



# Statement of Purpose

**Cymru Fostering Service**

Sept 2025

**Care Inspectorate Wales**  
**Registration No. W/010000722/M001/0006**

Our Fostering Service address:  
**Britannia House, Van Road, Caerphilly, CF83 3GG**  
**Tel: 02920 484316**



**Newid Plentyndod.  
Newid Bywydau.  
Changing childhoods.  
Changing lives.**

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**“Thank you very much for the support, advice and training opportunities made available to me. I am most grateful that you and the review panel agreed to re-approve my position in your organisation.”**

Foster Parent





# Legal Framework

This Statement of Purpose has been developed in accordance with the following legislation:

## **The Children Act 1989**

The Children Act 2004

## **The Children and Young Persons Act 2008**

The Independent review of Determinations (adoption and fostering) (Wales) Regulations 2010

## **Protecting Children supporting foster parents – dealing with allegations against foster parents Protocol (Guidance, 2011)**

Fostering Services Regulations 2013  
miscellaneous amendments known as: The Care Planning, Placement and Case Review (Wales) regulations 2015

## **Social Services Wellbeing Act (Wales) 2014**

The Regulation and Inspection of Social Care (Wales) Act 2016

## **The Fostering Panels (Establishment and Functions) (Wales) Regulations 2018**

The Regulated Fostering Services (Service Providers and Responsible Individuals) (Wales) Regulations 2019 and Statutory Guidance – Fostering Services (2019)

As part of the regulatory requirement a copy of the Statement of Purpose will be provided to Care Inspectorate Wales [CIW] and will be placed on Barnardo's website. The document is also available on request to: staff, Placing Authorities, foster parents, prospective foster parents and children/young people.

This Statement of Purpose has been prepared in accordance with these requirements and will be a useful source of information to Barnardo's staff, foster parents and prospective foster parents, children and young people who are placed with the fostering service, and also to colleagues from other agencies.

This Statement of Purpose is reviewed and updated on a regular basis, and at least annually.



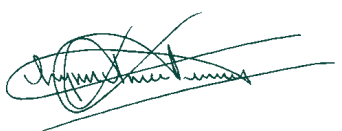
# Message from CEO

**For more than 150 years, Barnardo's has been changing childhoods and lives, including through our work helping hundreds of thousands of children and young people to live with loving foster families and adoptive parents.**

Barnardo's supports around 370,000 children, young people, parents and carers each year through our services and partnerships across the UK.

We believe in all children and young people, and their potential. We support them, stand up for them and bring out the best in each and every child and young person.

We support foster parents to welcome children and young people who need a loving and supportive home. We provide over 20 fostering, adoption, and planned break services for families with children and young people of every age, gender, race and ability. Our comprehensive preparation, training and 24/7 support to foster parents makes us a trusted choice across the UK.



**Lynn Perry MBE**  
Chief Executive, Barnardo's





# Barnardo's Status and Constitution

Barnardo's is a company limited by guarantee (registered in England under number 61625) and a registered charity (numbers 216250 and SC037605). It was also registered as a trust corporation on 16 December 1926. Its governing instrument is the Memorandum and Articles of Association, most recently amended by special resolution passed on 17 July 2001.

Barnardo's Cymru Fostering Service is part of Barnardo's Family Placement Services.

The Head of Fostering & Adoption is Brenda Farrell.

Family Placement Head Office Address:

**Barnardo's – Youth Village  
Hudson Street  
North Shields  
NE30 1DL**

Telephone: **0191 296 3355**

The Manager of the service is Martin Kaid.

**Barnardo's Cymru Fostering Service,  
Britannia House,  
Van Road,  
Caerphilly  
CF83 3GG**

Telephone: **02920 484316**

# Vision, Aims and Objectives

## Aims

Barnardo's is a leading national independent fostering agency, providing fostering and planned break fostering across England, Wales, Scotland, and Northern Ireland.

We aim to achieve high quality, stable foster homes for children and young people by ensuring that foster parents are appropriately recruited, assessed, trained, and supported within the required regulations and national minimum standards.

