



*Foster care where children  
heal and thrive*

# **Independent Fostering Agency Statement of Purpose 2024/25**



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**Company Registration Number: 08185978. Registered Office: 48 Wostenholm Road,  
Sheffield S7 1LL**

## Introduction

Chrysalis Consortium, Independent Fostering Agency established in 2012. Based in Sheffield, with satellite offices in Bradford and York. Chrysalis Consortium is a therapeutic fostering service. For more than 10 years, the Chrysalis family have supported parents and foster carers to care therapeutically for the children living with them, promoting healing and growth.

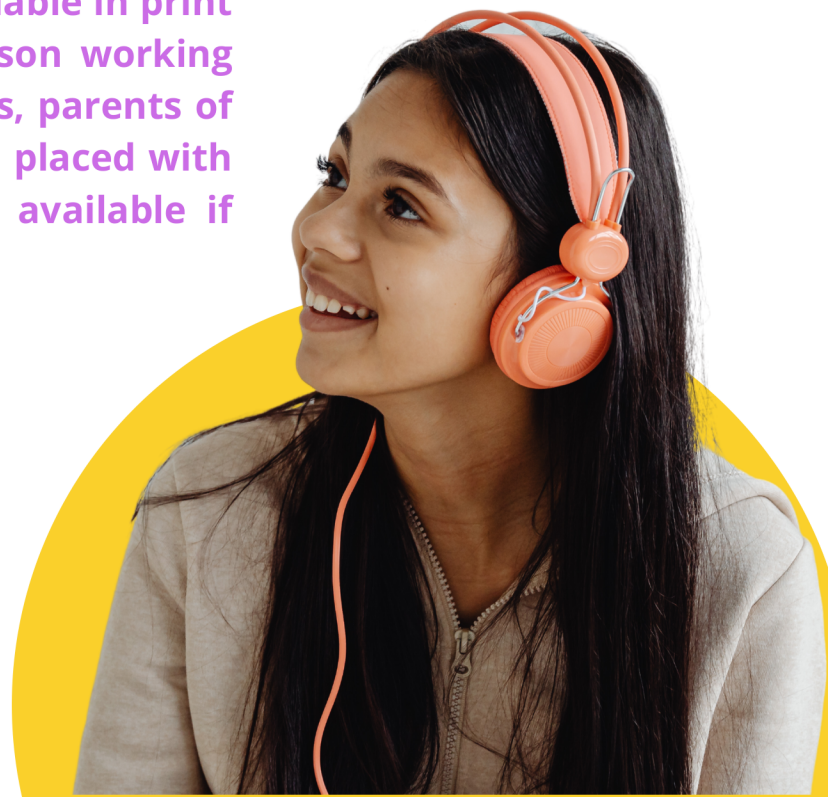
Chrysalis Consortium is part of the Chrysalis family. Sister agency to Chrysalis Associates a well established developmental trauma and attachment therapy service and registered Adoption Support Agency.

This Statement of Purpose sets out our intentions for the development of the fostering agency. It has been written in accordance with the appropriate legislation and guidance relevant to:

- The Children's Act 1989
- The Children's Act 2004
- The Care Standards Act 2014
- The Fostering Services Regulations (England 2011)
- The National Minimum Standards for Fostering Services (England)
  - The Care Planning, Placement and Case Review (England) Regulations 2010 (Amendments 2021)
- National Care Standards for Foster Care and Family Placements

**A copy of the Statement of Purpose is published on our website and will be made available in print to Ofsted, local authorities, any person working for the fostering service, foster carers, parents of children placed with us and any child placed with us. A more child friendly version is available if required.**

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## Our Aims and Objectives

### Aims

Chrysalis Consortium Ltd aim to provide therapeutic family placements which enable children to heal and thrive whilst they are looked after. All Chrysalis foster parents aim to provide a therapeutic experience which has a positive and lasting impact on the life of the child they care for. They utilise the methods of PACE, and Theraplay® in their homes. In addition, an individually tailored package of therapy can be wrapped around the foster placement. All fostering services are delivered ethically, at the lowest sustainable cost, so that as many children as possible can benefit from them. Foster carers and staff are valued, nurtured and supported to provide the very best care that they can.

### Objectives:

To achieve these aims, we have the following objectives. All our objectives are specific, measurable, achievable, relevant to our aims and delivered within a timescale. In delivering our objectives we act in keeping with the standards and ethics of our core aims, so that the service is strong and delivered with integrity. Individually and collectively we take responsibility for ensuring that our objectives are achieved, by being transparent, accountable and open to feedback and review.

