieni Geni a Hybu Cyswllt
- Hunaniaeth a Hunan Barch
- Gwerthfawrogi Amrywiaethau (Diversity)
- Addysg a Gofal Iechyd Plant Mewn Gofal
- Ymddygiadau Rhywioledig
- Awtistiaeth
- Trawma ar yr ymennydd
- Cwsg



- Cyffuriau ac Alcohol
- Meddwlgarwch
- Ymddygiadau Hunan-niweidiol
- Diogelwch ar y Rhyngrwyd
- Iechyd a Diogelwch
- Paratoi pobl ifanc i symud ymlaen ac i fyw yn annibynnol fel oedolyn
- Deddfwriaeth (e.e Deddf Gwasanaethau Cymdeithasol a Lles Cymru, Amddiffyn Plant, Deddf Amddiffyn Plant, Rheoliadau Safonau Gofal a Gwasanaethau Maethu)



11. Cefnogi Gofalwyr Maeth i Ofalu am Blant

Mae gan Foster Care Values barch mawr tuag at, ac yn gwerthfawrogi'r holl waith mae'r Gofalwyr Maeth yn ei wneud wrth gyfrannu at fywydau plant mewn gofal. Er mwyn gwneud yn siwr bod y lleoliad yn un llwyddiannus a phositif, mae'n hanfodol bwysig ein bod yn cynnig y lefel briodol o gymorth i'r teuluoedd maeth. Nod Foster Care Values yn cynnig cymorth hyblyg a chreadigol i'n Goflawyr Maeth a'r plant a'r bobl ifanc yn eu gofal. Rhaid adnabod a threfnu y lefel briodol o gymorth angenrheidiol ar Oflawyr Maeth a'r plentyn/person ifanc yn ystod y broses o "baru" a chynllunio cyn-leoliad. Caiff y lefel o gymorth ei fonitro a'i deilwra yn ystod y cyfnod ar leoliad.

Penodir Gweithiwr Cymdeithasol Goruchwyliol profiadol i bob Gofalwr Maeth sy'n gweithio hefo Foster Care Values, fydd yn sicrhau bod anghenion y bobl ifanc yn hollbwysig.

Mae Foster Care Values yn cynnig y cymorth canolynol i'n Gofalwyr Maeth:

- Ymweliadau goruchwylio misol i bob Gofalwr Maeth, a bob pythefnos ar gyfer ein gofalwyr newydd.
- Sesiynau cefnogi ar gyfer y plant a'r bobl ifanc hefo'n staff cymorth (support staff)
- Cyswllt rheolaidd hefo Gofalwyr Maeth a'r plant mewn lleoliad trwy waith cymorth, ymweliadau, e-byst a galwadau ffôn.

- Arweiniad a chymorth i'n Gofalwyr Maeth yn ymwneud â gofal y plant a'r bobl ifanc.
- Cyswllt hefo'r gweithwyr proffesiynol all fod yng nghlwm â'r plant/bobl ifanc sydd mewn gofal, a'u cyfraniad tuag at y Cynllun Gofal ffurfiol.
- Ymateb yn gywir i anghenion hyfforddiant unigol y Gofalwyr Maeth
- Gwneud yn siwr bod pob mater sy'n ymwneud â'r Gofalwr Maeth a'r plentyn/person ifanc wedi cael eu cofnodi'n gywir, gan gynnwys y canlyniadau.

Cymorth a Goruchwyliaeth – Cynhelir cyfarfodydd misol rhwng y Gweithiwr Cymdeithasol Goruchwyliol a'r Gofalwr Maeth. Ffocysir y cyfarfodydd ar y datblygiadau positif o fewn y lleoliad yn ogystal ag unrhyw bryderon.

Fforwm Gofalwyr Maeth/"Walk & Talk" – Cynhelir sesiynau mewn grwpiau (ffurfiol ac anffurfiol) yn rheolaidd, sy'n rhoi'r cyfle i Ofalwyr Maeth Foster Care Values gyfarfod, cymdeithasu, rhannu arfer da, datblygu cefnogaeth gan gyfoedion a derbyn gwybodaeth am hyfforddiant gan yr Asiantaeth.