## Objectives and Outcomes

1. To protect children and young people from abuse and neglect.
2. To recruit, assess, support and train foster parents to provide a range of foster homes for children/ young people who are unable to live with their first families.
3. To provide planned break foster homes for children/young people living with their first families, and those living with our foster parents.
4. To ensure that foster parent recruitment matches the needs of the children/young people we aim to look after in our foster homes, so that children/ young people have the opportunity to live within a family which values, recognises and supports their ethnic origin, cultural heritage, religion.
5. To provide support, regular supervision and training opportunities to equip foster parents in meeting the complex needs of children/ young people in our foster homes.
6. To ensure that all legal, regulatory and minimum standard requirements are met in relation to the approval, review and supervision of parents and provision of foster homes to children/ young people, and to monitor that they are being met via quality assurance processes.
7. To provide a 24/7 helpline service for foster parents.
8. To promote secure attachments and stability of foster homes for children and young people in order to achieve better outcomes for their health, education, employment and future independence.
9. To prepare children/ young people adequately for when they leave their foster family and create lifelong attachments with foster parents.
10. To maintain and promote contact between foster children and their first families and or significant others and communicate effectively with parents as appropriate.
11. To promote positive working relationships/ partnerships between Barnardo's fostering, adoption and planned break services and local authorities or trusts to facilitate communication and promote good practice for the benefit of children and young people who are fostered by the service.
12. To ensure that the Fostering Panel operates according to legislation and regulations in relation to foster parent approvals, reviews, allegations and complaints.
13. To ensure that the way in which the Service develops, considers the views and wishes of its foster parents, the foster children, and staff by encouraging feedback from everyone in the foster home.
14. To use a variety of methods to communicate and engage with children and families.
15. To ensure continuous improvement and development of the fostering services through regular training for staff around changes to legislation and regulations and identifying the needs and type of specialist foster homes required.



## Welsh Language Offer

Barnardo's demonstrates respect for the Welsh Language through all its activities and recognises the need to be appropriately responsive to the linguistic needs of Welsh speakers. Barnardo's Cymru Family Placement Services are fully committed to meeting the requirements of the Welsh Language (Wales) Measure 2011.

Within Barnardo's Cymru, there is a lead senior management role specifically for Welsh Language and an active Welsh Language Strategy Group that meets quarterly. Barnardo's provides services within the primarily Welsh speaking heartlands of Wales; in partnership with Local Authorities and other organisations where the language of business is Welsh.

We apply a consistent 'active offer' approach to our Welsh language commitment across all our services in Cymru and utilise bilingual signage (both publicity and premises), advertising, websites, recruitment and staffing, and support materials ensuring no language is treated less favourably than the other. We also positively attempt to ensure that:

- All children, young people and their families are made aware that they can access services in both Welsh and English.
- All initial correspondence to families can be provided bilingually.
- Welsh speaking staff are matched to children and families who are Welsh speaking.
- We will identify with families in the community and make families aware of bilingual service points; providing bilingual capacity to ensure proper and timely, delivery of services.





# Service Registration

The Manager of the service is Martin Kaid.

Service Address:

**Barnardo's Cymru Fostering Service,  
Britannia House,  
Van Road,  
Caerphilly,  
CF83 3GG**

Telephone: **02920 484316**

The relevant qualifications and experience of the Registered Manager Martin Kaid – Dip SW/ILM 5, a qualified Social Worker since 2003, registered with Social Care Wales (SCW).

The Responsible Individual is Brenda Farrell.

Family Placement Head Office:

