

**WARRINGTON**  
Borough Council



SC447930

**CHILDRENS HOME**

**Statement of Purpose**

**August 2015**

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1. SC447930 Provision Details

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<b>REGISTERED MANAGER:</b>	Jessica Forshaw

**Persons to whom this statement is to be made available are:**

- a) The person in charge of the children's home
- b) The people who are employed to work in the home
- c) The children and young people who live in the home
- d) The parent (s) or person (s) with parental responsibility for the child or young person.
- e) The social worker that holds case responsibility for a child or young person who is planning to live at the home
- f) Ofsted
- g) Independent Visitor - Regulation 44

**Ofsted**

Ofsted are responsible for ensuring that the Home operates within the Care Standards Act 2000 and that the home meets the Requirements of the Quality Care Standards 2015. The inspectors have the responsibility to inspect SC447930 twice a year and report their findings in line with evidence from visual observation; written documentation; discussion with young people, staff and management; and feedback from parents and other professionals. They operate as a registration and regulatory body, with the responsibility to ensure the standard of care within all the homes where young people reside, is safe and providing the service to the young people that give them every opportunity in line with their own abilities as they develop into adult life.

## 2. Introduction

The Statement of Purpose aims to set out how the care the home offers the children and young people accommodated at SC447930 Children's Home will meet the quality standards, according to the needs of the individual children who reside there.

The approach and information set out in the Statement of Purpose is essential to the process of agreement between the registered person and placing authority that a placement in that home is the right one for that child, and that the home will be able to respond effectively to the child's assessed needs.

SC447930 is a Warrington Borough Council Local Authority Residential Children's Home that provides residential care for a maximum of two young people of either gender aged eight to eighteen at any one time.

The home is registered with OFSTED as caring for young people with emotional and behavioural difficulties and the home is equipped to work with young people who experience these difficulties, through training, nurture and planned care with other professionals.

Accommodation at SC447930 Children's Home is a positive choice for young people where residential care is preferred choice to meet their needs. The role and aim of the home is to keep young people safe, give young people the opportunity to enjoy and achieve, try to ensure that they reach their potential and that their experiences within the home are positive.

The registered person will only accept placements for children where they are satisfied that the home can respond effectively to the child's assessed needs, as recorded in the child's relevant plans, these decisions will be recorded in impact risk assessments.

The home is a three bedroomed house in a residential cul-de-sac; the home has a living room, dining room, conservatory, small toilet and kitchen downstairs, with a nice garden at the back. There is also a garage that is used to store bikes and other belongings. Upstairs there are two nice sized bedrooms for young people, a bathroom, and a bedroom for staff, that is used as an office for staff in the day time. The home has been nicely decorated, is very cosy and modern and the young people have been part of the decisions for how the home looks and helped to buy accessories and choose the decoration. The home looks like any other home in the street and we work hard to ensure that we are part of the community and have good relationships with our neighbours.

We often use the home to hold meetings for young people if they are comfortable doing this, or to have contact with family or friends and the conservatory can be used to give additional privacy, however, there are expectations of visitors to the home and what we can facilitate. These discussions will be had with the individual young person, with their key worker, the Registered Manager and decisions will be part of the individual young person's plans.

The home is situated in an area which hosts a variety of schools including state education in primary and secondary education together with schools for designated religions and alternative education provision for meeting the needs of young people with special educational needs. The town also has three education provisions for young people above the age of 16 years which cater for academic and vocational qualifications.

The home is approximately 3 miles from the town centre where there are large department stores as well as small individual shops. Local facilities include a local library, museum, indoor ice skating rink, ten pin bowling, go karting, rugby and football stadiums and a community hall which houses concerts and local theatre productions.

In the event of emergency the hospital is approximately 3.5 miles and the local GP and dental services are within walking distance.

More information about the location of the home and the suitability of the location in respect of young people's safety, achievement and enjoyment can be found in the location assessment for the home.

The young people have access to a computer which is protected by Netopian System. Netopian is a powerful web protection service specially built to support the safeguarding of children in care throughout the United Kingdom. The system removes the risk of exposure to abuse or inappropriate material online with products that do not restrict or limit young people's social interaction or limit their growth potential.

The young people have their own lockable bedrooms. Each young person will be given their own key. In addition to the locked door young people also have a lockable space to keep any personal possessions. The young people are able to personalise their bedrooms with their key worker and there is an expectation that you look after your belongings and respect the belongings and privacy of the other resident.