- To run a sustainable Registered Independent Fostering Agency, ambitious for outstanding outcomes for children and young people.
- To recruit Foster Carers with the right attributes, attitudes, values and skills to foster children therapeutically, using PACE and Theraplay®.
- To offer a coherent and compelling range of services, with a tailored menu of therapeutic support, from the standard placement with Theraplay® through to a range of other placements with additional therapy, for example to facilitate re-unification with birth family, a move on to adoption, or recovery from post-traumatic stress.
- To deliver excellent quality foster placements, of lasting benefit to the lives of the children who are looked after.
- To provide them at the lowest sustainable cost, so that as many children as possible can have access to them.
- To use our position to influence wider change by: offering work opportunities to care leavers and publicise the effectiveness of therapeutic care through research based presentations and lobbying at a local and national level.
- To actively encourage children and young people to express their views and opinions and to actively listen and promote participation.
- To focus on continuous improvement, quality assurance and high-quality service provision.

## Vision & Mission Statement

### Vision Statement

To create a community of therapeutically trained fostering families, providing children and young people with security and stability to heal through permanency.

### Mission Statement

To develop nurturing environments that meet the holistic needs of children and young people in our care. Using developmental trauma and attachment theory, to enable children and young people to heal and thrive throughout their journey. We are passionate about the provision of high quality services prioritising integrity and accountability.

Chrysalis Consortium Ltd is a private limited company registered in England under the Companies Act 1985, Company Registration Number 08185978. Chrysalis Consortium is registered as an independent fostering provider under the Care Standards Act 2002 and the Fostering Services Regulations 2002, to provide foster placements on behalf of local authorities. Chrysalis Consortium has a board of 4 directors who oversee all aspects of the services provided. The Directors are:

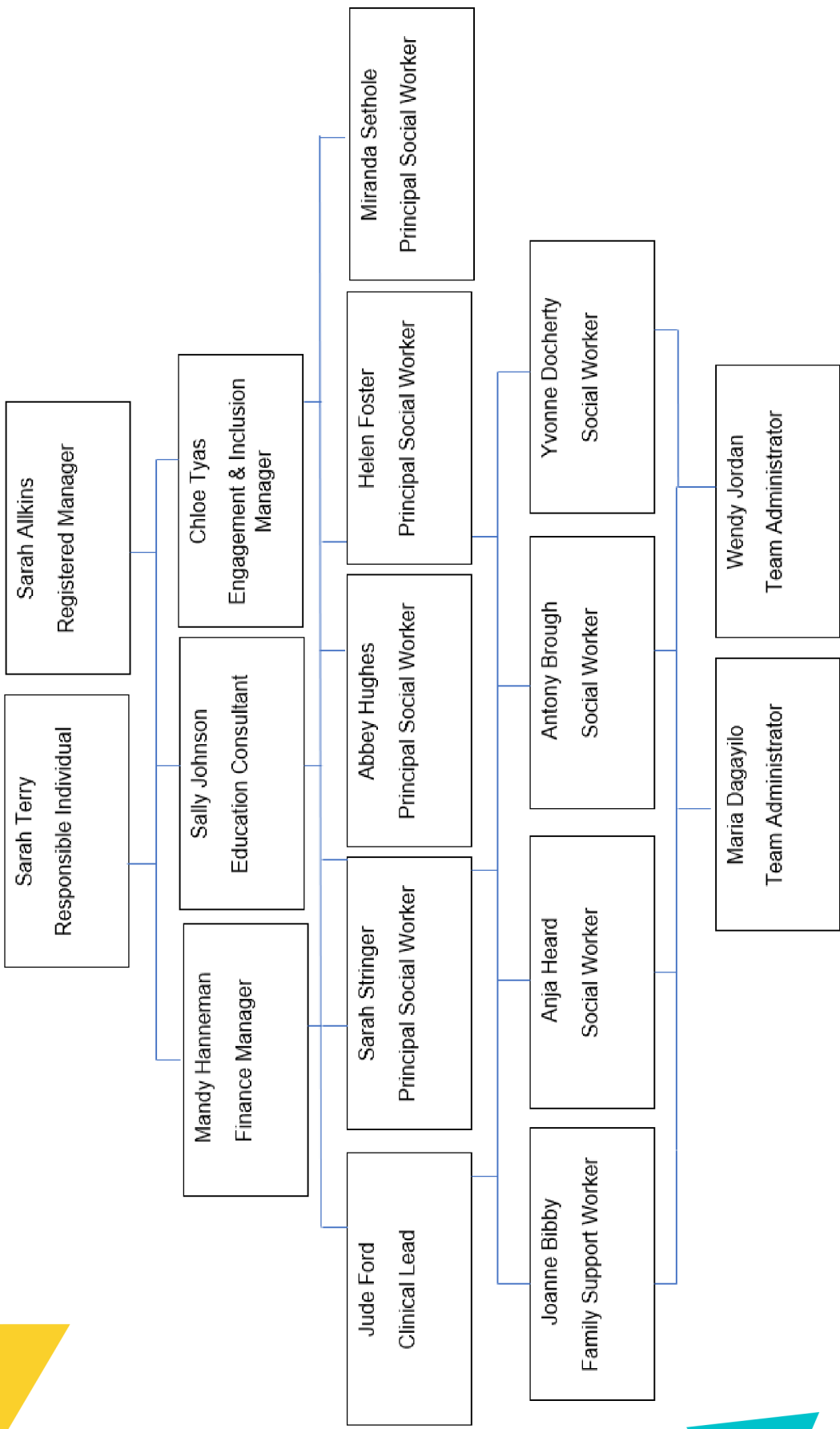
**Sarah Terry Qualified Social Worker and Trauma Therapist**  
**Sarah Allkins Qualified Social Worker and Trauma Therapist**  
**Dr Jacqueline Lynch Consultant Clinical Psychologist**  
**Dr Helen Freake Clinical Psychologist**