Gwybodaeth Brys – Mae Foster Care Values yn cynnig cymorth a gwasanaeth ('on-call') 24 awr y dydd, 365 diwrnod y flwyddyn i Ofalwyr Maeth. Mi fydd staff profiadol ac Uwch Reolwr ar gael os oes angen.

Adolygiadau Gofalwr Maeth – Er mwyn sicrhau bod pob Gofalwr Maeth yn cyrraedd y safon sy'n ofynnol gan Foster Care Values, mi fydd adolygiad yn cael ei wneud yn flynyddol. Proses yw hyn, sydd yn ystyried os yw cymeradwyaeth o'r newydd yn cael ei roi ac unrhyw newidiadau arwyddoaol sydd wedi digwydd i'w cartref a'u rhwydwaith cymorth. Bydd hefyd yn gyfle i'r Gofalwr Maeth rhoi adborth ar ansawdd eu sesiynau goruchwylio a'r cymorth maent wedi ei dderbyn gan Foster Care Values ac i fyfyrיו ar eu datblygiad a'u hanghenion fel Gofalwr Maeth. Mae'r adolygiad yn rhan allweddol er mwyn i Foster Care Values sicrhau parhad yn ansawdd eu gwasanaeth.

Mi fydd y Swyddog Adolygu Annibynnol yn sicrhau bod y gofynion statudol yn cael eu cyflawni a'r Gofalwyr Maeth yn cael y cyfle i werthuso eu hunain a'u datblygiad, gan osod targedau newydd ar gyfer y flwyddyn ddilynol.

Polisiau a Gweithdrefnau – Caiff hoff Ofalwyr Foster Care Values fynediad at y Llawlyfr Gofalwyr Maeth, sy'n rhoi mynediad at y polisiau a gweithdrefnau ynghyd â gwybodaeth ac arweiniad ar bob agwedd yn ymwneud â maethu. Mae'r wybodaeth yn cael ei ddiweddar yn rheolaidd i sicrhau ei fod yn cydymffurfio hefo'r safonau a'r rheoliadau.

Gwefan Foster Care Values – Mae gan y Gofalwyr Maeth fynediad at wefan Foster Care Values sydd yn cynnwys y prif ddogfennau a gwybodaeth am yr asiantaeth.

Cadw Cofnodion – Disgwylier i'r Gofalwyr Maeth gadw cofnodion ar ddigwyddiadau a gwybodaeth mewn perthynas â'r plentyn/person ifanc yn eu gofal. Er mwyn sicrhau bod y Gofalwyr Maeth yn cwblhau eu cofnodion, mae Foster Care Values yn darparu porth ar-lein ac ap ffôn symudol. Rhaid anfon y cofnodion, trwy'r porth ar-lein , at staff FCV er mwyn iddynt eu cymeradwyo yna cânt eu casglu yn fisol er mwyn eu hanfon ymlaen at yr Awdurod Lleol. Yn ddibynnol ar amgylchiadau unigol y lleoliad, bydd angen cofodion yn fwy rheolaidd, caiff hyn ei drafod gan Ofalwyr, Awdurdod Lleol, Gweithwyr Cymdeithasol a staff FCV.

Gwasanaeth Gweithwyr Cymorth – Mae'r asiantaeth yn monitro yr oriau sydd ar gael gan y Gweithwyr Cymorth er mwyn gwneud yn siwr eu bod yn ddigonol er mwyn cyrraedd anghenion y plant yn ein gofal a'u Gofalwyr. Rydym wedi cynyddu'r nifer o Weithwyr Cymorth hunan-gyflogedig sydd ar gael o ddau i bump ac wedi cyflogi Uwch Weithiwr Cymorth llawn amser.

Cefnogi Plant sy'n Maethu – Mae Foster Care Values yn cydnabod y cyfraniad helaeth mae plant y Gofalwyr Maeth yn ei wneud mewn lleoliadau llwyddiannus. Rhoddir cyfleoedd rheolaidd iddynt fynychu diwrnodau gweithgareddau er mwyn iddynt ddod at eu gilydd i drafod yr effaith, boed yn bositif neu negyddol, mae rhannu eu cartref a'u teulu hefo plentyn maeth yn ei gael arnynt, unai hefo staff yr Asiantaeth neu hefo'u cyfoedion.