Upon admission young people will be advised that staff have a responsibility and duty of care and there may be times when staff need to enter the young person's room without their permission, such as to meet health and safety requirements. The young person will always be informed of this as soon as possible. Staff members may also need to enter a young person's room if there is a safeguarding or emergency issue, again this will be done with the young person's consent but if it is not possible to gain this consent prior to entry the young person will be informed as soon as possible. There may also be times when staff will need to enter a young person's without their consent, such as for safeguarding, emergency or health and safety concerns, the reasons for this will be fully recorded and discussed with the young person and the Registered Manager as soon as possible.

The bathroom and toilet is shared by both young people and staff. The door is fitted with an appropriate lock to ensure privacy and dignity to all parties.

The staff office contains confidential and private information for both young people and staff; medication and cash are also stored and handled in the office. Information is securely stored in lockable cupboards and the confidentiality and privacy of others is important, for this reason young people may only enter the office with the permission of staff when it is deemed appropriate and may be asked to leave at any time.

### 3. Our Ethos, Aims and Objectives

Residential child care has often been perceived as a last resort for children and young people whose needs, experiences and difficulties are such that they cannot remain with their own families or be safely cared for in alternative families. We believe that residential child care can be the first and best placement of choice for the children and young people whose needs will be served through effective assessment and planning.

Some young people choose to be cared for in a residential environment and do not want to live within another family unit, they may share a strong identity to their own family and be unable to live with them for whatever reason. For some young people residential care can offer the chance to develop their own identity and support them with their path to adulthood and independence.

Ensuring that the children and young people have a stable and nurturing environment is at the heart of everything we do. We value and nurture each child and young person as an individual, respecting them and believing in their potential. We have high yet realistic aspirations for the children and young people in our care and encourage and empower them to reach their full potential in every aspect of their lives.

We are dedicated to providing a high individualised quality of care to children and young people who, due to the circumstances and experiences in their lives, have led them to live in a residential home.

The Guide to the Children's Homes Regulations and Quality Standards (September 2014) include a set of principles upon which residential care is built and underpin the regulations and guidance, to ensure that Residential care is a positive choice for the Children and Young People where a children's home is the best setting to meet the individual needs of those young people.

At SC447930 the principles of Residential care are fundamental to the care we give to the young people who are placed with us and we endeavour to ensure this is the fundamental basis of the service we provide. The principles of residential care share the Ethos we have for the care given at SC447930

#### **The principles of residential care**

- Children in residential care should be loved, happy, healthy, safe from harm and able to develop, thrive and fulfil their potential.
- Residential care should value and nurture each child and young person as an individual with talents, strengths and capabilities that can develop over time.
- Residential care should build positive relationships; establishing strong bonds with children and young people on the basis of jointly undertaken activities, shared daily life, domestic and non-domestic routines and established boundaries of acceptable behaviour.
- Residential care should be ambitious, nurturing young people's school learning and out-of-school learning and ambitions for their future.

- Residential care should be attentive to need, attending to young people's emotional, mental and physical health needs, such as repairing earlier damage to self-esteem and supporting friendships.
- Residential care should be outward facing, working with the wider system of professionals for each child, and with children and young people's families and communities of origin to sustain links and understand past problems.
- Residential care homes should have high expectations of staff as committed members of a team, as decision makers, as activity leaders, and engaged in on-going learning about their role and the children, young people and families they work with.
- Residential care should provide a safe and stimulating environment in high-quality buildings, spaces that support nurture and privacy as well as common spaces, and spaces to be active.

The role and aim of the home is to keep young people safe, give young people the opportunity to enjoy and achieve, try to ensure that they reach their potential and that their experiences within the home are positive.

We aim to achieve this by having positive relationships with the young people we care for the people, both personal and professional, involved in their lives.

We recognise that for many children and young people, residential care workers can become significant attachment figures. We believe that the building of positive relationships is characterised by shared experiences, consistency of practice and unconditional positive regard and respect. We aim to achieve this by sharing experiences with young people on activities, understanding and sharing their day to day lives, talking and listening to young people to understand their views wishes and feelings. This is also achieved by having and understanding quality plans for young people concerned with their routines, care required, health, education, contact, activities and hobbies, risks, behaviour, recognising and rewarding good behaviour and seeking to challenge unwanted or unsafe behaviour.

The home is absolutely focused on the child's experience of care whilst living in the home. The home focuses on the child's individual journey from their starting points to when the child is moving on from the home, as the young people change and develop we will be attentive to the changes and respond appropriately to ensure that the service and plans continue to meet the changing needs of the young people we care for and we continue to prepare for the next stages of development and achievement in their lives.

The preparation of young people to play a full and successful role in the adult world is an intrinsic part of the vision of the home. A key focus of the home is developing young people's resilience and independent living skills. This is achieved through interaction with members of staff, by engaging in activities and working on practical independence skills. The timing of the planning for independence is dependent on the young person's age, ability or needs. We undertake Independence assessments and plans that will be adapted to suit

the needs of the individual young people and be part of the multi-agency pathway planning for the young person.