The board meets regularly and is responsible for the corporate governance of the company and determining and reviewing the company's: culture and values; vision and mission; strategic direction; development and review of policies and procedures; financial management; the day-to-day operation of the fostering agency; the management of human resources; and quality assurance. Sarah Terry is a Director and Responsible Individual. Sarah Allkins is a Director and Registered Manager for the fostering service.

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# Organisational Structure

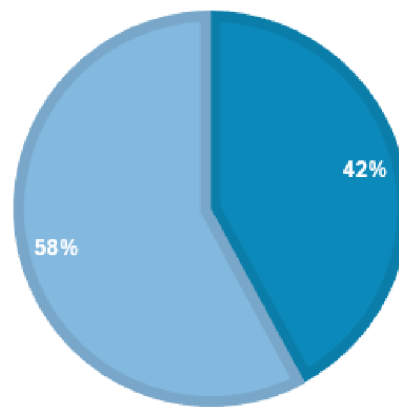


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# The Statistics, as of April 1st 2024

## Children in Placement by Gender

58% Female

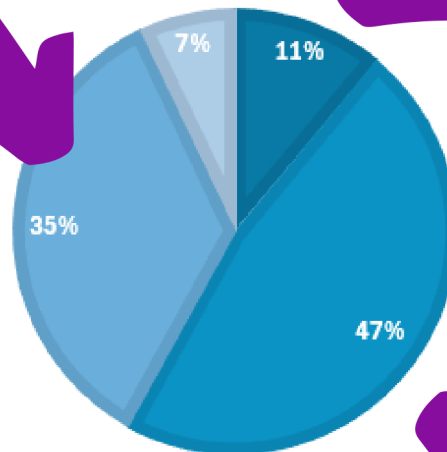


42% Male

## Education Provision

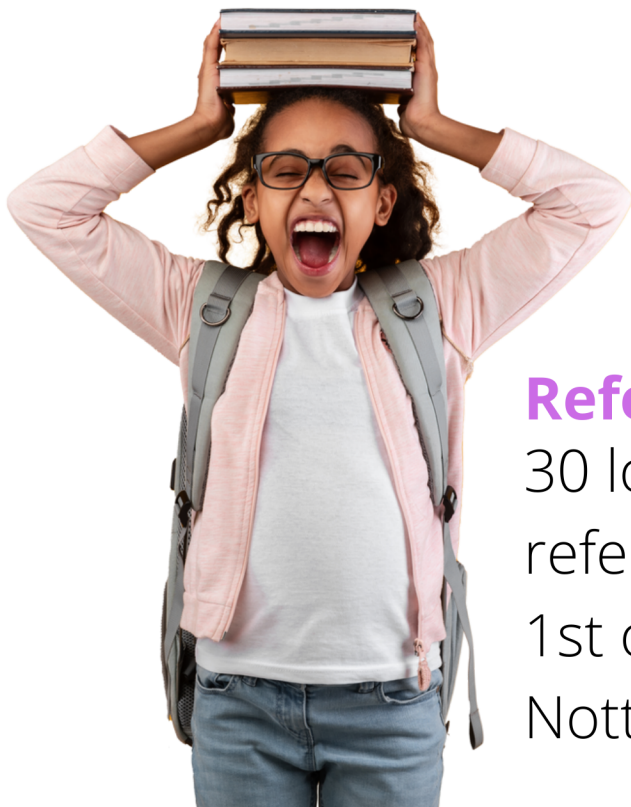
7% Post16 Provision

35% Secondary Provision



11% Early Years

47% Primary Provision



## Referrals by Local Authority

30 local authorities nationally submit referrals. Top referring agencies as of 1st of April 2024: Derbyshire and Nottinghamshire.

## Our Ethics and Standards of care

### A Therapeutic Approach

The overall aim of the Chrysalis group of companies is to make family based therapy available to as many children who have suffered childhood trauma and who have attachment difficulties, as possible. In running an independent fostering agency, we recognise that it is highly likely that many of the children who are Looked After will have such experiences which may be preventing them from developing healthy relationships, in turn severely inhibiting their ability to develop healthily in a social world. Foster carers often struggle with high levels of challenge in their family environment. We have spent more than 10 years supporting and working with foster carers and adoptive parents, their social workers and professional networks, to enable them to help children to heal from their traumas and start to relax into reciprocal and affectionate relationships with their carers or parents, which then supports them to do better in their friendship groups, schools and communities. Research has shown that childhood abuse and trauma can impact brain functioning which can fundamentally alter the way they perceive and process information which in turn affects their behaviour. (Perry, B, 2007) Foster carers therefore have to learn new ways of parenting, as accepted common sense or 'good enough' parenting will not necessarily have a positive effect on the traumatised child.

Chrysalis Consortium will equip its carers to help their fostered children by using the therapeutic methods of Theraplay® and PACE in the home. We will work with the professional network around the child to help them to understand the therapeutic approach being used and to extend it into other areas of the child's life where useful, appropriate and possible. If needed, a more intensive therapy package, tailored to the child's unique needs and circumstances, can be provided as a wraparound package.