Aelodaeth Rhwydwaith Maethu – Mae'r Asiantaeth yn talu cost aelodaeth blynnyddol y Rhwydwaith Maethu (Fostering Nework) ar gyfer eu Gofalwyr Maeth. Mae'r rhwydwaith yn cynnig arweiniad a mynediad at gyngor cyfreithlon, yswiriant a 'mediation.' Mi fydd Gweithiwr Cymdeithasol Annibynnol hefyd ar gael i gynnig cyngor annibynnol i Ofalwyr Maeth yn ymwneud ag unrhyw honiadau.

BAAF/Coram – Mae gan Ofalwyr Maeth fynediad i BAAF sydd yn cynnwys gwybodaeth ac arweinaid ar bob agwedd yn ymweud â maethu ac mae gan yr asiantaeth aelodaeth gorffolaethol (corporate membership status).

Cyllid – Mae pob Gofalwr Maeth yn derbyn lwfans misol (ôl-ddyledion). Mae gan Ofalwyr Maeth yr hawl i gael pythefnos o seibiant taledig ac maent yn derbyn lwfans milltiroedd os oes unrhyw filltiroedd eithafol yn gorfol cael ei gymryd. Mae'n bosibl trafod unrhyw gymorth ariannol ychwanegol hefo'r awdurdod.

Treth ac Yswiriant Gwladol (NI) – Mae Gofalwyr Foster Care Values yn hunan-gyflogedig ac felly angen talu treth a NI eu hunain.

Ymweliad Dirybudd – Mae pob Gofalwr Maeth yn derbyn o leiaf un ymweliad dirybudd y flwyddyn.

Cymorth Therapiwtig – Teimlai Foster Care Values bod y cymorth all Therapydd medrus ei gynnig fod yn amhrisiadwy wrth gefnogi pobl ifanc, y lleoliad a'u gofalwyr. Os yw'r angen yna, byddwn yn defnyddio Therapydd profiadol a chymhwysiedig.

Gall Gymorth Ychwanegol gynnwys:

- Ymweliadau neu alwadau ffôn mwy rheolaidd gan Weithiwr Cymdeithasol Goruchwyliol Foster Care Values
- Cyfnod seibiant ychwanegol pan mae galw amdano
- Hyfforddiant wedi ei deilwro yn benodol, tu hwnt i'r rhaglen safonol, sy'n cefnogi dysgu ymhellach er mwyn caffael ar y sgiliau penodol ychwanegol sydd angen eu datblygu

Cael Hwyl – Mae Foster Care Values yn sylweddoli pa mor ddifrifol all ofalu am blant bobl eraill fod, a'r heriau a'r sialensau all godi. Rydym yn credu bod dod at ein gilydd yn anffurfiol mor bwysig, er mwyn rhannu profiadau, cymdeithasu ac er mwyn sicrhau bod y Gweithwyr Maeth yn ymdopi hefo'r straen all godi hefo'r rôl.

Mae Foster Care Values yn ymdrechu i gefnogi ein Gofalwyr mewn nifer o ddulliau er mwyn eu helpu i deimlo'n bositif, i sylweddoli pa mor werthfawr ydynt a'u bod yn gallu mynegi eu hunain yn llawn a theimlo mwynhad a bodlonrwydd yn y gwaith maent yn ei wneud .

Drwy ymgynghori â'r bobl ifanc a gyda chefnogaeth y Gofalwyr, mae'r asianaeth yn trefnu nifer o weithgareddau yn ystod y flwyddyn. Bydd hyn yn rhoi'r cyfle i'r bobl ifanc, gofalwyr a'r staff i ddod at eu gilydd i gymdeithasu a chyfrannu at ethos yr asiantaeth a theimlo balchder dros yr hunaniaeth gyfunol sydd gennym.