We focus on continual improvement, embrace feedback and we are always striving to do better for the children and young people who live in the home. We are curious about and learn from excellent practice elsewhere and we are active in seeking out good practice in the other Warrington Borough Council homes, homes in other regions and wider training events. We also realise the important role of Ofsted inspection in our learning as in what more we can be doing to consistently improve and develop our service.

### 3. Care Planning

The role of the Registered Manager ensures that the needs of children admitted are within the range of needs set out in the home's statement of purpose.

The home is dedicated to good care planning to ensure the child or young person has a positive experience of admission into and transition into our care and onto their future after their time at SC447930. All young people will have a transition plan which will detail what support we will provide to ensure this is as positive as it can be for the individual young person.

This plan will be informed firstly by the placement plan, placement planning meeting which is often combined with the care planning meeting, which discusses the care to be provided to the young person and how the home and other agencies hope to achieve these aims. As part of these initial meetings delegated authority is discussed and a form is completed that sets out what decisions can be made by the homes manager and staff and what decisions are made by the local authority. This form is also reviewed as part of the placement review or statutory review as and when needed.

Young people will only be accommodated in the home after careful consideration of their needs. Consideration will be given to the impact of any other young person in residence and any additional resources or training required to meet the needs of the young person, this is part of the impact risk assessment process and decisions and actions required are recorded in this assessment.

Once a placement has been identified arrangements are made for the young person to visit the home and where appropriate a visit to the young person in their current placement with a young person resident in the home to discuss the home, the expectations of living there, what the home is like and to share the welcome box, children's guide and give an insight into the home so the young person can make an informed decision about their feelings on living at SC447930.

Upon a young person being admitted into the home their plans will be completed within local authority and government policies and procedures and Warrington Council Residential Service policy for admissions.

Placements which may be required at short notice can only be authorised by the Registered Manager or the Responsible Individual.

SC447930 does not accept direct access admissions and also does not accept emergency referrals from the Police or YOT. It is considered to be unfair and disruptive to the other young person who presently resides at SC447930 if emergency placements are accepted. Therefore placements which may be required at short notice can only be authorised by the Registered Manager or the Responsible Individual. It is expected that the majority of admissions to SC447930 will be on a planned basis and only in extreme circumstances will this be an exception to the rule, the reasons for this will be clearly outlined in an impact risk assessment completed as soon as possible upon admission.

The home will ensure that as much information is received to safeguard and care for the young person on admission and will then work with the local authority to adhere to all planning timescales.

The home seeks to ensure that the local authority consults with the child or young person in respect of their care plans and placements, after the initial placement planning meeting the home plan and co-ordinate quarterly placement planning review meetings to discuss progress of the placement plan and what needs have been met and what the priorities for the young person are for the next quarter and how these will be addressed for the agencies involved. The registered manager is pro-active in calling professionals meetings where there are concerns with regards to the safety of the child or young person living in the home.

Statutory Care Reviews can be held in the home, if the young person is happy to do this, and the young person is encouraged to speak to their Independent Reviewing Officer (IRO) before their review. They are also encouraged to contact their IRO should they have any concerns with any aspects of their care.

Each young person is allocated a key worker and a co-keyworker who will be the identified members of staff taking responsibility or co-ordinating the young person's plans and being the key person to liaise with others on the young person's behalf and address any concerns or issues the young person may have, the key worker will also advocate and support the young person. All members of staff and the management team are there to meet the needs for the young person and young people can speak to all staff and will be offered the same care and support, however, the key worker will ensure the co-ordination of the care for all involved. Young people will be able to have their views and wishes taken into account when key workers are being discussed. The management will take account of the needs and interests of the young person and the skills and interests of the staff to ensure that this is a good match.

The home promotes contact with the child or young person's families wherever possible and understands the significance of this in the child's life and journey. The nature of engagement with families varies depending on the nature of the care plans that are in place. Carers have made positive relationships with the young people's families in all cases where it is appropriate and communication is excellent between the staff and the significant people in the young person's life.

Contact is promoted and arranged in line with the local authority care plans and any court orders regarding contact. Contact is reviewed and discussed at the young person's statutory review and the home work with the young person, families and professionals to ensure that contact plans for the young person meet their needs and wishes

We are aware of the difficulties that contact can bring to the young person and we are dedicated to ensure contact is managed well and the young person is supported in a highly sensitive manner.

As well as helping young people to maintain contact with their families, we place a significant emphasis on enabling young people to lead normal lives in terms of establishing new relationships and friendships and promoting long term relationships and friendships. The home provides the support to enable the young people to engage in out of school activities and an environment where friends can visit the home where possible.