**Barnardo's Youth Village,  
Hudson Street,  
North Shields  
NE30 1DL**

Telephone: **0191 2963 355**

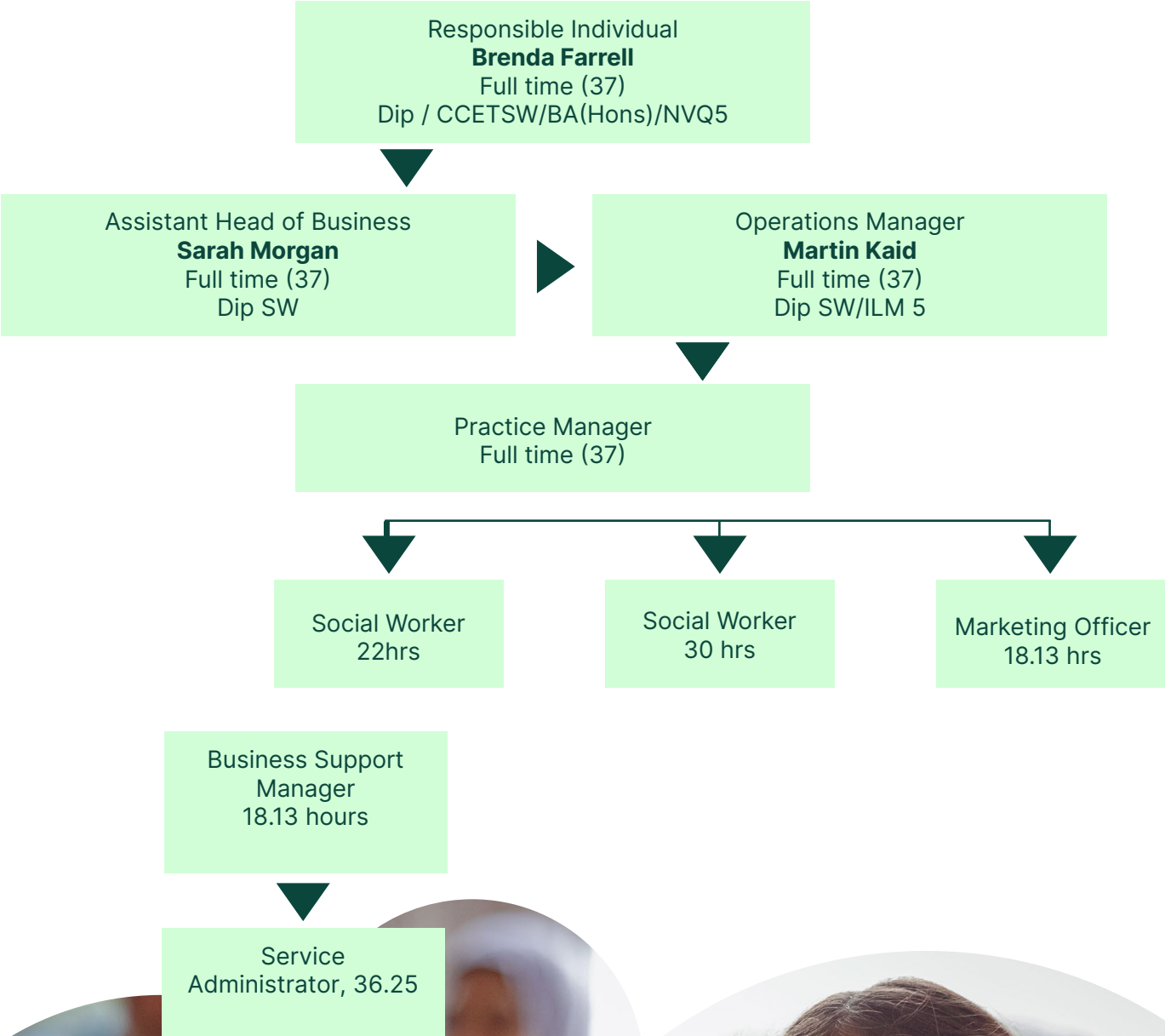
Any conditions of registration on the Registered Provider: *There are no conditions on this registration.*

As a national organisation we are able to utilise resources and office facilities as appropriate, to meet our business need, across Wales and the UK.





# Service & Staff Structure



## Job roles and qualifications

### Responsible Individual

Brenda Farrell is a qualified Social Worker registered with Social Work England. She holds recognised management qualifications and is the Head of Business for adoption and fostering for Barnardo's across the UK. She reports to the Barnardo's Board of trustees and the Commercial Director for Children's Services Business Development Unit.

The responsible individual has a specific range of duties and responsibilities to carry out as stated in The Regulated Fostering Services (Service Providers and Responsible Individuals) (Wales) Regulations 2019.

### Assistant Head of Business

Sarah Morgan is a qualified Social Worker registered with Social Care Wales (SCW). Sarah qualified as a Social Worker in 2002 and completed her "Managing Practice Quality in Social Care" qualification in 2012. Since qualifying she has worked in various childcare teams, including managing child protection; fostering; and adoption services in a local authority. Sarah was also the registered manager of an independent fostering agency for nine years prior to joining Barnardo's in March 2022.

The AHoB is responsible for strategic management and oversight of the fostering service and its functions and areas of responsibility and reports to the Responsible Individual. The AHoB is the strategic interface between the Cymru Service and Barnardo's fostering services throughout the country. The AHoB has a quality assurance remit and performs the task of Agency Decision Maker.