Teimlai Foster Care Values bod hyn i gyd yn cyfrannu at roi'r gefnogaeth llawn i'n Gofalwyr Maeth ac felly'n rhoi'r siawns orau posibl o leoliadau llwyddiannus. Bydd rhai o blant a phobl ifanc sy'n cael gofal gan Foster Care Values wedi derbyn llawer o brofiadau negyddol a gwrtiodiadau (rejections) yn ystod eu bywydau, ac mae Foster Care Values yn sylweddoli'r gwerth all cymorth ychwanegol ei wneud er mwyn lleihau y risg bod hyn yn digwydd eto.

12. Cefnogi Plant a Pobl Ifanc

Cefnogaeth

Fel rhan o'u rôl, mi fydd y Gweithiwr Cymdeithasol Goruchwylion yn ymweld â'r plant a'r bobl ifanc o few neu lleoliadau yn rheolaidd. Yn ogystal â hyn, mae gan Foster Care Values fynediad ar Weithwyr Gofal sy'n rhoi cymorth i blant a phobl ifanc yn ein gofal ac hefyd i'r 'plant sy'n maethu.'

Mae'r asiantaeth yn monitro yr oriau sydd ar gael gan y Gweithwyr Cymorth er mwyn gwneud yn siwr eu bod yn ddigonol er mwyn cyrraedd anghenion y plant yn ein gofal a'u Gofalwyr. O ganlyniad i hyn, rydym wedi cynyddu'r nifer o Weithwyr Cymorth hunan-gyflonedig sydd ar gael o ddau i bump ac ers Awst 2019, rydym wedi cyflogi Uwch Weithiwr Cymorth llawn amser.

Gyda'r gefnogaeth gywir, mae Foster Care Values yn credu bod y Gofalwyr Maeth, plant a'r bobl ifanc yn gallu byw yn fwy cyfforddus o fewn eu hamgylcheddau gofal. Credai Foster Care Values bod ymateb i'r gofyn, parhau i fod yn hyblyg, a meddwl yn greadigol yn holl bwysig. Er mwyn llwyddo gyda hyn, mae gennym nifer o wasanaethau ar gael, gan gynnwys:

- Cymorth wrth ddilyn eu hobiau a'u diddordebau, gan gynnwys gweithgareddau yn ystod y gwyliau
- Gweithiwr Cymdeithasol penodedig o'r Awdurdol Lleoli fydd yn cadw cysyllt trwy gydol eu lleoliad, yn cynnal ymweliadau statudol ac yn gwneud penderyniadau sy'n ymwneud â'u cyllun gofal nhw, ar eu rhan/a gyda nhw.
- Gall Gweithwyr Cymdeithasol Foster Care Values ymgymeryd â rolau penodol a ofynnir iddynt, wedi'u ariannu gan yr Awdurdod Lleoli
- Cymorth unigryw i blant sydd hefo anabledd
- Gwaith unigol neu waith grŵp gan gynnwys gweithgareddau strwythur dig tu allan i'r ysgol
- Gweithgareddau cymdeithasu i blant Gofalwyr Maeth
- Mynediad at y llyfr gwaith sy'n ymweud â gadael gofal (sydd wedi ei gwblhau hefo'r Gofalwyr)
- Mynediad at sefydliadau cenedlaethol plant a phobl ifanc mewn gofal
- Cymorth i fynychu gweithgareddau a ddarperir gan yr Awdurdol Lleoli
- Cymorth ymarferol yn ymwneud â thrafnidiaeth a mynediad at wasanaethau a chyfleusterdau allanol
- Cyswllt hefo teuluoedd lle mae'n briodol
- Ymgynghori hefo'r Awdurdod Lleoli pan yn gwneud gwaith - "Life Story Work."

- Canllaw Person Ifanc



Mae Foster Care Values yn rhoi gwasanaeth sy'n gosod y plentyn yn ganolog (child centered service) ac yn hyrwyddo dealltwriaeth eang wrth ystyried anghenion emosiynol plant a phobl ifanc, a'r goblygiadau all hyn gael ar eu Gofalwyr Maeth.