### Respect and protection for children and carers:

Children who are Looked After have multiple vulnerabilities, and their foster carers are exposed to risks. Recognising the complexity and difficulty of a fostering situation, Chrysalis Consortium will ensure that all staff and carers operate to the highest standards of safeguarding, accountability, transparency, user participation, behaviour and conduct. We will protect and promote the rights of children in line with the UN Convention on the Rights of the Child. Fundamental to these ethics is the ability to seek the views of and listen to the child. We also have respect for carers doing what is often an extremely difficult job. We will provide excellent supervision and training to protect them from becoming unable to cope.



### **Striving for excellence:**

We aim to exceed the National Minimum Standards for Foster Care and be fully compliant with all legislation governing the provision of a fostering service. We have clear quality assurance mechanisms in place and seek feedback from everyone involved in a placement: child, carers, birth families, social workers and the professional network. We use a range of psychological and social work tools to record and monitor progress and are accountable for children's outcomes from our placements. Continuous improvement based on an active feedback loop, is built into the strategic management and delivery of the fostering service.

**'Our Skills to Foster training was relevant, informative and interesting. It was delivered in a professional yet friendly manner and gave us an excellent insight into fostering with a therapeutic approach. It has inspired us to learn more and we are keen undertake further training to improve our knowledge and skills.'**

### **Nurturing People:**

We know that to do their best people need the right conditions, which includes feeling valued and safe. Staff and carers are nurtured and supported so that they know that they are valued and cared about, whilst being expected to make their full contribution to the best outcomes for children. Carers and staff are remunerated well and opportunities for fun and relaxation are created. Learning and personal and professional development is a top priority for staff and foster carers. All staff and carers are supervised appropriately, and any concerns are dealt with promptly and fairly.

### **Excellent customer service**

We believe in providing an excellent response to our customers, and being active in finding solutions to their needs. Our relationships with commissioners, prospective foster carers, social workers, families and children are respectful always, transparent, based on partnership and open to feedback. We understand that relationships lie at the heart of any thriving enterprise, and we nurture all our relationships.



