



# About Us

Afram Social Care Consultancy Ltd is a Midlands-based consultancy practice founded on over 2 decades of combined experience in children's social care, safeguarding, quality assurance, and workforce development.

We provide expert advisory and consultancy services to local authorities, children's trusts, independent social care providers, and individual professionals across the UK. Our mission is simple: to promote safe, accountable, and culturally competent social care practice through expert guidance, strategic intervention, and dedicated professional support.



## Values

### Integrity

We operate with honesty, transparency, and a commitment to justice.

### Excellence

We uphold the highest standards of professional competence and compliance.

### Empowerment

We believe in equipping individuals and organisations with the tools to succeed and sustain.

### Cultural Competence

We offer respectful, inclusive services that reflect the diversity of our sector and society.

# SERVICES

## HR & EMPLOYMENT REPRESENTATION



Social care professionals often face complex HR issues, from unfair investigations to disciplinary processes that can impact careers and well-being. Afram Social Care Consultancy provides confidential, experienced support ensuring your rights, dignity, and professional integrity are protected throughout.



## WHAT WE OFFER

- Initial consultation and strategy development
- Advice and representation in investigations
- Hearing attendance and advocacy
- Mediation and resolution support
- Post-hearing support

## KEY BENEFITS

- Reduced stress and improved mental wellbeing
- Stronger case preparation and professional advocacy
- Protection of your employment rights and career
- Increased likelihood of fair or positive outcomes
- Support from experts who understand social care pressures



# DISPUTE RESOLUTION & ADVOCACY

We provide expert guidance and representation in a variety of disputes, ensuring fairness and justice for our clients.

## WHAT'S INCLUDED



### 01 Employment disputes

We support clients facing workplace challenges such as unfair dismissal, disciplinary action, and unresolved grievances.

### 02 Insurance Disputes

When policy errors, unfair settlements, or claim rejections arise, we help you challenge and navigate the insurance process.

### 03 Housing Disputes

Issues with tenancy deposits, repairs, or landlord-tenant conflicts can be stressful and disruptive.

### 04 Family Mediation

In sensitive matters involving family arrangements, we provide structured mediation to help resolve disputes over contact, custody, or care.



# REGULATORY DEFENCE & FITNESS TO PRACTISE

Navigating regulatory proceedings with Social Work England can be daunting. Afram Social Care Consultancy offers informed, strategic defence and support tailored to the needs of qualified professionals especially those facing suspension, conditions of practice, or fitness-to-practise investigations.



## WHAT WE OFFER

- Preparation for hearings and case reviews
- Drafting of formal representations
- Support with appeals and compliance documents
- Specialist support for internationally trained professionals

## KEY BENEFITS

- Higher chance of a fair, well-managed regulatory outcome
- Culturally competent support with deep sector understanding
- Reduced risk of de-registration or restrictions
- Clarity on legal rights and expectations
- Confidence and reassurance through every stage of the process



## **SAFEGUARDING & SOCIAL WORK CONSULTANCY**

At Afram Social Care Consultancy, we understand the high stakes and complexity of delivering safe, effective services for children and families. Our safeguarding and social work consultancy is designed to help organisations maintain compliance, improve outcomes, and uphold best practices through clear, evidence-informed support.



### **WHAT WE OFFER**

- Independent case file audits and quality assurance reviews
- Safeguarding and compliance checks
- Policy and procedure development
- Inspection preparation (Ofsted/local authority)
- Training for staff and leadership teams

### **KEY BENEFITS**

- Improved regulatory readiness and confidence
- A stronger culture of safeguarding accountability
- Clearer, compliant policies and procedures
- Reduced risk of non-compliance or intervention
- Better-informed staff and higher quality casework



## **SUPPORTED ACCOMMODATION & START-UP CONSULTANCY**

Launching a new care service whether supported accommodation, domiciliary care, or children's home is an exciting but demanding journey. Afram Social Care Consultancy helps start-ups build compliant, sustainable services from day one.



