



Statement of Purpose

JANUARY 2023



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INTRODUCTION

Three Circles Fostering Ltd (TCF) provides a range of services for children in care.

Three Circles Fostering complies with current legislation and regulations including:

- The Children Act 1989 Guidance and Regulations Volume 4: Fostering Services
- The Children Act 2004
- The Care Standards Act 2002
- Fostering Services National Minimum Standards 2011
- Fostering Services (England) Regulations 2011.

Three Circles Fostering's Statement of Purpose gives a range of information to:

- Three Circles Fostering staff
- Foster carers and prospective foster carers
- Children and young people living with Three Circles carers
- Local authorities
- Social care agencies

We are committed to establishing effective working relationships with local authorities in the North West and Yorkshire.

Three Circles Fostering's Registered Manager is David Edwards. He has been a qualified social worker since 1992 and holds a Certificate in Social Services. He is an experienced social worker who has worked successfully in independent fostering for decades.



AIMS AND OBJECTIVES

The service we provide to children and their carers reflects our priorities and our aspirations for children and young people. This agency places the interests of our children above everything, including any commercial considerations. This objective is achieved through caring about foster carers, their families and each other. Foster carers, social workers, admin staff, teachers, managers and directors, who all comprise the Three Circles Fostering family are considered of equal value.

The partnership between Three Circles Fostering and The National Teaching & Advisory Service is unique and the foundation of our ethos. Both organisations operate as separate legal entities, but share a common philosophy and outlook. They are committed to genuine inclusion, the celebration of difference in culture, race, disability, gender, sexual orientation, gender identity, gender reassignment, religion and belief. We do not accept intolerance of others. We welcome people for who they are, and who they wish to be.

Three Circles considers the education of children and young people to be a priority. Education is by far the most reliable of all possible routes out of poverty, alienation and despair. Education is as much about children's mental health and well being as it is about academic achievement.

We want children and young people to be safe, happy and successful while in the care of Three Circles Foster Carers and in their future lives.

We are committed to providing the best care possible and to maintaining a focus on helping children and young people progress towards safe, stable and successful adult lives. Through our support of foster carers, our commitment to education services and our participation services we aim to give children and young people every opportunity to succeed.

Three Circles Fostering will develop services based upon the needs of children and young people. We will take every opportunity to listen to what young people think about the services they receive and what their aspirations are for future service development.



OUR MISSION

CHILDREN AND YOUNG PEOPLE

Three Circles Fostering focuses all of its professional operations and administrative systems on securing highly successful personal, social and educational outcomes for all children and young people placed with us.

SOCIAL WORK

The National Minimum Standard (15) that relates to the appropriate placement of children and young people with individual foster families, and the support provided to families by our social workers will never be adversely influenced or undermined by commercial considerations. Families will be chosen to meet the needs of children and the necessary skills and abilities of individual foster carers (and their existing households), to meet those needs.

EDUCATION

Success in education for children and young people is crucial to their life-chances, and is a key and underrated factor in enhancing the stability and quality of their homes. The NT&AS education service commissioned by Three Circles Fostering is a high priority for all children, and forms an integral and inseparable part of our support.

CHARITIES

Three Circles Fostering supports other organisations working with children and young people, with significant charitable donations. These donations are made unconditionally, and not to promote our own commercial interests. Our chosen charities are named on our website.

FOSTER CARERS

All foster carers will be considered and treated as equal partners within the agency, along with their social work, education and administrative colleagues. Foster carers will be consulted, respected and listened to on all key decisions that have an impact on the service they provide to and that lie within the remit of Three Circles Fostering.

THREE CIRCLES FOSTERING

Our objective is to ensure that local authorities are always confident that children live within happy, safe and secure families, who themselves will receive the highest quality social work, education and administrative support. Three Circles Fostering has a recognisable and tangible "family atmosphere" at its heart, with all that implies for its children, foster carers and agency staff.

INCLUSION

Three Circles Fostering is fully committed to the genuine celebration of difference, and of the right of everyone to be who they wish to be. We pioneer excellence on behalf of children & young people, we are committed to inclusive practice. We are committed to sharing best practice with local authorities, schools and other children's organisations, as we ourselves are open to learning from others.