All transitions from the home are planned. A transition plan is put into place that is individual to the young person to enable a sensitive and smooth transition. The transition plan will be agreed at a care planning meeting allowing for ongoing contact with the home and staff wherever possible and/or appropriate.

If it is not possible to prevent a placement breakdown through care planning and intensive support, any unplanned discharges should be followed by a disruption meeting if the disruption occurred during permanence planning or long term placement.

#### 5. Equality, Diversity and Inclusivity

Consideration is given to any additional requirements in relation to race, religion, culture or methods of communication prior to a young person coming to live at SC447930. Any additional training needed or support will be identified in the Impact Risk Assessment.

When the referral has been accepted, all practical support will be in place to ensure the young person has all the requirements that meet their cultural, linguistic and religious needs. Any dietary requirements based upon religions grounds will be adhered to and young people will be offered support to access cultural events of their choice within and outside of the community.

The young people in the home are given the choice to enhance their knowledge around equality and diversity and are offered a variety of cultural activities. These include activities within the home of visiting places of cultural interests and celebration events.

Poverty and deprivation are also strands with regards to equality and also contribute to the promotion of equality and diversity within the home as are age, disability, gender and sexual orientation. Again, work with the young people in the home with regards to these strands of equality allows them to reflect on the impact of discrimination and the difficulties that can be faced because of it.

Children within the care system will, to varying degrees, be viewed and treated differently due to their being children in care. Within this group of children and young people, some will face further discrimination due to their racial identity, religion, culture and/or sexuality. The home consistently promotes equality and diversity with regards to the outcomes that young people can achieve and all carers are focused on narrowing the achievement gap that children in care can encounter.

All carers are supported to challenge other services and /or professionals when they believe the young people in their care are being discriminated against, harassed or bullied due to their looked after status, disability, gender or race.

## 6. Complaints Procedure

The complaints procedure that is in place within the home is child friendly with clear details of what will happen and the timescales involved. The procedure is given to the young person when they come to live in the home and copies are freely available. Additionally complaints made by young people can be recorded by staff or management and how they will be addressed and the resolution without this being a formal complaint from the young person.

If the young person is not happy with the outcome they have the opportunity to appeal and seek independent guidance to which they will be supported.

The home acknowledges the significance of young people feeling able and comfortable when raising any concerns or submitting a complaint when they are unhappy with a situation or issue within the home and as such the young people are encouraged to make their views known to management if they are unhappy about anything in the home.

If young people are not happy about any aspect of the care they receive they will be supported to make a complaint which will be investigated by an Independent Complaints Manager. The complaint can be verbal or written and both methods will be taken seriously and dealt with under the complaints procedure.

Complaints and grumbles from the young person's family, neighbours or others are dealt with through Warrington Borough Council's Corporate Policy.

The Young People's guide holds the following with regards to other contacts with regards to complaints:

National Youth Advisory Service Tel: 07768793200

OFSTED Royal Exchange Buildings St Anne's Square, Manchester M2 7LA Tel: 0300 123 1231

## 7. Children's Rights

The young people who come to live in SC447930 have a right to be consulted about their care and the plans that are made for them. They are informed that this does not mean that they will always get what they want but that their views must be taken seriously. Sometimes the wishes and views of the young person are not always in their best interests and it is important that we record clearly these differences and why decisions have been made, we will always include where a young person has expressed that they do not agree and give young people the opportunity to add their views. Young people have the right to be told that information has been written about them, and depending on their age and understanding, for that information to be explained to them. We will offer support to young people who wish to make a request to view their written files

We believe that all children and young people who live in care or are leaving care have the right to have their say and to make a difference to the services they receive. The home encourages the young people to access independent advocacy or an independent visitor if they are unhappy about the care that they receive or their overall care plan. The young people have the contact details for the advocacy service and it is also held in the young people's guide to SC447930 and in their welcome packs.

The home keeps up to date with relevant research and information for young people in care, and when we can give young people the opportunities to participate in surveys or consultations to give their views on the care system and being a looked after child.

#### 8. How we consult with children and young people

The views of the young people we work with are crucial in helping us to understand where we need to improve and develop the service. The home has an identified member of staff as **“Consultation Champion”** whose role is to ensure that all opportunities are taken to consult with young people around issues in the home, within the local authority and on a wider basis to ensure that consultation and the active seeking of views of the young people and others is a priority for the home.

The home aims to ensure that young people who live there feel that their views, wishes and feelings are actively sought and that they influence the running of the home. Consultation around decisions made in the home are made on a daily basis, such as with menu’s, shopping, planning activities, buying new things for the home, what to watch on TV and any other decisions and discussions that make up the daily routines of the home.

