



# Statements Of Purpose

Daffodil House

Date of document: 14/08/2014

SC369825

Tracey Docksey

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## Section 1: Introduction

### 1:1 Welcome

Daffodil House would like to take this opportunity to thank all parties who take the time to read about the care, support and accommodation that we provide for young people who have emotional behavioural difficulties (EBD). A shortened version of this document is available upon request.

### 1:2 Legislation Framework

The Children's Homes Regulations 2001 (Amended 2014)

4 (1) The registered person shall compile in relation to the children's home a written statement, which shall consist of a statement as to the matters listed in Schedule 1.

4 (2) The registered person shall provide a copy of the statement of purpose to HMIC and shall make a copy of it available upon request for inspection –

- (a) Any person who works at the children's home
- (b) Any child accommodated in the children's home
- (c) The parent of any child accommodated in the children's home
- (d) The Placing authority of any child accommodated in the home ; and
- (e) In the case of qualifying school, the secretary of state, and Her Majesty's Inspector of Schools in England

## Section 2: Caring For Children

### 2:1 Admission Range

2:1 (a) Daffodil House support young people of either gender between the ages of 10-17 years and 11 months,.

The home offers care and accommodation to young people with emotional behavioural difficulties (EBD), and has had experience of working with young people who display :

- Challenging behaviours
- Complex behaviours
- Sexually harmful behaviours
- Mild learning difficulties
- Risk of being sexually exploited
- Low level criminal behaviours
- Truancy
- Trauma
- Attachment difficulties
- Low risk fire raisers

2.1 (b) The home cannot accommodate young people who:

- Persistently offend (serious crime)
- Have committed sex offences
- Are high risk of fire raising

Where there are extenuating circumstances and the home feels they can meet the needs of a young person that fall outside of the criteria listed in 2:1 (a) the home will seek an amendment to their HMCI registration.

### 2.2 Ethos

2.2 (a) Daffodil House want to offer young people a family they can be part of forever.

Our aim is to create a homely environment that replicates similar to other home within the area in which the home is located in. It is hoped that living within communities will support young people to develop their social skills and build a support network in preparation for their transition into independence.

In order for young people to achieve their full potential we believe that it is important to provide a safe, secure, nurturing and learning environment. Therefore we have a small team of qualified and experienced Residential Care Workers that are able to build meaningful relationships and support young people's individual needs.

We strive to support young people to develop their own identity taking into account individuals gender, religion, ability, class, ethnicity and sexuality. Carers receive equality and diversity training in order to raise awareness and to maximise outcomes.

Daffodil House strives to create a culture of openness and transparency, where reflective practice is supported in order to develop and improve outcomes for young people.

Whilst our practice is child centred we also recognise the importance of the wider picture and work systemically.

To support the above, the home complete an individual placement plan for each young person, this is then implemented by the team of carers and monitored by the homes Manager.

### **2:3 Enjoy and Achieve – promoting participation in cultural, recreational and sporting activities**

Young people are supported to maintain their cultural awareness, this is encouraged in a variety of ways including:

- Maintaining links with specific cultural groups
- Attending place of worship
- Theme nights from around the world
- Celebrating / participating in cultural events
- Providing meals from around the world
- Supporting grooming/personal hygiene routines
- Supporting individuals choice of clothing garments
- Access to material goods/resources

Carers promote an active lifestyle and support accessing recreational activities and engagement in sporting activities, All sports and recreational activities are risked assessed prior to the activity taking place, any activities deemed as a high risk will require consents form a person with parental responsibility. The home will fund the cost of activities; however we remain mindful that activities should be agreed on the basis that they will be able to continue with a similar lifestyle when they leave the home.

Daffodil House plan a minimum of one holiday a year, usually within the UK.

### **2.4 Cultural, linguistic and religious needs**

As a nation we share common values, love, security, safety, and respect, however within different cultures we recognise that these are communicated in different ways, Daffodil House are keen to promote individuals identity and to develop everyone's cultural awareness. Young people are encouraged to be open minded about cultures and respect peoples differences.

The care team at Daffodil House speak English as their first language, however should a young people experience difficulties in communicating with the English language carers will use body language, hand gestures, electronic equipment, pictures, or writing as a mean to communicate, where necessary interpretations can be sourced.

Young people that wish to practice their religion will be supported with transport to their place of worship, purchase of religious items, dietary requirements and prayer facilities.