OUR COMMITMENT

- Raising outcomes for children and young people
- Increasing access to education through multi agency working
- Every child/ young person having a named education practitioner from NT&AS
- Every child/ young person becoming literate and numerate performing in line with their peers
- Following child protection procedures vigorously, delivering and reviewing training annually
- Providing homes that encourage every child to maximise their potential
- Ensuring the child is central to our planning and decision making
- Maintaining close and positive links with parents, family members and significant others, facilitating family time
- Providing clear concise guidance for staff and carers setting out agency standards
- Listening and responding to children's wishes and feelings
- Recruiting high quality carers and staff from diverse cultures and backgrounds, reflecting the needs of young people
- Working in partnership with parents, carers and professionals to achieve the highest possible outcomes for all young people
- Providing high quality ongoing training for staff and foster carers leading to recognised qualifications
- Providing 24 hour responsive, professional support to foster carers, enabling them to provide the best quality outcomes for young people
- Promoting a healthy lifestyle
- Enabling young people to take part in activities and hobbies
- Policies and procedures that achieve best practice
- Preparing young people for leaving care ensuring that they have independence skills, through the KICup independence skills
- Staying in touch with care experienced adults through our Next Steps group



OUR TEAM

Director's

There are two Directors, Tim Walker and Jacob Sibley. They are responsible for:

- Ongoing review, development and approval of the organisational structure
- Annual business plan
- Legal compliance
- Strategy
- Financial expenditure, management and performance
- Policies and procedures
- Quality assurance

The Registered Manager

The Registered Manager is responsible for the overall running of the agency, ensuring that all carers are properly supported, that the outcomes for children are met through the implementation of the company's policies and procedures. He is responsible for specific areas of legislation under the Fostering Services Regulations 2011 and National Minimum Standards 2011. The Registered Manager is accountable to and reports to the Directors.

Administrators

Administrative staff support the work of the Registered Manager, the fostering managers, recruitment and assessment manager and social work team, providing IT and administrative support.

Fostering Team Managers

Fostering Managers are directly accountable to the Registered Manager and are responsible for the day to day running of the agency, social workers and freelance staff. They are responsible for Foster carer training, support groups and recruitment of new carers.

Social Workers

Three Circles Fostering recruits qualified, experienced social workers registered with Social Work England. They implement the agency's standards of service supporting, advising, monitoring carers and ensuring the progress of children. They visit carers and young people's homes, listening to young people and spending time with them. They also undertake on-call and duty functions to ensure that the carers are fully supported. They are employed on a full or part time basis and are line managed by the Fostering Managers. Social Workers attend all meetings relating to the child and carer so that both are supported and the young person's needs remain paramount.