Additionally young people are involved in young people’s meetings where we discuss decisions that need to be made in the home, how we live as a group, discussing issues such as house rules and expectations, as well as planning activities and holidays.

Key workers also plan key work sessions with young people to address issues that are happening with them as individuals and also to reflect on things that may have happened or decisions and choices they have made and seek their views wishes and feelings.

The Registered Manager or Assistant Manager will also chair a children’s meeting once a month or take the young people away from the home for an activity or meal to discuss the young people’s views and consult with them on issues around the home. Young people can also request to speak to the Registered Manager at any time to express their views or feeling and a 1-2-1 meeting can be arranged if needed.

Young people are always involved in the process of recruiting new staff as far as possible being involved in the advert and the interview process, by drafting a question and being on the interview panel.

Consultation, as with all aspects of the care in the home, is based on the individual young person, their communication skills and the significance of the relationships they have with adults in their lives. Consultation can also be achieved by the young person speaking to other adults in their lives including social workers, family members or other professionals; or by staff speaking to those people on behalf of the young person.

Warrington Local Authority have a Children in Care Council that is open to all young people resident in the homes and young people are encouraged to attend and participate in this. Additionally the Consultation Champion who has additional responsibilities to engage with the Children in Care Council and bring developments and information from the Council to the home.

Part of the development plan for the home is the creation of a Children's Residential Consultation group that will aim to respond to consultations and participation in matters involving Children in Care and Care Leavers particularly focused on Residential Care. Another aim of the group will also be to provide information and training to others about what it is like to be cared for in residential care, the unique experiences this can create for professionals and those concerned with Looked After Children about what this is like.

#### 9. Anti-Discriminatory Practice

The home is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families, and for the staff at the home and visitors to SC447930.

We aim to:

- provide a secure and safe environment in which all children can flourish and in which all contributions are considered and valued;
- include and value the contribution of all families where appropriate to our understanding of equality and diversity;
- provide positive non-stereotyping information about gender roles and diverse family structures, diverse ethnic and cultural groups and disabled people;
- improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity;
- challenge and eliminate discriminatory actions;
- foster good relations between carers and families where appropriate

#### 10. How we promote learning

Education is a very high priority and is central to the home's vision and its aspirations for the young people living in the home. We recognise that the children or young people who come to live at SC447930 will likely have experienced a different and often a more difficult start in life. Those experiences in themselves can create barriers and so need to be understood in the context of learning and education. We also recognise that some children or young people who come to live at SC447930 may have Special Educational Needs, health or emotional and behavioural development needs that could also create barriers to learning.

The home seeks to actively work in partnership with all professionals including, education, social care, health professionals, voluntary agencies and families (where appropriate) to promote a more cohesive system where education is an intrinsic part of the care environment and where all key people in a looked after young person's life understand and actively participate in their education. We believe that with this approach we can support the child or young person to achieve their learning and educational potential on the basis that takes into account their own ability and attainment.

We are very proud of the positive working relationships we share with educational professionals. We are pro-active in seeking out the relevant professionals within educational settings to ensure effective partnership working and communication. Carers from the home maintain regular contact with the young person's school/college/training programmes to

strengthen relationships and work together to ensure the best educational outcomes for the children and/or young people. If concerns arise, we endeavour to support the young person to resolve them with the school. We challenge exclusions where necessary and if a young person is excluded we undertake immediate planning with the local authority to ensure another full-time education place is available quickly.

As well as ensuring that young people attend school and advocating on their behalf in terms of getting a good education, we also place a strong emphasis on supporting young people's progress in learning. The staff in the home are dedicated to ensure the children and young people in the home participate in education or training and have the knowledge and skills to understand each child or young person's targets, their potential and their progress in learning.

The young person's key worker plays a significant part in supporting progress in learning. She or he will attend meetings about the personal education plan with the social worker, develop close relationships with the young person's tutor and/or other relevant professional and have monthly discussions of progress and achievement with the young person to agree what support she or he might need. Their progress is monitored through regular updates, and meetings where needed, and quarterly placement review meetings. The young person's progress is celebrated through recognition of achievements through rewards and certificates.

Practical support is offered by carers, help with homework and ensuring that student planners and homework diaries are checked and signed. Young people are encouraged to play an active role in school life including attending extra school activities, to enhance their opportunities to develop their social networks and form appropriate friendships and relationships.

The home supports the children and young people with both formal and informal learning. Through informal learning the children and young people in the home enjoy learning new skills and activities that aim to increase their knowledge or equip them with learning that will last into adulthood. The young people have the use of a computer and can access the internet to support their studies. All young people are encouraged to join the local library, and are supported to visit places of educational interest.