### Operations Manager

Martin Kaid is a qualified Social Worker, registered with Social Care Wales (SCW). He holds an ILM Level 5 Award in Management & Leadership. Martin has been qualified since 2003, working in the Youth Offending Service; as an officer for the Regional Equality Council, an independent assessor, and a service manager for Action For Children as well as Barnardo's Children's Services, before becoming the Operations Manager for Barnardo's Cymru Fostering Service. Martin has been employed by Barnardo's since 2011.

The Operations Manager is responsible for the overall operation of the service and reports to the AHoB. The Operations Manager is responsible for budgetary control and is involved with the development and implementation of the strategic aims and objectives of the organisation, and is responsible for the management of Practice Managers, sits on Panel in the role of Panel Advisor, ensures all policies and procedures are up to date, completes audits of the service to ensure a high standard, and monitors and advises on serious complaints and allegations ensuring appropriate procedures are followed and safeguards are in place.

### Practice Manager

Our Practice Manager, Max, has been a qualified Social Worker since 2010 and is registered with Social Care Wales. He has worked within Local Authority Children's Services teams and began working in fostering within a local authority fostering service in 2018. During his career Max has been a Supervising Social Worker within a local authority and two independent fostering providers. He has also been an Operations Manager within an independent fostering provider.

Max joined Barnardo's in June 2025 and is responsible for the supervision and case management of Supervising Social Workers. Max has the responsibility of developing services to support foster parents and coordinate training, alongside responsibilities for recruitment and assessment of foster parents. He will also contribute to ensuring that the fostering service meets regulatory requirements.



## **Supervising Social Workers (SSW)**

Our qualified SSW's are registered with Social Care Wales and undertake the assessment, support and annual review of foster parents. SSW's work in partnership with the looked after child's Social Worker to promote good outcomes. SSW's also support training, coordinate support groups, and cover the out-of-hours helpline support service. Within Barnardo's Cymru Fostering Service there are qualified Social Workers registered with Social Care Wales equivalent to 2.4 full time posts.

## **Marketing Officer**

The marketing officer takes responsibility for completing foster parent recruitment plans. They work with Barnardo's national marketing team, using creative and innovative ways to recruit foster parents. There is one Marketing Officer post, equating to 0.5 full time equivalent post.

## **Placement Officer**

The placement officer builds links with placing authorities/ trusts, reads all the referrals received and carefully matches a child/ young person to one of the foster parents. This involves setting up planning meetings and includes completing all the relevant paperwork.

## **Business Support Manager**

The business support manager has financial duties including invoicing, foster parent payments. They are responsible for health and safety in office premises, and supervises the administrators. The Manager holds an NVQ Level 3 in Customer Services and Financial Services and a certificate in ILM Level 4 in Leadership and Management. They have been employed by Barnardo's since 2001.

## **Administrators**

Undertake a wide range of admin tasks to support the work of the service such as inputting and monitoring of data, coordinating training, panel administration and ensuring all checks and repeat checks are completed. The administrator has an NVQ Level 4 in Business and Professional Administration and has attended CoramBAAF Panel Administrator training, The Fostering Network Agency Decision Maker training, and Charms workshops. They have been employed with Barnardo's since 2011.

## **Team**

There is a range of expertise in the team from years of experience in fostering and social care including childcare social work, safeguarding, youth offending, intake and assessment, residential mental health, housing, and substance misuse.

In addition to the above staffing structure the service employs a small pool of independent social work qualified professionals who undertake Form F assessments where required, as well as professional therapists who are available to undertake direct work in accordance with individual children's care and support plans.

# Foster Homes We Provide

## Short Term

Short term foster homes are for short periods of time but can last for up to two years, while plans are being made.



## Brothers and Sisters

We have foster parents who provide homes for brothers and sisters so that they don't need to be separated.



## Unaccompanied Asylum-Seeking Children

A number of our foster parents are skilled in providing homes for children/young people who are unaccompanied from overseas and seeking a place of safety.



## Planned Breaks/ External Planned Breaks

We have foster parents who provide planned breaks either on a regular basis or one-off breaks. These can be for children/young people living at home with their parents, children/young people living with our foster parents or children/young people from other fostering agencies.



## Parent and Child

These are foster homes for parents and their children who are under 18, so they can receive support in developing parenting skills. Foster parents assist local authorities/trusts with assessments by providing information relating to parenting capacity/capabilities.



## Long term/Permanency

These are foster homes where it has been agreed that the child/young person will remain with the foster parents on a long term/permanent basis.



