



# Candidate Information Pack (Trustees)



# Welcome

We're looking to attract talented inspired people to join our crew and help us to achieve our vital mission by becoming a trustee and joining our board. As a trustee, you will work collaboratively with the other members of the board to navigate CFC's journey towards achieving its mission.

This candidate pack aims to provide you with more information about our organisation and the role. Community Foster Care (CFC) is a children's charity that predominately provides foster homes, but also provides services which aim to strengthen families and promote young people. Our charity status is very important to us. There is a wealth of independent fostering agencies in the market, many of which make profits for shareholders and owners. At CFC, the fact that the needs of children are our sole consideration is fundamental to achieving our mission.

**Our Mission: To create a community that gives individuals the strength and foundation to realise a better future for young people and families.**



A culture of critical reflection and appropriate challenge throughout our community is actively promoted in CFC. CFC is enthusiastic about providing access to high quality training and on-going support to ensure that everyone has the opportunity to reach their potential. We are looking to engage individuals who will take responsibility for their own learning and have a desire to continually improve practice to get things right for our children. We want people from all communities and backgrounds working with us who bring fresh ideas and who are willing to develop and engage in critical reflection as a means of developing practice. We do want to engage people who believe in our values. We need people who are tenacious and fully committed to achieving positive outcomes for our children.



# Message from Mark Kingston - CEO



Community Foster Care is proud of its history and excited about the future. I joined CFC in January 2018. I was fundamentally attracted to CFC's charity status, its talented people and community values.

In 2022, the Senior Leadership Team developed an exciting strategy to build our capacity to achieve our mission. We have been busy putting in place the foundations necessary to ensure this is successful. We have consulted widely in defining the CFC's Vision, Mission and Values (see below). These will be guiding principles in all our interventions moving forward. As part of this we have developed our Therapeutic approach to fostering. Find out more [here](#).

We believe that diversity is key to our commitment to develop our creativity. We are committed to developing CFC by engaging people from all backgrounds and communities. We believe that this will provide significant benefits bringing different ideas and opinions and developing our ability to explore new communities.

We are passionate about promoting the professionalism of social work and are committed to enabling practitioners to be proud of their profession and their contribution to it. As a charity we define the development of practice in terms of exploration, rather than as experts. We are committed to actively developing a culture of creativity and critical reflection as we see these as essential features in enabling the exploration of practice to achieve our mission.



## **This is who we are**

**In 1989 CFC's founders had an idea to do things differently, challenging the status quo around foster care recruitment and provision. Through an innovative and creative approach, CFC sought Foster Carers from the harder to reach groups. Workers immersed themselves in the local communities and challenged the existing ideas about who can foster. The aim was to support communities, provide local foster families for local children, working in areas of economic deprivation by providing employment and improving skills. We are proud of our heritage. We are courageous to take risks in fulfilling our belief in the potential of others. We celebrate our achievements, and we learn from our mistakes.**

**Our charitable status is very important to us; we take our responsibilities to support the communities in which we work very seriously. We are committed to reinvesting any surplus back into supporting the children we look after, their families and the communities in which they live.**

**At CFC we are fiercely committed to our mission and values, and we are tenacious in seeking the very best for the children in our care. CFC provides a range of engaging activities and opportunities for young people and is successful in promoting their voice**

**Come and join us on our voyage whilst we explore new ways to achieve our mission.**

**"The staff are highly motivated,  
very child-focused and  
passionate about their work."  
Ofsted**

**Read our Ofsted Reports [here](#).**



# OUR VISION

is a world where all children and young people grow up in families rich in the essential ingredients required for them to realise their ambitions and dreams



# OUR MISSION

is to create a community that gives individuals the strength and foundation to realise a better future for young people and families



# Our Values

## INTEGRITY

- We work to achieve the highest standards in everything we do
- We believe that relationships built on integrity and trust are fundamental to our work
- We are passionate about treating everyone with integrity and respect



## COURAGE

- We will always stand up for what we believe is right for children and families
- We will remain strong in our belief in the potential of all people
- We will embrace challenge and critical reflection in the pursuit of developing practice, continuous learning and innovation

## CREATIVITY

- We believe that creativity is essential to our future success and therefore must be nurtured and valued
- We believe diverse teams are most effective at working together to find solutions
- We recognise that to be creative, to grow and to innovate, we must have the courage also to fail



## COMMUNITY COMMITMENT

- We are committed to working in partnerships, building collaboration to enhance the quality of life for everyone
- We believe in the power and value of communities to overcome challenges using sustainable methods
- We are committed to promoting inclusive diverse communities to achieve our mission

## TENACITY

- We will go above and beyond in the pursuit of children and young people's dreams and ambitions
- We believe in sticking by children and young people and this is a vital ingredient in our practice
- We understand our work is challenging and will test us, but believe that by working together as a charity, our commitment and tenacity will help us to achieve our goals



## AMBITION

- We understand that being ambitious for children and young people means releasing their potential and self-belief
- Our ambition to provide young people with the best opportunity to make valuable contributions to their community and to have happy fulfilling lives means that we will put their needs first, even in the most testing circumstances



# This is what one of our crew says...



Jennie Dwight - Trustee

“Perhaps you've looked at our charity and you're wondering 'why should I bother to volunteer as a trustee for CFC?'. Well, here are a few of the reasons that I volunteer. Firstly, I want to give something back to the community - and what could be a better way to do that than with an organisation which has community at its core? Secondly, I believe that trustees can make a real and positive difference to a charity, especially one like ours in which all stakeholders are valued and listened to.

The role allows our trustees to further develop skills such as teamwork, supportive challenge and active listening and to build on existing skills and knowledge. However, to me the main reason for being a CFC trustee is because I am proud to strive, with the staff, carers and fellow trustees to make better and brighter futures for the young people in our care.”

**Available roles:**

**Three trustees (Voluntary)**

**If you are interested in finding out more, please contact:**

**Mark Kingston -**

**[Markk@communityfostercare.co.uk](mailto:Markk@communityfostercare.co.uk) or**

**call 01452 849301.**