Digwyddiadau Ychwanegol:

Yn rheolaidd, trefnir grwpiau lle mae pobl ifanc yn cael cymryd rhan a chael ynghynghori hefo Foster Care Values, gan gynnwys y plant mewn gofal a phlant y Gofalwyr Maeth. Mae Foster Care Values yn cydnabod y cyfraniad amhrisiadwy mae plant y Gofalwyr Maeth yn ei wneud, wrth gytuno i rannu eu catrefi a'u rheini hefo plant a phobl ifanc eraill sydd angen cefnogaeth. Bydd y gweithgareddau yma hefyd yn chwarae rhan bwysig wrth i ni adolygu ansawdd y gofal.



13. Gwybodaeth Ystadegol





Mae gwybodaeth ystadegol Foster Care Values yn cynnwys:

- Nifer o Ofalwyr Maeth Cofrestredig wedi eu cymeradwyo i leoli oedranau 0-18
- Nifer o staff, Gofalwyr a phobl Ifanc sy'n siarad Cymraeg
- Nifer o bobl ifanc sydd wedi eu lleoli hefo'n Gofalwyr Maeth
- Nifer o'r plant a'r bobl ifanc yma sydd wedi eu lleoli am lai na chwech mis
- Nifer o'r plant a'r bobl ifanc yma sydd wedi eu lleoli rhwng chwech a deuddeg mis
- Nifer o'r plant a'r bobl ifanc yma sydd wedi eu lleoli dros deuddeg mis
- Nifer o'r plant a'r bobl ifanc yma sydd â Chymraeg fel iaith gyntaf
- Nifer o'r plant a'r bobl ifanc yma sydd o darddiad du neu leiafrif ethnig
- Nifer o'r plant a'r bobl ifanc yma a sut maent yn adnabod eu rhyw
- Nifer o'r plant a'r bobl ifanc yma rhwng 0 - 5 mlwydd oed
- Nifer o'r plant a'r bobl ifanc yma rhwng 6 – 10 mlwydd oed
- Nifer o'r plant a'r bobl ifanc yma rhwng 11 – 15 mlwydd oed
- Nifer o'r plant a'r bobl ifanc yma oed 16+

Mae niferoedd y plant a'r bobl ifanc sy'n cael eu cyfeirio ac angen lleoliadau maeth bob amser yn gorwyso y nifer o Ofalwyr Maeth a'r lleolidau addas sydd ar gael. Mae Foster Care Values yn weithgar iawn wrth reciwtio as asesu darpar Ofalwyr Maeth

- Y nifer o ddarpar Ofalwyr Maeth a'u teuluoedd sydd ar wahanol gyfnodau yn y broses asesu.



14. Canlyniadau





Mae Foster Care Values wedi'u hymrwymo i gael y canlyniadau gorau posibl ar gyfer y plant a'r bobl ifanc yn eu gofal, ac am sicrhau bod y canlynol yn parhau:

- Y plant a'r bobl ifanc yn cyrraedd – '4 C's 360 Outcomes'
- Y plant a'r bobl ifanc yn cael eu paru'n briodol hefo'u teuluoedd maeth
- Y plant a'r bobl ifanc yn iach ac yn cael mynediad at wasanaethau iechyd a hamdden
- Dealltwriaeth o'r anghenion iechyd i gyd a'u bod yn cael eu monitro
- Y plant a'r bobl ifanc yn ddiogel
- Gofalwyr Maeth yn cael eu recriwtio, hyfforddi, monitro a'u goruchwylion'n briodol
- Y plant a'r bobl ifanc yn cyrraedd eu llawn potensial
- Y plant sydd yn ein gofal yn mwyhnau eu profiadau ac yn datblygu hunan hyder
- Y plant sydd yn ein gofal yn mynychu addysg ac yn llwyddo hyd orau eu gallu
- Y broses o recriwtio staff wedi ei ffocysu ar y plant a'r bobl ifanc
- Y plant a'r bobl ifanc mewn gofal yn chwarae rhan flaenllaw yn y penderfyniadau a wneir am eu bywydau
- Y plant a'r bobl ifanc yn cael eu paratoi at eu dyfodol



15. Sicrwydd Ansawdd



Mae Foster Care Values yn sicrhau ansawdd (quality assurance) trwy ddilyn fframwaith gwelliant parhaus, mae hyn yn cynnwys adolygu polisiau a gweithdrefnau yn rheolaidd a'r holl ddogfennau sydd eu hangen i weithredu ein gwasanaeth. Adlewyrchir hyn yn ein hadroddiad adolygiad o ansawdd y gofal (quality of care report) bob dwy flynedd ac hefyd yn ein datganiad blynnyddol (annual return).

