

ST.DAVID'S CHILDREN SOCIETY

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.

Contents

[Provider: ST.DAVID'S CHILDREN SOCIETY](#)

- [Provider summary](#)
- [Training and workforce planning arrangements](#)
- [Regulated services delivered by this provider](#)

[Service: St David's Fostering Service](#)

- [Service summary](#)
- [Service management](#)
- [Service contact details](#)
- [Languages used at the service](#)
- [Engagement with people using the service](#)
- [Compliance and quality statement](#)
- [Complaints processed by the service](#)
- [Staff working at the service](#)

[Service: St David's Adoption Service](#)

- [Service summary](#)
- [Service management](#)
- [Service contact details](#)
- [Languages used at the service](#)
- [Engagement with people using the service](#)
- [Compliance and quality statement](#)
- [Complaints processed by the service](#)
- [Staff working at the service](#)

Provider summary

The provider was registered on:	18/10/2019
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.	Management oversight of the team's training needs is linked to the strategic plan. A training needs analysis is undertaken annually to identify training needs that is informed by monthly supervision, team meetings and annual appraisals. Safeguarding, EDI and training relevant to Adoption, Fostering and Welsh Early Permanence is commissioned in response to evolving need.
Arrangements in place during the last financial year for the recruitment and retention of staff employed by the service provider.	There are a number of policies and procedures in place that effectively support the recruitment and induction of new staff joining the Agency, these Policies adheres to equality of opportunity for all staff. Staff wellbeing is integral to the Agency's values and is meaningful included in all staff supervision and appraisal, critically this results in excellent staff retention. Many of our families tell us this is important to them when getting in touch with us for support.

Regulated services delivered by this provider

Service name	Service type	Type of care
St David's Fostering Service	Fostering Service	None
St David's Adoption Service	Adoption Service	None

Service: St David's Fostering Service

Service summary

Service Type	Fostering Service
Type of Care	None
Approval Date	04/10/2022
Maximum number of places	0
Service Conditions	- ST.DAVID'S CHILDREN SOCIETY is registered to provide a Fostering Service in Wales. - The responsible individual for this service is Jason Howard Baker
How many children were supported by the service during the last financial year?	3
How many foster families were supported by the service during the last financial year?	4

Service management

Responsible Individual(s)	Jason Baker
Manager(s)	Catherine Gates

Service contact details

Service Telephone Number	02920667007
Service Contact Email Address	info@stdavidscs.org

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	There are no other languages used at the service
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

The service has clear processes to consult with children and their foster families that have been developed to ensure their voices are heard and that they proactively contribute to decisions that affect their lives. The consultation processes have also been designed to include a range of stakeholders: Agency Social Workers, Local Authority Social Workers, Independent Reviewing Officers, Health, Education. Staff feedback on management support in terms of recruitment, placing and support activities is captured quarterly and discussed informally in team meetings.
--

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	0
Number of active complaints outstanding	0
Number of complaints upheld	0
Number of complaints partially upheld	0
Number of complaints not upheld	0

Staff working at the service

Staff summary

The total number of full time equivalent posts at the service (as at 31 March)	14.50
--	-------

Posts and vacancies

Role type	No. of staff in post	Total vacancies
Manager	1	0
Supervisory Staff (not providing direct care)	1	0
Social Worker	8	0
Other Staff	9	0

Training undertaken

Induction and Health & Safety

Role type	Induction	Health & Safety
Manager	All staff have completed	Not relevant to this staff group
Supervisory Staff (not providing direct care)	Not relevant to this staff group	All staff have completed
Social Worker	All staff have completed	Not relevant to this staff group
Other Staff	All staff have completed	All staff have completed

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
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
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
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	Not relevant to this staff group	Not relevant to this staff group
Supervisory Staff (not providing direct care)	Not relevant to this staff group	Not relevant to this staff group
Social Worker	All staff have completed	Not relevant to this staff group
Other Staff	Not relevant to this staff group	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	1	0	0
Supervisory Staff (not providing direct care)	1	0	0
Social Worker	8	0	0
Other Staff	8	1	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
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	1	0
Supervisory Staff (not providing direct care)	1	0
Social Worker	2	6
Other Staff	6	3

Staff qualifications

Hold required qualification & Working towards required qualification - not apprenticeship

Role type	Hold required qualification	Working towards required qualification - not apprenticeship
Manager	0	0
Supervisory Staff (not providing direct care)	1	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
Supervisory Staff (not providing direct care)	0	0
Social Worker	0	0
Other Staff	0	0

Service: St David's Adoption Service

Service summary

Service Type	Adoption Service
Type of Care	None
Approval Date	18/10/2019
Maximum number of places	0
Service Conditions	- ST.DAVID'S CHILDREN SOCIETY is registered to provide an Adoption Service in Wales. - The responsible individual for this service is Jason Howard Baker
How many children were supported by the service during the last financial year?	56
How many adoptive families were supported by the service during the last financial year?	197

Service management

Responsible Individual(s)	Jason Baker
Manager(s)	Martina McCrossan, Anna Nyamhotsi

Service contact details

Service Telephone Number	02920667007
Service Contact Email Address	info@stdavidscs.org

Languages used at the service

What is the main language through which the service is provided?	Both
Other languages used in the provision of the service	There are no other languages used at the service
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

Feedback is captured through questionnaires and evaluations using ratings and open questions to gain understanding of service quality and user views. We use feedback forms at the end of Stage 1 and a Monitoring Form is sent following Approval and Adoption Order asking for ratings of service experience, plus comments. Questionnaires are shared with Social Workers, IRO's, Health and Education professionals at the 2nd adoption review. Post Adoption Support evaluations review impact of support on emotional wellbeing and relationships, plus comments. For adopted adults and birth parents using our access to records / intermediary service evaluations measure quality of service and levels of satisfaction. Informal feedback is captured by the RI while attending support groups and through an adoptive families closed Facebook group. Quarterly staff surveys on management support of recruitment, placing, and support activities is captured and discussed in team meetings.

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	0
Number of active complaints outstanding	0
Number of complaints upheld	0
Number of complaints partially upheld	0
Number of complaints not upheld	0

Staff working at the service

Staff summary

The total number of full time equivalent posts at the service (as at 31 March)	15.50
--	-------

Posts and vacancies

Role type	No. of staff in post	Total vacancies
Manager	2	0
Supervisory Staff (not providing direct care)	1	0
Social Worker	8	0
Other Staff	9	0

Training undertaken

Induction and Health & Safety

Role type	Induction	Health & Safety
Manager	Not relevant to this staff group	Not relevant to this staff group
Supervisory Staff (not providing direct care)	Not relevant to this staff group	All staff have completed
Social Worker	All staff have completed	Not relevant to this staff group
Other Staff	All staff have completed	All staff have completed

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
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	Working towards all staff completing	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
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
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	Not relevant to this staff group	Not relevant to this staff group
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

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	2	0	0
Supervisory Staff (not providing direct care)	1	0	0
Social Worker	8	0	0
Other Staff	8	1	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
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	0	2
Supervisory Staff (not providing direct care)	1	0
Social Worker	2	6
Other Staff	6	3

Staff qualifications

Hold required qualification & Working towards required qualification - not apprenticeship

Role type	Hold required qualification	Working towards required qualification - not apprenticeship
Manager	2	0
Supervisory Staff (not providing direct care)	1	0
Social Worker	0	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
Supervisory Staff (not providing direct care)	0	0
Social Worker	0	0
Other Staff	0	0