**"What attracted us to Chrysalis was the fact that they are an agency which provides therapeutic intervention for children and young people. Having this therapeutic approach and a broad range of training means that as newly approved carers we feel well supported."**

**From the point of contact through to the assessment process and panel we have felt comfortable and listened to. In addition our social worker is a great source of support and guidance as well as other members of the team. We feel happy to be part of this amazing team."**



## Standards of Care

We aim to ensure that our practice exceeds the National Minimum Standards for Foster Care and complies with all the relevant legislation. In particular we:

- Make listening to children central to all our practices; we act on what we learn from children and monitor how good we are at making changes to how we do things, in the light of their feedback.
- Treat each child as a valuable individual, and tailor their care to their unique needs and strengths.
- Make sure that we strive in all we do to support children to feel safe, relaxed and confident, and able to have reciprocal loving relationships with their family and friends.
- Keep children safe from harm. Children are never expected to share a bedroom.
- Make sure that children are in good health, including taking care of their psychological welfare.
- Provide children with ongoing opportunities to find activities and interests that they like and can be good at and help them to find ways of giving back to their communities and others.
- Value education and learning as a vital preparation for adult life and use all our skills and resources to support a child's learning in whatever setting works best for them.
- Prepare children and carers for living together, so that from the very beginning, the child gets the message that they are wanted, cared about and valued. We encourage and support our carers to love their fostered child and not be afraid of getting attached.
- Make independence training integral to all child care, from whatever age the child arrives at through to adolescence, so that all children living with Chrysalis have the best chance of a happy and successful independent adult life.

## The services we provide:

We provide solo, dual or sibling foster placements across Yorkshire, Derbyshire and Nottinghamshire, Lancashire, Lincolnshire and Greater Manchester. We provide placements for children aged from 0 up to 18 years of age. Placements may be short or long term and could include: Emergency placements, bridging placements, task focussed placements and permanency placements. We can offer child and parent placements and placements for unaccompanied asylum-seeking children. We provide planned breaks for our carers, from within our pool of foster carers. All placements are supported with Theraplay® and the PACE approach, initially Chrysalis will provide a Theraplay® trained worker to work with the child and carer to build up the carer's skills and techniques, and to identify where the child most needs support. Once the carer has become confident, they will be supervised to continue the therapeutic care themselves at home. If a child has more significant needs, an individually tailored programme of supplementary therapy can be provided, as a wraparound package.

## The support we give to Children:

All children living with us have visits from their Chrysalis social worker, who gets to know them and builds a good relationship with them. They know how to contact the worker if they want to. All children receive an age appropriate Welcome Pack and Children's Guide when they arrive.

We run participation groups, using child centred play or activity-based events to engage children in sharing their views with us about the services we run.



We hold annual achievement celebrations. We support children to get the best out of the education system, by supporting them in the class room and by helping their teachers to understand their needs. If school isn't working for children, we will do our utmost to find an alternative resource that does.

We help children to make sense of their life history and have a healthy narrative about it. This may take the form of Life Story work producing a tangible record for the child to keep and update, or may be through a therapeutic process.

### **The support, training and supervision we give to Foster Carers:**

We endeavour to make positive and constructive professional relationships with all our foster carers, through which they receive support, value, and nurture as well as challenge and guidance. When there is an issue about standards of care we will raise it swiftly so that an early improvement can be achieved, or appropriate action taken.

✓ All placements are supported by the supervising social worker providing Theraplay® and coaching in PACE from the beginning.

✓ Carers receive monthly supervision sessions which are recorded and signed by both parties.

✓ Carers have contact from their supervising worker as often as it is needed including daily by phone if required. All calls from carers are responded to quickly.

✓ Carers have the option of up to 3 weeks paid planned breaks per year, so that they can have down time with their families, relax and recharge their batteries.

✓ Carers receive a professional fee and funding to cover the costs of caring for a child in their own home.

✓ There is a comprehensive training strategy which includes: The Induction training period where all foster carer induction standards will be met; the Core Training calendar which will cover essential topics such as Safeguarding, Behaviour Support, Health, Education, Sexuality, Attachment, Therapeutic re-parenting; the Advanced Skills training calendar which will allow carers to deepen their knowledge in special interest areas, and hone their therapeutic skills.

✓ Where carers wish to they will be supported to complete NVQ, The Training Hub or a diploma in therapeutic parenting.