## When I'm Ready

These enable young people to remain in their foster home once they reach 18, and foster parents will support their transition into adulthood and living independently.



## Disabled children and young people

We provide foster homes children and young people who have additional health needs and or a disability.





# Recruitment & Support for Foster Families

Barnardo's policies, procedures and standards for the recruitment and assessment of foster parents are in line with required regulations and standards for fostering services.

## Enquiries

On receiving an enquiry from a prospective foster parent, we take basic information and provide an information pack. An initial home visit is then arranged to discuss in more detail the work of the service and to answer any queries or concerns the enquirer may have. A decision will be reached as to whether the prospective foster parent wishes to and is, suitable to proceed.

## Assessment and Approval

If a prospective foster parent is suitable and wishes to proceed, an application/ registration of interest to be assessed is completed, including consent for the Fostering Service to undertake background checks to ascertain suitability to foster.

The process for assessing a person's suitability to foster consists of two parts. This is referred to as **Stage 1** and **Stage 2**. These stages can be carried out concurrently, but the information for **Stage 1** must be sought as soon as possible, and the decision about whether an applicant has successfully completed Stage 1 must be made within 10 working days of all the information required in that stage being received by the fostering agency.

## Stage 1

**In accordance with Regulations the information gathered in Stage 1 includes:**

- Full details of the applicant(s) and all household members as well as any children of the applicants living elsewhere.
- Criminal records checks undertaken on household members via the DBS/PVG/ Disclosure Scotland/ Access NI on all household members 16 years and over as well as checks with the local authority, NSPCC, health, CIW, and any previous fostering/adoption agencies.
- Criminal records checks may also be undertaken on any other regular visitor to the household who may have care of foster children when placed. Some checks are repeated every three years.
- The applicant/s are required to have a medical examination which is completed by their GP, who sends the completed Medical Report to Barnardo's Medical Adviser for comments about the applicant/s health.
- The applicant/s is also asked to name three to six personal referees from which a minimum of three will be selected to provide written references and who will also be interviewed as part of the approval process. Where appropriate we also ask for permission to approach the applicant's current or past employer. Adult children and previous partners will also be contacted.

Stage 1 of the assessment process is intended to provide the fostering service with basic information about the applicant's suitability (or not) to proceed to Stage 2 of the assessment in which more detailed information is collected.



## Stage 2

**If it is decided to undertake Stage 2 of the assessment, regulations requires the fostering service to obtain the information about the applicant:**

- Details of personality and childhood and life experiences.
- Capacity to care for a child/ young person from any particular religious persuasion, racial origin, cultural and linguistic background.
- Past and present employment or occupation, standard of living, leisure activities and interests.
- Previous experience (if any) of caring for their own and other children.
- Skills, competence and potential relevance to their capacity to care effectively for a child/ young person who will be fostered by them.

A qualified and experienced social worker will carry out the assessment by carrying out a number of visits to the applicant at home, and virtually, meeting all members of the family and gather information about the applicant's experience and skills. The information will be collated and forms the basis of an assessment report (Coram BAAF Form F). This report is shared and discussed with the applicants.

During the assessment preparation period, Skills to Foster training is provided by the Service. This includes the role and responsibilities of foster parents, working with different agencies, and child/ young person attachment, trauma and development. All applicants are required to attend.

## Foster Parent support

Barnardo's Fostering Service values the work that foster parents do and the contribution they make to the lives of children and young people in their care. The key to a successful foster home is the quality of support that foster parents receive. Barnardo's Fostering Service offers the following support to all our foster parents:

- Supervision and support from a named qualified and experienced Social Worker Monday to Friday 9am – 5pm.
- Access to a 24/7 out of hours helpline.
- Frequent visits, (minimum of once per month) and regular telephone contact from the supervising social worker
- At least two unannounced visits per year.
- Regular support group meetings and / or Buddy Support.
- Events for children/ young people in foster homes, children of foster parents and foster parents.
- A comprehensive post-approval training programme which is linked to Training, Support and Development Standards.
- Foster parent handbook.

- Where appropriate, and where in line with the child/ young person's care plan, a planned break service to provide alternative experiences for the child/ young person.
- Liaison with local authorities/ trusts including attendance at relevant meetings.
- A level of financial support that values and recognises foster parent's skills and time including a foster parent fee and fostering allowance.