#### 11. How we promote participation in activities

We believe that the involvement of children and young people in positive leisure pursuits plays a key part in residential provision and helps to promote a sense of self-worth, social integration independence and achievement.

The home works in partnership with the child or young person's social worker to ensure the child or young person has the opportunity to be involved in the same positive activities as their peers such as school trips, sleep overs and involvement in sporting, leisure and cultural activities. Individual need and safeguarding of the child or young person will be taken into account at all times.

Before and on admission, the home works with the young person, those significant to them, and professionals involved in their care to identify their talents, interests and hobbies so that they can be understood and nurtured whilst living at SC447930.

Planned activities are set out in an activity planner. These give the child or young person the opportunity to engage in educational, cultural, fun, 'chill out' and physical activities.

The young people that live at SC447930 are encouraged to join local organisations. Such activity has enhanced the quality of life of the young people and enabled a sense of belonging and achievement. The home promotes the use of other leisure facilities such as sport, music and other cultural activities and has links with the Youth Service and The Children in Care Council.

The young people have annual holidays and are consulted and involved in all the exciting decisions and planning for the holiday.

The young people are also encouraged to make a positive contribution to the home and the community. Local charity events and organisations will be recognised and the child or young person will be supported to attend. Voluntary work will be encouraged where it is age appropriate and the home will work in partnership with other agencies to identify suitable and effective placements.

## 12. How we promote good health and well-being

Each young person is registered with a local dentist, general practitioner and optician and has a health care plan designed around their individual health needs including their physical, emotional and sexual health needs. The plan outlines identified health areas of concerns or development and how positive outcomes will be achieved, and measured. The plan is written in consultation with the young person, and with their consent the involvement of other relevant professionals and adults who care about them. This is kept in the young person's file and is accessible to all members of staff.

All medication is ordered, stored, administered and disposed of in line with the General Pharmaceutical guidelines and the Residential Services Administration of Medication policy and procedure. Records of administration of medication are kept by the home including non-prescribed medication, where prior agreement has been sought with the Parent and/or Local Authority.

There may be occasions when it is considered that the young person has an understanding and competency to administer their own medication. Prior to this being permitted a risk assessment will be completed to ensure the young person understands how to do this and evidences their competency and responsibility.

The home supports young people in undertaking activities that would promote their long-term health, such as taking part in team sports or attending a gym. It also actively promotes healthy eating. Menus are planned and we provide good-quality, home cooked meals, taking time to eat meals together as a 'family', and teaching young people to cook.

We have developed strong partnerships with local services such as The Children and Adolescent Mental Health Service, The local authorities designated Children in Care nurse and the local drug and alcohol service and draw on these to ensure that staff are trained in key health issues and can draw on professional support and advice when it is needed. Professionals from local health services are invited to team meetings on a regular basis and this forum is used to inform practice, gain knowledge and ensure consistency.

### 13. How we promote positive relationships

We believe that the experience of a young person in a children's home is determined in part by the suitability of the placement both for the young person and the home involved. We are clear about the importance of suitability with regards to the behaviour of both the young people that are living SC447930. We believe we have a duty to ensure that the placement has the best chance of benefiting the young person concerned, as well as avoiding any detrimental impact on the young people already in the home. The completion of thorough impact risk assessments allow us to determine any behaviours that may not be managed effectively within the home.

The home works to a clear consistent approach to managing behaviour. The preventative approach relies on reinforcing positive behaviour, actively managing challenging behaviour and using sanctions as a last resort. The behaviours and triggers of the young people in the home are discussed within team meetings to ensure a consistent approach, as a team we develop a behaviour management plan that identifies triggers and responses that have worked positively and responses that have not worked to ensure consistency in the team.

The home does not tolerate any form of bullying. Carers at the home play an important role in the early detection of bullying and it is their responsibility to act quickly to minimise any distress that others may be causing residents in our care. There is a separate Bullying policy and as part of the development plan a bullying risk assessment for the home is being developed to identify how staff and the service will respond to bullying in the home.

We believe that young people accused of bullying may need help just as much as those being bullied. Their behaviour may be connected to hidden personal and social problems. Other children may manipulate them, or they may be falsely accused. Working with a team of professionals around the young person both bullies and those who are being bullied can be supported to have a positive outcome to the events.

### 14. How we safeguard and protect

Safeguarding young people is the paramount concern and the objective of the home is to keep young people free from harm whilst allowing them to develop through adolescence, taking managed risks and learning from their decisions and choices.

All staff undertake safeguarding training, and additional training in relation to the safeguarding of children and young people, including CSE training, Administration of medication training, SPACE (physical intervention, diversion and diffusion) training.