✓ We support and encourage our carers to act as mentors to newer foster carers, to contribute to training courses, and share their life and work skills amongst the staff and carer group.

✓ We have opportunities for carers to become trainers with Chrysalis.

✓ There is 24-hour telephone support available from the social work team.

✓ We recognise that the work foster carers do can be stressful and challenging. We believe it is important to come together informally to unwind and have fun, socialising with like-minded people. We run social events to enable this to happen

**“Chrysalis isn't just a Fostering Agency, it's an extension to our family. Unlike others they utilise a diverse selection of therapeutic techniques to help children with developmental trauma. These techniques coupled with the outstanding support they provide has enabled us as a team to transform a life! It hasn't been a walk in the park but it has been one of the most rewarding experiences for myself and my husband. Thank you so much for everything you have done and continue to do for our family.”**

## Feedback from foster carers that Transferred to Chrysalis:

"When we initially made contact with your company, the information you gave us was very clear and you were honest with us about the organisation and how our personal circumstances would fit your ethos. We had an initial assessment which was done in a friendly way and after speaking to lots of other agencies it was very clear to us that transferring to you was the best thing for us and the child in our care. Our decision to apply to transfer was followed by a thorough assessment. Our previous experience of this process was not as positive. We have never felt anything other than relaxed and at ease with the transition. Since transferring to you we have been impressed by the way you operate with a compassionate, professional, and understanding manner. The level of support available to us and the child in our care has made a tremendous difference to our lives."

"I always felt that staff from Chrysalis were supportive, helpful and welcoming at all stages of the process. It was reassuring that they knew and understood the process fully, which was not particularly the case with some of the local authority staff I had to deal with. Since approval, the ongoing support, supervision, and training has been much better than I had experienced with the local authority; consistent, useful, people doing as they said they would! Relatively ordinary things, but the absence of such things in local authorities make coming to Chrysalis a refreshing change."

Our experience of transferring over to Chrysalis was positive and we felt fully informed and supported at all times. All processes were explained, and we had regular updates at each point and if we had any questions they would always be answered promptly. We felt Chrysalis removed any stress from us and were much quicker with the whole assessment process than we had previously. As carers we have found their knowledge and experience of Trauma and Attachment has been invaluable. Without this we could have not been able to adapt and change our parenting approach to support and care for the child in our care. We feel strongly that there is a two-way relationship with Chrysalis and that we can 'trust' them at all times and the decisions they make. Through this we have been able to be honest and open when we are finding things tough and need that extra help and advice. The principles of PACE and the therapeutic approach are key to our success in managing, at times, a very challenging yet rewarding five year placement. We are looking forward to our next step and feel with their support we can offer a child the help and support they need for the future in a loving and understanding home.

'We feel strongly that there is a two way relationship with Chrysalis and that we can "trust" them at all times and the decisions they make. Through this we have been able to be honest and open when we are finding things tough and need that extra help and advice.'

"My experience with the agency has been far beyond positive. Working along with such a positive team, from management down the line. I have never felt alone in my journey, I feel listened to and respected, when airing my thoughts and opinions honestly."

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## Assessment and Approval of New Foster Carers

Children come into care for a number of reasons; they are hurting and need our help to heal. A warm relationship with foster carers who understand is central to helping these children overcome their experiences and grow into happy and successful individuals. We make sure that our recruitment of foster carers is as safe as can be. For this reason, those who want to foster with Chrysalis will go through a thorough an assessment, which includes an assessment of your relationship style, and whether you have the personality and qualities to make a therapeutic foster carer – whether you may be able to remain Playful, Accepting, Curious and Empathic in the face of a challenging child.

The assessments are based on evidence, rather than just what people tell us, and references will be taken up from the DBS, 2 referees who know you well, a family member, any previous partners that you lived or cared for children with, your employer, social services, your GP and the education service, if you have had a child in school in the last 5 years.



## The Process

Networking, advertising, social media campaigns, website, information events, and to reach potential carers.

Quick and effective response to enquiries, initial visit to your homes to discuss fostering and make a first assessment of suitability.

Application form completed, social worker meets with applicants to do an in depth assessment, referees are interviewed, DBS and other checks made, evidence of skills for fostering gathered, and a report is prepared for foster panel.

Candidates attend Skills to Foster Training, during this time, plus any other fostering courses being run in the period, such as First Aid. Work with the assessing social worker is done to prepare you for fostering.