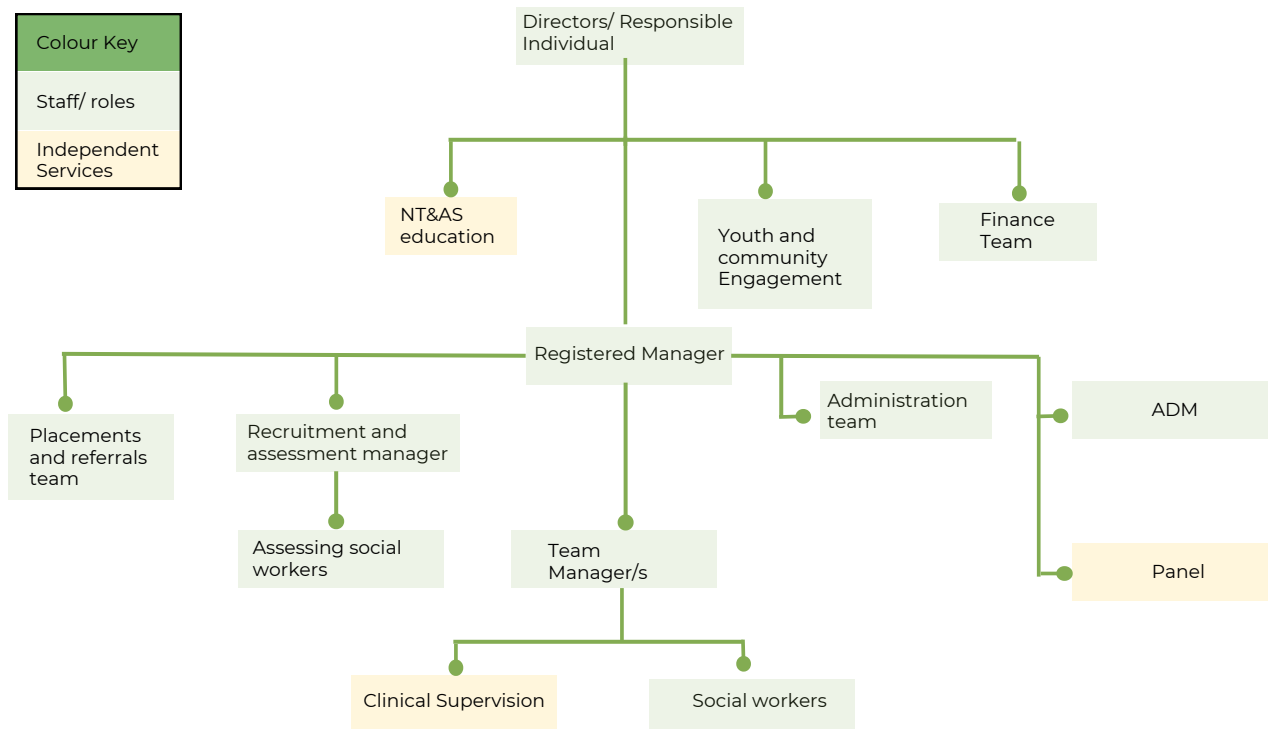
Recruitment and Assessment

The Assessment Manager maintains overview and process delivery to ensure recruitment and selection are compliant and we attract the best quality fostering families.

Three Circles Fostering has a bank of independent, qualified social workers who assess Form F submissions using the British Association for Adoption and Fostering Form F format. They are managed by the management team and work as required.

All staff who undertake work for Three Circles Fostering are covered by appropriate professional indemnity insurance and have contracts of employment and job descriptions.

STAFF STRUCTURE



THE NATIONAL TEACHING & ADVISORY SERVICE

NT&AS is contracted by Three Circles Fostering to provide an education service for all children and young people.

Education supports the success of fostering homes for children and young people and raises their educational outcomes. NT&AS has wide ranging experience in assessing educational needs, teaching and learning; raising attainment and supporting the progression to achieving external qualifications. NT&AS is successful in identifying and maintaining schools; screening for specific difficulties; boosting attainment. This is achieved by working directly with young people and their carers; fostering social workers; Children’s and Young People’s Services and schools.



RECRUITMENT AND ASSESSMENT

RECRUITMENT

Applicants are recruited from a diverse range of backgrounds, cultures and ethnicities so that Three Circles Fostering can offer a diverse range of homes for young people. From the initial enquiry and initial contact rigorous assessment and vetting procedures are followed. If the initial criteria are met an information pack is supplied giving information about the agency and the role of a foster carer. The agency has a clear Equal Opportunities Policy and Procedure in place which it applies vigorously. All prospective carers must be able to meet the needs of any child who may be placed within their 'approval' categories.

ASSESSMENT

Prospective carers undertake an extensive assessment by a qualified social worker, taking between 3 to 6 months to complete. This includes a detailed assessment of the candidate's background including childhood and upbringing; educational experience and attitudes to education; work; parenting skills; personal values and attitudes and specific skills relating to young people.

'Skills to Foster' training is completed and outcomes are used to inform assessment. This training is compulsory for all prospective carers. Prospective carers, their families and all household members are subject to enhanced DBS checking. This discloses information regarding criminal convictions and cautions and any other information relevant to the protection of children. Three Circles Fostering will undertake further checks with social care and other agencies as appropriate.

Extensive personal and professional written references are requested and referees interviewed in order to verify prospective carers' skills and abilities.

A health and safety inspection of the prospective carer's home is completed and results of a full medical assessment by their GP is shared with the agency to assess fitness for the role of caring for young people and the impact of any health issues.