All staff are aware of the LADO and they are periodically invited to staff meetings to discuss their role with the staff and ensure the staff team are aware that there is no reason and no circumstances that prevent them from reporting any concerns of harm or likely hood of harm to any young person.

Pan Cheshire Safeguarding Procedures in relation to Children Missing from Home or Sexual Exploitation are adhered to at SC447930 and the staff are aware of the procedures and actions to follow if they are aware of any issues.

The home also has an identified member of staff who is the "**Child Sexual Exploitation Champion**", the lead staff member for raising awareness, identifying triggers /trends of CSE

or grooming, and for ensuring that issues of CSE or grooming are high profile in the learning, and understanding of the staff team. As part of the workforce development plan the staff have undertaken self – assessments in Child sexual exploitation in their understanding and knowledge of this area to focus the training needs and skills of the team to ensure that this area of protection and safeguarding is high priority.

The policies and procedures for the Residential Service are available to all staff and they are asked to sign on an annual basis to say they are aware and understand the policies and procedures. The staff are aware of the policies in relation to keeping children safe through their practice in addition to training offered and procedures that ensure the staff are aware of their responsibilities in health and safety, fire and first aid.

Additionally managers have safer recruitment training and are licensed to recruit following safe practices.

The home has clear plans and assessments concerning care, risk, (including CSE and MFH for every child), contact, behavior and independence which detail not only the care to offer to young people but how to protect them and actions to take to keep them safe.

Electronic or mechanical monitoring devices are not used in the home unless imposed by a court, for example an electronic tagging device when a young person is on a Youth Offending Order.

The home is no more restrictive with regard the young person's need of privacy than is necessary to ensure their care and safety. When young people come to live at SC447930 they are advised that their carers have a responsibility and duty of care to them. Carers will ensure that the young people understands that if there are any health or safety concerns or safeguarding concerns they may have to use monitoring such as room checks to ensure safety regulations are met.

Young people are made aware that if there are reasons to believe that they have substances or articles in their rooms which are illegal or harmful, or if it is believed that they are keeping something that does not belong to them, carers have the permission to search their room. This will happen when the young person is present and the outcome of the search will be recorded.

The 'All about Me' plan is completed with all the young people when they come to live at Yates Close, this allows the young person to be involved in developing their behaviour management plan in regard to what consequences are effective in managing their behaviour.

## 15. Leadership and Management

### **The registered provider of the home is:**

Warrington Borough Council

Families and Wellbeing Directorate

New Town House

Buttermarket Street

Warrington WA1 2NJ

**The responsible individual is:**

Paul Connolly

Service Manager Children in Care

Warrington Borough Council

Families and Wellbeing Directorate

New Town House

Buttermarket Street

Warrington WA1 2NJ

**The registered manager is:**

Jessica Forshaw

The Registered Manager is responsible for ensuring that there is sufficient numbers of experienced and trained staff in order to ensure that the needs of the young people in the home can be met.

The staff group at SC447930 consist of both male and female workers, staff sleep in every evening and lone work during this period, there are other times that the staff lone work, there is a lone working policy in place and lone working risk assessments for staff members to ensure that the needs of the young people can be safely met during periods of lone working. In addition there is a clear decision making process ensuring the staff know what decisions they can make and what decisions they need further authorisation to make.

All staff working within the home are employed by Warrington Borough Council and are appropriately trained and qualified to undertake the various tasks and responsibilities associated with providing an excellent residential service. The carers in SC447930 have a passion for their work and an overriding commitment to the children and young people in their care.

The home has access to a 'pool' of sessional workers who access the same training and resources as the permanent members of staff. The sessional members of staff are subject to the same level of recruitment and are valued members of the teams they support; members of the casual staff team support the regular staff team in the event of annual leave and sickness.

All the carers in the home receive regular supervision (monthly where possible) from the registered manager or the assistant home manager. Supervision is the opportunity to discuss in detail the needs of the children and young people and how they could best be met, how well staff are meeting the expectations of their performance, and what support they might need to support children even more effectively. Regular supervision is reinforced through more formal appraisals that take place at least annually, but often more frequently. The staff also have regular team meetings and team days where we come together to share practice, develop ideas and undertake group training. Key workers also have key work

meetings where we discuss key work challenges and the assistant manager has joint supervision and joint meetings with another assistant manager where development and support is offered. The Registered Manager is supervised by a Senior Principal Manager and also have regular meetings with the other Registered Managers from the service. The registered manager also participates in consultation events and North West leads where possible.

Training is not limited to the achievement of specific qualifications, important though these are. SC447930 has a training matrix and workforce development plan which focuses on the priorities for staff training over a twelve month period based on the needs of the young people, the development and aspirational needs of the staff team and any research or knowledge that affects residential care that is a benefit to the young people or the team for the future. The team also invite trainers or experts from the local authority or partner services to staff meetings to share knowledge or offer training or support to the staff team to increase and keep up to date with our knowledge skills and training.