## **WHAT WE OFFER**

- Guidance on registration with Ofsted or Local Authorities
- Business planning and service model design
- Tailored policy and procedure development
- Safer recruitment support
- Mock inspections and QA audits

## **KEY BENEFITS**

- Increased chance of successful registration
- Faster service launch with fewer compliance delays
- Strong foundations for long-term sustainability
- Access to templates, tools, and ongoing advice
- Peace of mind knowing you're inspection-ready

# TRAINING & CAPACITY BUILDING

Empowered professionals create better outcomes. Our training programmes are designed to upskill your workforce with relevant, practical tools that build knowledge, confidence, and accountability delivered by seasoned practitioners with real-world insight.



## WHAT WE OFFER

- Safeguarding and child protection training
- Cultural competence and anti-discriminatory practice
- Professional resilience and reflective practice
- Parenting and family engagement strategies

## KEY BENEFITS

- More confident, capable and responsive teams
- Reduced safeguarding risks and stronger internal accountability
- Better engagement with children, families, and communities
- Fulfilled training requirements for regulators or commissioning bodies
- Flexible delivery: in-person, virtual, or hybrid options



# WHY YOU SHOULD WORK WITH US

We provide expert guidance and representation in a variety of disputes, ensuring fairness and justice for our clients.



## 01 Extensive frontline and leadership expertise

Decades of hands-on experience in social care and leadership roles.

## 02 Confidential, culturally sensitive support

Discreet guidance tailored to diverse backgrounds and needs.

## 03 Proven outcomes in safeguarding, regulation, and HR

Results-driven support that protects, defends, and empowers professionals.

## 04 A partner you can trust to advocate, advise, and elevate

Committed to standing with you strategically, ethically, and consistently.





## Our Pricing Philosophy

At Afram Social Care Consultancy Ltd, our fees reflect the depth of expertise, time, and bespoke support we provide. We are flexible in our approach, offering clear packages for individuals, professionals, and organisations. Below is a guide to our 2025 pricing structure. Bespoke quotes are available on request.

### Discounts & Payment Options

- 50% deposit upfront, balance on delivery or within 30 days
- Discounted rates available for charities and CICs
- Bespoke quotes available for complex cases or ongoing retainer support

## Professional Representation (Employment & Disciplinary Matters)

- Initial Consultation (1 hour): £150
- Case Preparation & Representation Package: From £750 – £1,500
- Review of case documents
- Preparation of written responses
- Representation in disciplinary meetings/hearings
- Post-hearing support
- Full Representation (complex/multi-stage cases): From £2,000 – £3,000

## Regulatory Support (Social Work England / Fitness to Practise)

- Initial Advice Session (1.5 hours): £200
- Application / Appeal Support Package: From £1,000 – £2,500
- Full Defence & Representation (complex proceedings): From £3,000 – £5,000

## Dispute Resolution & Advocacy (General)

- Tenancy / Deposit Recovery Support: £400 – £800
- Insurance Dispute Representation: £500 – £1,500
- Mediation (per session, 2 hours): £250 – £400

## Safeguarding & Social Work Consultancy (for Organisations)

- One-off Audit or Case Review: From £1,000
- Safeguarding Policy Review & Development: £1,500 – £2,500
- Mock Ofsted / QA Audit: £2,000 – £3,500
- Bespoke Training Session (half day): £600 – £800
- Bespoke Training Session (full day): £1,000 – £1,500

## Supported Accommodation Registration Consultancy

- Advisory Package: £750 – £1,200
- Standard Support Package: £1,500 – £2,500
- Full Registration & Compliance Package: £3,000 – £5,000
- Business plan guidance
- Policies and procedures tailored to the service
- - Application support
- - Mock interview/inspection preparation



**AFRAM SOCIAL CARE**  
CONSULTANCY LTD



# Contact



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