The completed Form F is presented to the fostering panel for consideration following agreement with candidates regarding its contents and signed by the assessor, registered manager and candidate(s).

Prospective foster carers should attend the Fostering Panel meeting along with the assessing social worker. All candidates are informed in writing of the outcome of the panel meeting.

APPROVAL

The final decision for approval following recommendation by the Fostering Panel is made by the Agency Decision Maker. The Agency Decision Maker makes their decision within 7 working days of receipt of the recommendation from the Fostering Panel. The prospective foster carer is informed of the Agency Decision Maker's decision within 2 working days and written confirmation is sent within 5 working days.

HOLDING OF INFORMATION

Information relating to prospective Foster Carers is held in accordance with the Fostering Services Regulations 2011 and the Data Protection Act 2018. Three Circles Fostering is registered with the ICO.

REVIEWS

Reviews by qualified social workers ensure that young people experience the high quality of care demanded by Three Circles Fostering. The social worker carrying out the review is not the carers' supervising social worker. The success of this process is dependent on all parties playing an active role in an environment where all opinions are valued. Foster carers have the opportunity to reflect on the support they have received from the agency in the previous 12 months. Foster carer reviews take place within the first 12 months of approval and annually following the first review. Reviews will also be triggered following a significant event e.g. change in carer's circumstances; complaint or allegation; health issues; request from foster carer or panel. Views of young people in placement; foster carer(s); members of the family; supervising social worker and the placing authority are gathered prior to review. The written outcome of the review is submitted to the fostering panel and recommendations made to the Agency Decision Maker.



THE FOSTERING PANEL

The Fostering Panel runs independently of the agency and comprises individuals with a range of skills, expertise and experience including health, education and social care. At least one member has experience of being in care. The Chair ensures that the Fostering Panel delivers a quality service and is fit for purpose while giving advice on quality assurance and service standards. The Fostering Panel makes recommendations to approve new foster carer applicants; makes recommendations regarding the statutory reviews of foster carers and makes a recommendation on the deregistration of foster carers. It may also be part of the appeal process where complaints against the agency or its representatives have been received.

SUPPORTING CARERS

All carers have an experienced, qualified supervising social worker allocated to them. All carers receive the support set out below:

- 24 hour, 365 day on call support
- Monthly face-to-face support from qualified social worker ensuring personal progress of carers and progress of the care plan
- Education input and support from a named education practitioner within NT&AS
- Support and advice to achieve positive educational transition
- Advice and support from social work team
- Identification and provision of training
- Regular programme of training delivered to meet carers' needs.
- Pre and post approval training
- Access to secure area of Three Circles Fostering website where information and guidance may be found
- Frequent contact from their allocated social worker
- Comprehensive foster carers' handbook
- ICT systems for completion of reports and records
- Carer forums and support groups
- Support to children of the fostering family
- Access to the directors
- Private medical insurance for qualifying families
- Agreed additional mileage allowance
- Birthday and holiday allowances in line with Fostering Network rates
- Independent allegation support service
- Individual membership to Fostering Network

The role of a foster carer is demanding and challenging; Three Circles Fostering aims to give carers the skills, support and resources to guarantee success for young people.



SUPPORTING CHILDREN

Three Circles Fostering is committed to making a difference to children and young people living in their foster families. Support to young people includes:

- Named educational practitioner
- Liaison between home, school and young person as appropriate
- Support to raise national curriculum attainment levels
- Dyslexia screening where appropriate
- Strategies to successfully manage school inclusion
- Intensive literacy/ numeracy programme as appropriate
- 'Booster' sessions at key points in the educational calendar e.g. Year 6, Year 9, Year 11
- Support for school transition
- SEAL training (social and emotional aspects of learning)
- Resources to follow individual activities or hobbies
- Supervised family time with families
- Children's welcome guide
- Next Steps independence pack
- Access to independent children's helpline
- Next Steps stay "in touch" facility for care leavers
- Events through the year
- Children who foster are included in all events and activities



QUALITY ASSURANCE

Three Circles Fostering operates a rigorous system to ensure that the services delivered to young people are of the highest quality. The agency continually reviews its systems and operations. Measures in place include:

- Data collection and analysis
- Evaluation of outcomes
- Annual unannounced visits to carers
- Consultation visits with children and young people

Three Circles Fostering is committed to exceeding National Minimum Standards. An integral part of the review and quality improvement process involves care experienced young people providing input and feedback.