Caiff perfformiad ac amcanion y sefydliad eu cofnodi, monitro a'u gwerthuso gan ddefnyddio'r data a gasglwyd. Wrth ddadansoddi'r hyn a gasglwyd gwelir beth yw'r arferion gorau, beth sy'n dangos cysondeb, yr ecwiti yn ogystal â materion gweithdrefnol o ddydd i ddydd er mwyn cefnogi'r canlyniadau posatif a gyflawnwyd.

Wrth hybu gwelliannau parhaol o fewn pob agwedd o'r gwasaneth, mi fydd hyn yn codi ymwybyddiaeth y staff, Gofalwyr Maeth a'r plant mewn gofal hefo Foster Care Values o'r ansawdd rydym yn anelu amdano er mwyn cyrraedd canlyniadau positif.

Mae'r ymrwymaid mae Foster Care Values yn ei ddangos wrth weithredu fframwaith rheoli ansawdd yn sicrhau bod Foster Care Values yn ymdrechu'n barhaol i wneud y gorau posibl a chyrraedd yr holl Reoliadau.



16. Cwynion a Chanmoliaeth

Mewn achosion eithafol, gall cwynion godi materion diogelu sydd angen eu hymchwilio ar unwaith. Ar lefel isel, maent yn cynnig adborth gwerthfawr iawn i ni ar sut i wella'r gwasaneth ar gyfer y plant a'r bobl ifanc. Mae pob cwyn yn cael ei thrin o ddifrif. Rhaid riportio a chofnodi pob cwyn yn glir, gan basio'r wybodaeth i'r rheolwr ei hystyried mor fuan a phosibl.

Pwy all wneud cwyn?

Mae Foster Care Values yn derbyn cwynion gan:

- Unrhyw blentyn sy'n cael eu maethu neu wedi cael maethu
- Rhiant plentyn neu berson ifanc sy'n cael eu maethu, neu wedi cael eu maethu
- Unrhyw Ofalwr Maeth Foster Care Values



- Unrhyw awdurdod lleoli, ysgol neu asiantaethau allanol sy'n ymwneud â phlentyn neu berson ifanc mewn gofal
- Unrhyw berson annibynnol a gomisiynwyd gan Foster Care Values

Os yw cwyn yn cael ei dderbyn gan berson nad yw ar y rhestr uchod, mae hi fyny i'r Uwch Reolwr benderfynu os yw'n derbyn y cwyn. Derbyfir unrhyw gwyn dienw os yw'r Uwch Reolwr yn teimlo bod angen.

Mae Foster Care Values yn cydnabod gall for yn anodd tu hwnt i berson ifanc wneud cwyn am wasanaeth maent eisioes yn ei dderbyn. Efallai nad oes ganddynt yr hyder i wneud, neu drwy brofiadau blaenorol niweidiol, efallai eu bod yn poeni am unrhyw ddial all ddigwydd. Ar y llaw arall, efallai eu bod wedi codi pryder neu gŵyn yn y gorffennol ac yn teimlo nad oedd wedi cael ei ddelio hefo mewn modd priodol, ac o ganlyniad yn eu gwenud yn ansicr wrth godi'r mater eto.

Yn genedlaethol, mae nifer y cwynion sy'n cael ei wneud gan bobl ifanc o fewn y system Gofal yn parhau i fod yn eithaf isel.

Mae Foster Care Values yn dilyn yr egwyddorion isod wrth ymateb i gwynion:

- Mae unrhyw fater am ansawdd y gofal a ddarperir yn cael ei hystyried fel cwyn
- Mae pob cwyn yn cael ei gymryd o ddifri ac yn cael ei hymchwilio'n fanwl
- Mi fydd pob plentyn neu berson ifanc sydd eisiau gwneud cwyn yn cael cymorth wrth godi a phrosesu'r cwyn
- Mi fydd pob cwyn yn cael ei hymchwilio mewn modd amserol, gyda adborth briodol yn ymwneud â'r broses yn cael ei hadrodd i'r person sydd wedi gwneud y cwyn yn eu modd dewisol.