## 2.5 Arrangements for contact with family and friends

Arrangements for contact with the child's family of origin and other significant people are an important part of the child's overall care plan and should always be given full consideration within care planning. Young people's views and wishes will always be taken into account when assessing and planning contact.

Daffodil House will support contact with friends and family members identified within their care plans. Where contact issues arise between the reviews of the care plan carers will communicate with the relevant parties to assess the suitability based on the following principals:

- Contact must be in the best interests of the child
- Any contact arrangement must reflect the child's overall care plan
- All contact arrangements must demonstrate a balance between maintaining links with the child's family and promoting placement stability
- Contact plans should be based on a comprehensive assessment of need
- Contact arrangements may need to be varied to reflect the child's changing needs and relationships over time.
- All contact arrangements will be sensitive to the child's cultural, linguistic, racial and religious needs.
- Contact should not be arranged during the school day or at a time that would result in the child's absence from school.

### Direct contact

The home has a landline phone that can be used on request to maintain contact that has been assessed as suitable. In addition to this young people have access to the homes young person lap top where they can communicate via e-mail. Please note at present social networking sites are not accessible via the homes computer.

Young people are supported to have face to face contact with family and friends in line with their care plans, carers will support transport arrangements. The location of contact will be dependant of assessed risks and consideration of the views and wishes of the other young person will be taken into account if there is a request for the contact to take place at the home.

As young people establish new friendships carers will make proportional safety checks, linking in with other parents and where issues arise PNC or DBS checks will be considered.

### Supervised Contact

Carers may be required to supervise some contacts this will be identified in the young person's placement plan and details of the session will be recorded. In

circumstances where court proceedings are pending all contact records will be sent to the young person's Social Worker.

### Indirect Contact

Young people will be supported to maintain contact with individuals through letters, cards and gifts, on occasions it may be necessary to instruct an intermediary who can monitor the content of the letter or card, this is where contact may pose a safeguarding risk or possible impact on emotional wellbeing and health.

## **2.6 Arrangements for consulting with young people**

The young people are invited to attend a young person's meeting that takes place on a monthly basis, this forum allows young people the opportunity to express their views.

Young people have regular 1:1 discussions with their carers, these can cover a wide range of topics.

The small group home (SGH) service has a newsletter published on a quarterly basis, young people are consulted with about the contents of document and in some case write articles themselves.

A young person's quality assurance questionnaire is given to young people on a bi-annual basis to support the assessment of the homes and contribute the development.

Carers promote that young people attend the Children in Care Council (CICC), this group meets on a regular basis to discuss issues that affect them. The Strategic Manager for Children in Care attends this group and topics discussed can change the way the service is provided.

Young people's views are regularly ascertained during the regulation 33 and 34 process. In addition to these occasions the young people are also consulted with during the care planning and review meetings and during Ofsted inspections.

On admission to the home young people receive information on how to make compliments and complaints, this process can be used to express their views.

Young people have regular access to a NYAS advocate who visits the home.

## **2.7 (a) Anti-discrimination in respect of children and their families**

The importance of anti-discretionary practice is embedded in the early stages of carers induction, this is also reiterated within the NVQ3/Diploma Level 3, which all carers must hold within three years of commencing their role with the service.

Daffodil House pride themselves on building meaningful relationships with the young people and their family members in order to maximise outcomes for the young

people. Everyone at Daffodil House are treated as individuals and according to their circumstances.

Carers will support young people to challenge any discriminatory behaviour that has occurred.

### **2.7 (b) Children's rights**

All young people's basic care needs are met within the home these include, safe accommodation, access to food and drinks, appropriate clothing, opportunity for personal care, and access to health care and sanitation.

It is important that the young people living at Daffodil House are listened to, in order to support this process young people have access to a number of people whom they may feel comfortable expressing their views these may include:

- Carers
- Homes Manager
- Social Worker
- Guardian
- Solicitor
- Advocate
- Independent visitor
- Yellowhouse team
- Teachers
- Children's Rights Commissioner
- Ofsted

### **2.8 (a) Description of the accommodation offered by the children's home – adaptations to meet the needs of the young people**

Daffodil House is a three bedroomed property situated within a residential area. The home is similar to neighbouring homes and is not identifiable as a children's home from the outside. There have been minor adaptations to the home including the installation of a separate W.C. The only other difference to a domestic home is that some parts of the home are kept locked to prevent access to chemicals or confidential documents. Young people also have the ability to lock their bedrooms to ensure their personal effects are kept safe and secure.

