1st Affinity Fostering Service Limited

Annual Return 2025/2026

The Annual Return is an online form that registered adults and children's services providers are legally required to complete each year under the Regulations and Inspection of Social Care (Wales) Act 2016 (RISCA) . The purpose of Annual Returns is to provide the public with comprehensive, comparable and robust information on the quality of care and support services.

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Provider: 1st Affinity Fostering Service Limited

Provider summary

The provider was registered on:	15/10/2019
The following lists the provider conditions:	There are no conditions associated to the provider

Training and workforce planning arrangements

Arrangements in place during the last financial year for identifying, planning and meeting the training needs of staff employed by the service provider.	We recruit staff who have the skill mix & experience for the role. We expect CP skills for SW's. We have a values based probation framework that looks at how staff are getting on & any skill deficits. These are translated into individual support plans. We off an 18 month trauma informed training & fund specific training courses that individual staff want to undertake. We expect staff to join foster carer training, staff deliver training too. Student placements are provided.
Arrangements in place during the last financial year for the recruitment and retention of staff employed by the service provider.	Word of mouth recruitment of all staff. Competitive salary & generous leave allowance, Christmas bonus & excellent training and support. We offer low caseloads, team development days, specific P DP's that help staff develop their skill base. Regular consultation with staff and listening and acting on what staff say. Culture is positive, expectations are clear and management are supportive with a high level of risk assessment oversight, that protects staff and carers. No use of agency staff.

Regulated services delivered by this provider

Service name	Service type	Type of care
1st Affinity Fostering Service	Fostering Service	None

Service: 1st Affinity Fostering Service

Service summary

Service Type	Fostering Service
Type of Care	None
Approval Date	15/10/2019
Maximum number of places	0
Service Conditions	• 1st Affinity Fostering Service Limited is registered to provide a Fostering Service in Wales. • The responsible individual for this service is Colin Leslie Tucker
How many children were supported by the service during the last financial year?	311
How many foster families were supported by the service during the last financial year?	89

Service management

Responsible Individual(s)	Colin Tucker
Manager(s)	Greg Meekham

Service contact details

Service Telephone Number	01978856444
Service Contact Email Address	colin.tucker@firstaffinityfostering.co.uk

Languages used at the service

What is the main language through which the service is provided?	English
Other languages used in the provision of the service	• Welsh
Non-verbal communication methods used at the service	There are no non verbal communication methods used at the service

Engagement with people using the service

Once a year we undertake formal consultation with children and young people which feeds into service development and strategic decisions. We offer all children (birth and LAC) the opportunity to be heard at each of their carers annual reviews and the management regularly review what children say and act on this information. FC's and LA's are also similarly consulted. Analysis of feedback is in the QOC report. SSW's also visit children every three months and we also hold selected learning reviews when placements disrupt. We communicate well with commissioners and attended provider events to improve joint working. We have a Welsh speaking consultation & participation officer who visits individuals when bespoke consultation/ support is needed. We work with the 4cs QPA process which offers another line of consultation and we have welcomed LA compliance inspections. Activity groups are also held for children and we have supported children in attending Welsh Government 'Voices' Project.

Compliance and quality statement

Not Inspected - Strong Internal Checks

Although we were not inspected by Care Inspectorate Wales during the reporting period, we regularly review the care and support we provide. These reviews give us confidence people are receiving safe, person-centred care which meets their needs and supports their wellbeing.

We are confident our service meets the standards set out under section 27(1) of the 2016 Act.

Complaints processed by the service

Total number of formal complaints made during the last financial year	8
Number of active complaints outstanding	0
Number of complaints upheld	2
Number of complaints partially upheld	0
Number of complaints not upheld	6

Staff working at the service

Staff summary

The total number of full time equivalent posts at the service (as at 31 March)	16

Posts and vacancies

Role type	No. of staff in post	Total vacancies
Manager	4	0
Deputy Manager	0	0
Supervisory Staff (not providing direct care)	0	0
Social Worker	8	2
Other Staff	4	0

Training undertaken

Induction and Health & Safety

Role type	Induction	Health & Safety
Manager	All staff have completed	Not relevant to this staff group
Deputy Manager	No staff have yet completed	No staff have yet completed
Supervisory Staff (not providing direct care)	All staff have completed	Not relevant to this staff group
Social Worker	All staff have completed	Not relevant to this staff group
Other Staff	All staff have completed	Not relevant to this staff group

Equality, Diversity & Human Rights and Infection, prevention & control

Role type	Equality, Diversity & Human Rights	Infection, prevention & control
Manager	All staff have completed	Not relevant to this staff group
Deputy Manager	No staff have yet completed	No staff have yet completed
Supervisory Staff (not providing direct care)	All staff have completed	Not relevant to this staff group
Social Worker	All staff have completed	Not relevant to this staff group
Other Staff	All staff have completed	Not relevant to this staff group

Manual Handling and Safeguarding

Role type	Manual Handling	Safeguarding
Manager	Not relevant to this staff group	All staff have completed
Deputy Manager	No staff have yet completed	No staff have yet completed
Supervisory Staff (not providing direct care)	Not relevant to this staff group	All staff have completed
Social Worker	Not relevant to this staff group	All staff have completed
Other Staff	Not relevant to this staff group	All staff have completed

Medicine Management and Dementia

Role type	Medicine Management	Dementia
Manager	Not relevant to this staff group	Not relevant to this staff group
Deputy Manager	No staff have yet completed	No staff have yet completed
Supervisory Staff (not providing direct care)	Not relevant to this staff group	Not relevant to this staff group
Social Worker	Not relevant to this staff group	Not relevant to this staff group
Other Staff	Not relevant to this staff group	Not relevant to this staff group

Positive Behaviour Management and Food Hygiene

Role type	Positive Behaviour Management	Food Hygiene
Manager	All staff have completed	Not relevant to this staff group
Deputy Manager	No staff have yet completed	No staff have yet completed
Supervisory Staff (not providing direct care)	All staff have completed	Not relevant to this staff group
Social Worker	All staff have completed	Not relevant to this staff group
Other Staff	All staff have completed	Not relevant to this staff group

Contractual arrangements

Permanent Staff, Fixed Term Contracted Staff and Volunteers

Role type	No. of permanent staff	No. of fixed term contracted staff	No. of volunteers
Manager	4	0	0
Deputy Manager	0	0	0
Supervisory Staff (not providing direct care)	0	0	0
Social Worker	8	0	0
Other Staff	4	0	0

Agency/Bank Staff & Non-Guaranteed Hours (zero hours) Staff

Role type	No. of agency/bank staff	No. of non-guaranteed hours (zero hours) staff
Manager	0	0
Deputy Manager	0	0
Supervisory Staff (not providing direct care)	0	0
Social Worker	0	0
Other Staff	0	0

Full time v part time information

Role type	No. of full time staff	No. of part time staff
Manager	4	0
Deputy Manager	0	0
Supervisory Staff (not providing direct care)	0	0
Social Worker	8	0
Other Staff	4	0

Staff qualifications

Hold required qualification & Working towards required qualification - not apprenticeship

Role type	Hold required qualification	Working towards required qualification - not apprenticeship
Manager	4	0
Deputy Manager	0	0
Supervisory Staff (not providing direct care)	0	0
Social Worker	8	0
Other Staff	0	0

Working towards required qualification - apprenticeship & Qualification not required for role

Role type	Working towards required qualification - apprenticeship	Qualification not required for role
Manager	0	0
Deputy Manager	0	0
Supervisory Staff (not providing direct care)	0	0
Social Worker	0	0
Other Staff	0	4