Mi fydd Foster Care Values yn ceiso datrys y cwyn ar lefel lleol, hynny yw – Lefel un – Datrysiaid anffurfiol, pan fo hyn yn briodol.



Mi fydd cofnodion o'r ymchwiliad a chanlyniad unrhyw gŵyn sy'n cael ei ddatrys yn anffurfiol yn cael eu cadw.

Mi fydd Gweithiwr Cymdeithasol Goruchwyliol Foster Care Values yn rhoi gwybod i bob plentyn/person ifanc, beth yw'r broses o godi cwyn, ar gychwyn eu lleoliad. Maent hefyd yn derbyn canllawiau (Children's guide) sydd yn nodi pwy i gysylltu hefo os ydynt eisaiu siarad am unrhyw agwedd o'u Gofal.

Mi fydd yr holl Weithwyr Gofal, Staff a Gweithwyr Cymdeithasol yr Awdudrod Lleoli yn derbyn gwybodaeth gan Foster Care Values yn ymwneud â'r polisi cwynion trwy'r ddogfennaeth, cyfnod sefydlu a'r cytundebau lleoliad.

Os nad yw'n bosibl datrys y cwyn ar Gam 1, neu pan mae person yn dewis symud ymlaen at Gam 2 – Ymchwiliad Swyddogol, mi fydd y Rheolwr Cofrestredig yn delio hefo'r cwyn trwy wneud ymchwiliad swyddogol. Os nad yw'r person sydd wedi gwneud y cwyn yn fodlon hefo canlyniad Cam 2 yna caiff y mater er symud ymlaen i Gam 3 – Adolygiad

Cam 3 – Mae'r cwyn yn cael ei basio ymlaen at Swyddog Ymchwilio Annibynnol (Uwch Reolwr Annibynnol yn y maes) a fydd yn delio hefo'r mater mewn modd amserol, effeithlon a sensitif.

Mae gan yr Asiantaeth yr hawl i benderfynu ar ba lefel mae angen i'r cwyn gael ei hychwilio, ac os mai Cam 3 yw, rhaid pasio'r mater at y Swyddog Ymchwilio Annibynnol yn syth bin.

Mi fydd canlyniadau pob cwyn, boed ar Gam 1,2, neu 3, yn cael ei basio ymlaen a'i hystyried gan yr Unigolyn Cyfrifol.

Honiadau Gofalwr



Gall blant ddioddef o gam-driniaeth gan y rhai sy'n gofalu amdanystad mewn unrhyw leoliad. Bydd unrhyw honiad yn ymwneud â chamdriniaeth gan weithwyr proffesiynol, aelod o staff, Gofalwr Maeth, neu unrhyw berson arall mewn cywyllt â'r plentyn yn cael ei gymryd o ddifri gan Foster Care Values, ac yn cael ei ddelio hefo yn unol â'r gweithrefnau presennol. Mae gan Foster Care Values system gefnogi honiadau gofalwr clir.

'Whistle-Blowing'

Mae'r holl staff a Gofalwyr Maeth yn ymwybodol o bolisi 'whistle-blowing' y sefydliad, gyda'r gobaith eu bod yn teimlo yn ddigon hyderus i godi unrhyw bryder sydd ganddynt am eu cydweithwyr.

Canmoliaeth

Mae Foster Care Values yn cofnodi unrhyw ganmoliaeth a dderbynir gan bobl ifanc, Gofalwyr Maeth, Awdurdodau Lleol neu rhywun arall, ac maent yn cael eu monitro yn rheolaidd er mwyn sicrhau bod yr rhai sydd wedi derbyn y ganmoliaeth yn ymwybodol. Rydym fel asiaeth, yn myfyrfio ac yn dysgu wrth ddilyn unrhyw fater positif neu negyddol.

17. Manylion

Cyswllt



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