

3Dimensions

Our Ethos

3 Dimensions Homes and School, were created in response to the growing need for specialized programmes of Education and Care providing appropriate accommodation for vulnerable young people with Challenging Behaviour Autism, Learning Difficulties and other special educational needs.

3 Dimensions was also created to fulfill the need for a provision with more intense support, to enable each young person to fulfill their own potential and function in society to the best of their ability.

3 Dimensions is a small company, and can only make a small contribution in this direction, but every bit counts, and we are intent on quality as paramount – if we can make a difference, that is the point. If the project grows, then so much the better, but not at the expense of the quality and outcomes of the provision, which must always be at optimum level.

Managers of Care and Education work together to share knowledge, strategies and to provide consistency of approach for the young people who reside with us.

Besides the education and activities described elsewhere, there are certain dynamics which underpin the exterior programmes, and which we maintain as crucial.

- **Communication.** We understand the importance of open communication and value this highly. We will develop techniques and strategies to help each young person develop the confidence to communicate with their peers, teachers and care staff. Being able to communicate is essential and we will teach those that do not know how, to enable them to communicate by some form within their ability. Honesty is especially significant within communication. We expect this on a management level and between staff members. Staff are expected to be truthful towards young people in a sensitive manner and young people are encouraged and helped to communicate honestly in return.
- **Respect** We strongly believe that each member of the organisation has the right to be respected and a responsibility to show respect towards others. This belief is cascaded through the organisation, from senior managers to staff. Young people are respected and this is shown through seeking their opinions on matters within the home and through the way that staff communicate with them. Through positive role modelling, nurturing and individualised programmes, our aim is that we will help young people to respect others as they learn to respect and value themselves.
- **Relationships.** Good relationships are the foundation of 3 Dimensions. Relationships between managers, staff, young people and their carers are of the utmost importance to develop trust and progression. We develop good working relationships with multi-agency professionals to ensure that each young persons needs are identified and that goals within care and placement plans are met.

We will help and encourage staff and young people to understand conflict and resolution, and the dynamics of relationship.

With the above in place, our programmes should facilitate the following process:-
As far as the pupil/young person is concerned –

- a) The identification of obstacles to positive change, and strategies to remove these.
- b) The revealing of innate strengths, talents and abilities which we may help to bring out into the open, and develop.
- c) The presentation of options which the pupil may take as a further step out of the system towards an independent positive life.
- d) Transformation. Hopefully, our pupil's will let this stage have a realization, that there is an upward route, and they are equal to it. This is our aim.

As for the staff, we hope that this will be a growth experience for them too, and that their service will be as fulfilling for them as it will be for us