Our families are supported by Barnardo's workers trained in Dyadic Developmental Psychotherapy (DDP). DDP is a therapy, parenting approach and model for practice that uses what we know about attachment and developmental trauma to help children and families with their relationships.



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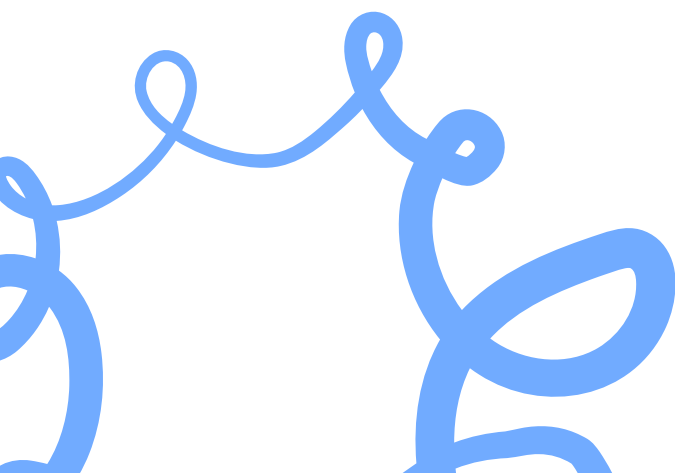
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## Foster Parent training

Barnardo's Fostering Service recognises that fostering is an complex and demanding role and we are committed to providing high quality training that is accessible and relevant to all our foster parents. Training is provided to help foster parents develop their fostering role, to improve knowledge and to define and refine the skills they already have. The training is delivered within an explicit value base which promotes equality of opportunity and recognises and celebrates diversity. It seeks to ensure that all foster parents are competent and confident in providing safe care and in protecting children/young people from harm.

Training is offered throughout a parent's career with Barnardo's Fostering Service and incorporates a range of topics which evolve with changes in practice, legislation and needs, examples of which are:

- safeguarding
- recording
- first aid
- managing behaviour
- attachment
- trauma, bereavement, loss
- health and safety
- relationship and sexual health
- sexual exploitation
- resilience building
- self-esteem & identity
- life story work
- managing and promoting family time
- child development
- equal opportunities
- drug and alcohol awareness
- education and health
- anti-radicalisation



# Quality Monitoring & Governance

The Responsible Individual maintains oversight of the management, quality, safety and effectiveness of the service in line with the annual business plan. This is undertaken by engaging with children/ young people, foster parents, and staff, analysing data, attending fostering panels, visiting the service and compiling:

1

a quality-of-care review report which is completed every six months and includes an assessment into the standard of care and associated recommendations.

2

a report on the adequacy of resources available (known internally as a QPI) every quarter.

3

an annual return to Welsh Ministers (CIW).

There are a range of systems in place to monitor and evaluate the provision of Barnardo's fostering services, to ensure they are effective and that the quality is of an appropriate standard:

## Foster Parent Annual Reviews

Foster parents and foster children/young people review feedback forms

## Children/young people feedback from participation sessions

Annual staff appraisals

## Monthly supervision of foster parents

Regular supervision of staff

## Feedback from foster parents regarding training



Feedback from other professionals

## Feedback from local authority/ trust workers

Evaluation of foster parents by trainers

## Feedback from panel members and panel attendees

File Audits

## Quarterly performance & improvement reviews by the Assistant Director and Head of Service Development & Quality

External Monitoring via LA/Trust/Framework monitoring processes

## External monitoring via regulatory bodies such as care inspectorate and Ofsted





# Complaints, compliments, allegations & whistleblowing

## Complaints

The aim of Barnardo's complaints process is to resolve a complaint at the most informal level possible. Complaints can be made in writing or orally to any member of staff up to and including the CEO.

**The stages to managing any complaint are:**

### **Stage One - Early Resolution**

A worker or manager listens to the complaint and agrees a course of action to resolve the situation. It is an opportunity to resolve concerns or complaints without recourse to a formal process.



### **Stage One - Formal Complaint**

When the worker or manager has been unable to resolve concerns at the early resolution stage or the complaint is such that the manager considers a stage one would be the first step.



### **Stage Two - Final Complaint**

When the complaint has been investigated at Stage One and the complainant remains unhappy with the outcome. The decision to investigate at stage two is made by the complaints lead manager. Another manager will be the investigating officer and an independent person will shadow them in the investigation.