The report is presented to a fostering panel by the assessing social worker, applicants are invited to attend and answer questions. Panel makes a recommendation to the Agency Decision Maker about approval.

The Agency Decision Maker makes the decision about approval.



The Chrysalis Consortium foster panel is made up of people with professional or life experience relevant to fostering and includes: a person with care experience, a foster carer, a Children's advocate, a fostering social worker with mental health experience, two independent social workers, health and education professionals and an independent chair. Panel provides an independent quality assurance role and gives feedback on each assessment presented to enable the agency to have an objective measurement of the quality of assessments. We inform applicants of their right to a review of the panel's decision by the Independent Review Mechanism.

## **Our Complaints Process**

Chrysalis Consortium has a formal Complaints Procedure, which is made available at the first point of contact. An appropriate format is available for children.

If the complainant is unable to resolve their issue to their satisfaction informally, with the subject of the complaint and the manager, then the formal Complaints Procedure will be implemented without delay. The formal complaints procedure consists of

- 1) Formal complaint in writing, or verbally if from a child, to the Responsible Individual (Sarah Terry) who will acknowledge and investigate the complaint. If the complainant is not satisfied with the outcome, it will go to
- 2) Review Panel, which consists of the Responsible Individual, the Registered Manager and an agency Director. A written response will be given. If the complainant is still not satisfied there will be
- 3) an Independent Review. An Independent person not responsible for the service or company will consider all the circumstances of the complaint. Their findings will be given to the Review panel who will communicate with the complainant.

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**The Independent Person is: Dr Sue Golding  
35 Brick House Lane  
Sheffield, S17 3DQ**



If they wish to complain you can also contact:  
Ofsted National Business Unit 26-32, Piccadilly Gate,  
Store Street, Manchester, M1 2WD  
Tel: 0300123231  
Email: [enquiries@ofsted.gov.org](mailto:enquiries@ofsted.gov.org)  
website: [www.ofsted.gov.uk](http://www.ofsted.gov.uk)

Where a child or young person wishes to make a complaint, Chrysalis Consortium will provide them with the support and information they need to work through the complaints process. This will include seeking an advocate if needed. If the matter cannot be resolved through Chrysalis's Complaints Procedure, a child or young person may contact:

The Office of the Children's Commissioner, Sanctuary Buildings, 20 Great Smith Street, London, SW1P 3BT

Free phone: 020 7783 8330

Email: [info.request@childrenscommissioner.gsi.gov.uk](mailto:info.request@childrenscommissioner.gsi.gov.uk)

Advice and help for children in care or living away from home

If you have an enquiry about Help at Hand, our advice service for children in care, living away from home or receiving social care services, visit [www.childrenscommissioner.gov.uk/help-at-hand/](http://www.childrenscommissioner.gov.uk/help-at-hand/)

Freephone 0800 528 0731

or Email: [help.team@childrenscommissioner.gsi.gov.uk](mailto:help.team@childrenscommissioner.gsi.gov.uk)

Children in Care Advocacy-Coram Voice, Free phone 0808 800 5792  
[www.coramvoice.org.uk](http://www.coramvoice.org.uk)

National Youth Advocacy Service, Help Line: 08088081001 or

Email: [help@nyas.net](mailto:help@nyas.net) [www.nyas.net](http://www.nyas.net)

or

Coram Children's Legal Centre, Tel: 020 7713 0089

[www.childrenlegalcentre.com](http://www.childrenlegalcentre.com)

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## Our Contact Details

Information about Chrysalis Consortium and our three office bases can be found at [www.chrysalisconsortium.co.uk](http://www.chrysalisconsortium.co.uk). You can email us [info@chrysalisconsortium.co.uk](mailto:info@chrysalisconsortium.co.uk) or call us on 01142509455



### Sheffield

#### Sheffield Head Office

48 Wostenholme Road  
Nether Edge  
Sheffield  
S7 1LL



### York

#### York Satellite Office

The Surgery  
37 Common Road  
Dunnington  
York  
YO19 5NG



### Bradford

#### Bradford Satellite Office

1 Thornbridge Mews  
Bradford  
BD2 3BL

**Amendments/Revisions:** This Statement of Purpose and revisions were approved by Sarah Terry on 18/04/2024 and will be reviewed periodically. The most current version will be posted on the website, and we will be pleased to provide it on paper to anyone who requests it.

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