We ensure that all the carers in the home receive the same training so that absolute consistency is maintained in terms of how they work with and apply the knowledge to the young people. This is achieved in some cases through staff receiving training, for example from healthcare professionals or specialists in whole-staff groups. In some cases, a small number of staff will receive training and will then train all the other staff at the home.

The home invests time and attention to the recruitment of staff. Young people are invited to join in the interview panel and their views are significant in successful applicants. We intend to improve our recruitment process by having multiple interviews and observations of how applicants interact with the young people in the home, and meetings with current staff.

## 16. Staffing

**Staff Team at SC447930**

Job Title and Name	Professional Qualifications	Relevant Experience
<p>Responsible Individual</p> <p>Paul Connelly</p>	<p>CQSW 1990</p> <p>Diploma in Management 2001</p> <p>NVQ5</p> <p>Strategic Management 2005</p>	<p>Six years fieldwork social worker in Bolton and Wigan.</p> <p>Two years as Review Co-ordinator (IRO)</p> <p>Paul has Sixteen years' experience as a manager in children's social care as Team manager, Group Manager and Service Manager, including ten years as Group Manager and Service Manager for Residential Services (Wigan Council, 2003-2013).</p>
<p>Ruth France</p> <p>Senior Principal Manager of Registered Services and Placement Team.</p> <p>Post taken in November 2013</p>	<p>BA (hons) Applied Social Studies.</p> <p>MA Social Work.</p> <p>Graduate Diploma Specialist Award.</p> <p>PQ specialist award.</p> <p>Level 5 diploma in Leadership for health and social care.</p>	<p>Eight years qualified experience in social work.</p> <p>Managing Out of hours service</p> <p>Foster carer training</p> <p>Fostering services</p> <p>Fostering panel</p> <p>Adoption panel</p> <p>Children in Care</p> <p>Safeguarding Children</p>
<p>Registered Manager</p> <p>Jessica Forshaw</p>	<p>Post Graduate Diploma in Social Work</p> <p>BA with Hons, Criminal Justice</p> <p>Level 5 diploma in Leadership for health and social care (working towards)</p> <p>Level 4 NVQ in Children's Health and Social Care</p> <p>Level 3 NVQ in Children's Health and Social Care</p>	<p>13 years in Residential Care for Local Authorities (Wigan, St. Helens)</p> <p>Five years' experience as a Deputy Homes Manager for a local authority children's home.</p> <p>Frontline Social Work including child protection and court work.</p> <p>Experience working in Youth Offending Team, Looked After Children's team (family support / contact), domestic violence refuge with Women's Aid, Team Teach tutor, delivering training to Residential and School staff in behaviour management and physical intervention.</p>

Residential Admin Caroline Cook 18.5 hours	CLAIT Word Processing and text processing 1 and 2  RSA	School Secretary for 10 years  Residential administration support for 8 years
Mandy Jones  Assistant Homes Manager	NVQ3 CCYP  QCF Level 5 diploma in Leadership for health and social care (working towards)	9 years' experience in children's residential care as a senior member of staff. Mandy has worked with young people with a diverse range of needs including disabilities, learning disabilities and young people with emotional and behaviour difficulties.
Residential Care Worker  Clare Macleod  <b><i>"Child Sexual Exploitation Champion"</i></b>	NVQ 3 in Care of Children and young people  BTEC National Diploma in Childhood Studies	8 years residential experience with the local authority.  Placements within Nursery and infant education provision.  Clare has also spent time as an interim assistant home manager  Clare is our Child Sexual Exploitation champion, ensuring that all staff are aware of any triggers of CSE or grooming and to provide information to staff, young people and visitors of the issues of CSE in residential care.
Residential Care Worker  Debbie Laing  <b><i>"Consultation Champion"</i></b>	NVQ 3 in Caring for Children and Young People	Debbie has worked in children's residential services for the local authority since 2003.  Debbie is an accomplished and experienced key worker having worked with a range of children and young people.  Debbie has previous experience as a senior residential worker and is competent in mentoring and inducting new members of staff.

Residential Care Worker Margaret McDowell	NVQ 3 in Caring for Children and Young People	Margaret has worked for Warrington's residential service since 1984  Margaret is an accomplished and experienced key worker having worked with a range of children and young people.
Residential Care Worker (Full time) Joann Percival	NVQ3 in Caring for Children and Young People	Joann has worked for Warrington's residential children's services since 2005.  Joann is an accomplished and experienced key worker having worked with a range of children and young people.
Residential Support Worker (vacant post)		
Residential Support Worker (vacant post)		