The detailed service standards of Three Circles Fostering are contained within the agency's policy and procedure documents. Three Circles Fostering considers that the most successful outcomes for children will be achieved by making the best matches between the carer and child taking into account values, ethnicity, culture and skills; gender, sexuality and any disability thus meeting the specific needs of each child. The agency will continually strive to improve the services it offers and will not accept anything other than the highest standards.



EQUALITY AND DIVERSITY

Three Circles is fully committed to not discriminate on the grounds of sex, gender reassignment, sexual orientation, pregnancy and maternity, marriage and civil partnership, race (including colour, nationality, ethnic or national origin), religion or belief, disability or age. Our services are delivered in line with the Equality Act 2010.

We are committed developing inclusive practice and have created lgbyouthincare.com which is a resource website to raise awareness of the needs of LGBT+ young people with care experience. We deliver this service as a commitment to young people everywhere, not just within Three Circles.



COMPLAINTS

RECORDING AND INVESTIGATION

All complaints are recorded and investigated. Three Circles Fostering considers that complaints are valuable in that they provide feedback so that services to young people can be improved. They may also highlight more serious concerns for immediate investigation and action.

All children and young people are informed of the agency's complaints procedure and carers, staff and placing authorities are given information regarding the complaints policy.

The agency investigates complaints from young people, parents, foster carers, schools, placing authorities and external agencies. Complaints may be made directly to the Registered Manager or either director, verbally or in writing. Formal complaints should always be made in writing. Complaints concerning the Registered Manager should be made to the responsible individual or directly to Ofsted.

COMPLIMENTS

Compliments and positive feedback are recorded and monitored.

WHISTLE BLOWING

Staff and carers are aware of the agency's whistle-blowing policy. They should feel able to voice any concerns they may have about colleagues.

OFSTED DETAILS

Email: enquiries@ofsted.gov.uk

Telephone: 0300 123 1231

Gov.uk/government/ofsted

By Post: Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD



COMPLAINT AND ADVOCACY SERVICES FOR YOUNG PEOPLE

OFSTED

Call: 0300 123 1231
Email: enquiries@ofsted.org.uk

CHILDLINE

Childline: www.childline.org.uk
Call: 0800 1111

CORAM VOICE

- Video about how to make a complaint
<https://youtu.be/Gcid9nuWitk>

If you want an Advocate, contact Coram Voice's free Always Heard Helpline.

Freephone: 0808 800 5792

This number is free to phone and does not show up on telephone bills. (they do not record conversations).

WhatsApp: +44 (0)7758 670369

If you are aged 16 or over, add us to your contacts and send us a message free with WiFi.

Text: 07758 670369

Just send a text to this number and ask for someone to call you back. Texts to this number are at your standard rate for sending texts (8p-12p). (Calls to this number cannot be answered).

Email: help@coramvoice.org.uk

If English is not your first language, their Advocate will get an interpreter to join your call.

THREE CIRCLES

Share your views with us here:
<https://www.threecirclesfostering.com/wishesandfeelings>

Call: 01625 533531

NYAS

NYAS: www.nyas.net
Call: 0808 808 1001
Email: main@nyas.net

BECOME

Care advice line: Open Monday-Friday
10am-5pm
0800 023 2033





Three Circles Fostering Ltd
Dean Row Court Summerfield's Village Centre,
Dean Row Rd,
Wilmslow
SK9 2TB

Phone: 01625 533531
[Threecirclesfostering.com](https://www.threecirclesfostering.com)

Three Circles Fostering is a company registered in England. Company Registration Number: 07846546. Ofsted number: SC443768

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Where possible, we have utilised language that cares through this document

A comprehensive bank of policies and procedures support this statement of purpose. It will be reviewed annually following consultation with all stakeholders.