Complaints contact:

**Barnardo's Head Office, Tanners Lane, Ilford, Essex IG6 1QG**

Telephone: **020 8550 8822** Email: [cs.complaints@barnardos.org.uk](mailto:cs.complaints@barnardos.org.uk)



## Compliments

We celebrate our work and achievements with compliments and commendations being recorded. Here is a selection of comments made about our staff and the services we offer:

Foster parent:

**“We would like to thank you and Barnardo’s for a wonderful day out at the Crocky Trail yesterday. Both girls thoroughly enjoyed themselves and it was especially nice to see them bonding with the other children there and also strengthening their own bond too.”**

Foster parent:

**“The support I have had so far from our worker has been amazing, she has offered to meet me for a coffee or to talk about things, she has been a star, thank you.”**

Foster parent:

**“We would also like to say a huge thank you for all your help and support over the last few years in what has been an immensely challenging time for ourselves as you are all too aware.”**

Foster parent:

**“We wanted to thank you guys as well, we really appreciated our visit with you yesterday, it gave us a renewed sense of why we chose Barnardo’s & gave us a little boost.”**

Local Authority Social worker:

**“The welcome book was really lovely and one of the best our team have seen. I was able to leave the books with the children for them to re-visit once I had left... the books really supported the children’s transition.”**

Local Authority Social worker:

**“I just wanted to praise you for writing such a lovely letter to X. I think it can be difficult for foster parents sometimes to pitch any communication with birth parents well as, let’s face it, it can be very tricky dynamic to navigate. However, I thought your letter was beautifully written. It was the perfect balance between sharing information and showing that you care about the boys’ birth family without overstating your closeness to the boys which, may have upset X. Well done. Thank you so much. The boys are truly very lucky to have you as their carers.”**





## Allegations against foster parents/staff

Allegations made by or on behalf of a child/young person be followed up via Safeguarding Procedures under 'Working Together to Safeguard Children 2018' and in line with safeguarding procedures for the local authority/ trust. Foster parents are supported by Barnardo's during an allegation and encouraged to access support via their Fostering Network membership, or via independent support sourced by Barnardo's.

## Whistleblowing

Whistleblowing is the reporting of a concern in the public interest that something is happening within Barnardo's that should not be, or not happening that should be. It is based on the Public Interest Disclosure Act 1998 (PIDA). Barnardo's is committed to the highest standards of openness, integrity, accountability and practice and concerns can be raised via the Whistleblowing process.

Safecall is our Whistleblowing service provider, and their details are below. The link [here](#) also takes through how we handle any reports we receive. You can contact Safecall on 0800 915 1571 or online through the **'Report a Whistleblowing Concern'**. Your report won't be traced and Safecall has trained operators to support you. The service is free, confidential and open 24 hours a day, seven days a week.

## Other routes of complaint

Where a service is registered with an external body (e.g., Care Inspectorate), complainants may directly approach the relevant regulatory body. The regulatory body has the power to investigate the complaint itself or require Barnardo's or the relevant local authority/trust to do so.

Contact details:

**Care Inspectorate Wales (CIW),  
Welsh Government office,  
Rhydycar Business Park,  
Merthyr Tydfil  
CF48 1UZ**

Telephone: **0300 7900 126**

[www.gov.uk/government/organisations/ofsted](http://www.gov.uk/government/organisations/ofsted)

You can also contact the Children's Commissioner

[www.childrenscommissioner.gov.uk](http://www.childrenscommissioner.gov.uk)  
**Oystermouth House Charter Court,  
Swansea  
SA7 9FS**

Telephone: **01792 765 600**





# Regulation & Inspection

The service is inspected by the Care Inspectorate Wales CIW, and our registration Number is W010000722/M001/0002.

Contact details:  
**Care Inspectorate Wales (CIW), Welsh Government office,**  
**Rhydycar Business Park, Merthyr Tydfil, CF48 1UZ**  
Telephone: **0300 7900 126**





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[barnardos.org.uk](https://barnardos.org.uk)

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Essex IG6 1QG. 020 8550 8822.

Northern Ireland 542–544 Upper Newtownards  
Road, Belfast BT4 3HE. 028 9067 2366.

Scotland 111 Oxfords Road North, Edinburgh  
EH14 1ED. 0131 446 7000.

Barnardo's Cymru Ely Family Centre,  
Grand Avenue, Cardiff CF5 4LE. 029 2057 7074.