The home has a domestic security alarm system this is set on full when the home is empty. During the night the system is set but will allow young people access to toileting facilities without it becoming activated. Young people do not have access to security alarm code.

In some circumstances it may be necessary to place door alarms on the young people's bedroom doors to monitor the young person whereabouts, this decision will be risk assessed and in agreement with the placing authority.

### **2.8 (b) Description of the accommodation offered by the children's home – The age range, number and sex of children who can be accommodated**

The home provided accommodation for two young people of either gender aged between 10 and 17 years and 11 months.

### **2.8 (c) Description of the accommodation offered by the children's home – type of accommodation, including sleeping arrangements**

Daffodil House is a two storey property with communal living space and kitchen facilities on the ground floor, on the first floor each young person will have their own bedroom, the third bedroom is multi-functional as a sleep in room for carers and office.

Young people's bedrooms are appropriately equipped with furniture including bed and storage facilities, these are personalised and decorated taking into account the young person's preferences.

#### Ground floor

- Entrance Hall
- Family kitchen/dining room
- Lounge
- WC
- Storage cupboard (COSHH)

#### First Floor

- Bedroom 1 (allocated to a young person)
- Bedroom 2 ( allocated to a young person)
- Bedroom/office ( allocated for carers)

#### External area

- Parking facilities
- Grassed garden
- Shed

Carers and young people are consulted with in relation to the furnishing and decoration of communal areas of the home and garden.

### **2.9 A description of the location of the home**

(Extract this information if sharing with a person who may pose a safeguarding risk to a person accommodated within the home)

The home is located in a suburb of Stoke on Trent, in the Longton area is predominantly a residential area with little industry, as most residents work elsewhere with in the city.

The home is in walking distance to local shops including, convenience stores, chemist, Hair Salon and fast food restaurants and a Florists.

Longton has excellent transport links to nearby towns, and recreational facilities.

## 2.10 Details of the children's homes policies for safeguarding children, preventing bullying and the missing child policy

### Safeguarding

Safeguarding children and young people is EVERYONES responsibility and is taken seriously by all team members at Daffodil House

Daffodil House work in line with policy and procedures outlined by Stoke on Trent Safeguarding Board (SGCB), these policies have been amended to reflect The Working together to Safeguard Children (2013) which set outs how organisations work together to safeguard children and young people in accordance of the Children's Act 1989 and Children's Act 2004.

The homes does not have printed versions of the policies, as they are accessed directly from the SGB websites [www.safeguardingchildren.stoke.gov.uk](http://www.safeguardingchildren.stoke.gov.uk) to ensure information accessed is always current, The safeguarding website should always be refreshed before accessing information.

We recognised the importance of working with children and families to reduce and avoid safeguarding issues, it is important that responsibility is shared amongst significant people within the young person's life. The home has good links with partner agencies and plans to safeguard children and young people are child focused. The home will never manage safeguarding concerns in isolation.

### Bullying

Daffodil House are committed to ensuring the young people have a positive experience of living at the home. We recognise that many young people may have difficulties trusting adults and forming positive relationships with their peers, this in some cases may have the potential to result in behaviours that lead to bullying.

The home has a pro-active approach to identifying bullying and managing it so that it does not add to the negative experiences to which young people in care have already been exposed to. The homes environment supports a sense of community living reducing the likelihood of bullying taking place without carers being able to quickly identify it.

Addressing bullying in the early stages can lessen the effect and reduce the chance of bullies themselves getting into trouble later in life.

Forms of bullying change as society and technology develops, therefore it is vital that we remain mindful of new ways young people communicate with peers. Bullying can take place in many forms including:

- Physical
- Verbal
- Indirect

- Cyber

Bullying affects both the victim and the bully, therefore it is vital that it is managed appropriately according to the individual's needs. We endeavour to:

- Set the right ethos
- Encourage discussion about bullying and reporting process
- Raise awareness – cause and effects
- Respond to reports of bullying
- Monitor incidents and reduce exposure to bullying where possible

### Missing and Absent

**Absent** - Young people may choose to visit places at a time that is not agreeable with carers or with people who carers would not want to encourage a relationship with, in these circumstances and when there are no safeguarding concerns young people's period away from the home will be classified as "Absent". Carers encourage young people to maintain contact with carers during these periods and where possible welfare checks will be completed. There may be circumstances where absent episodes are escalated and are reported to the local police team

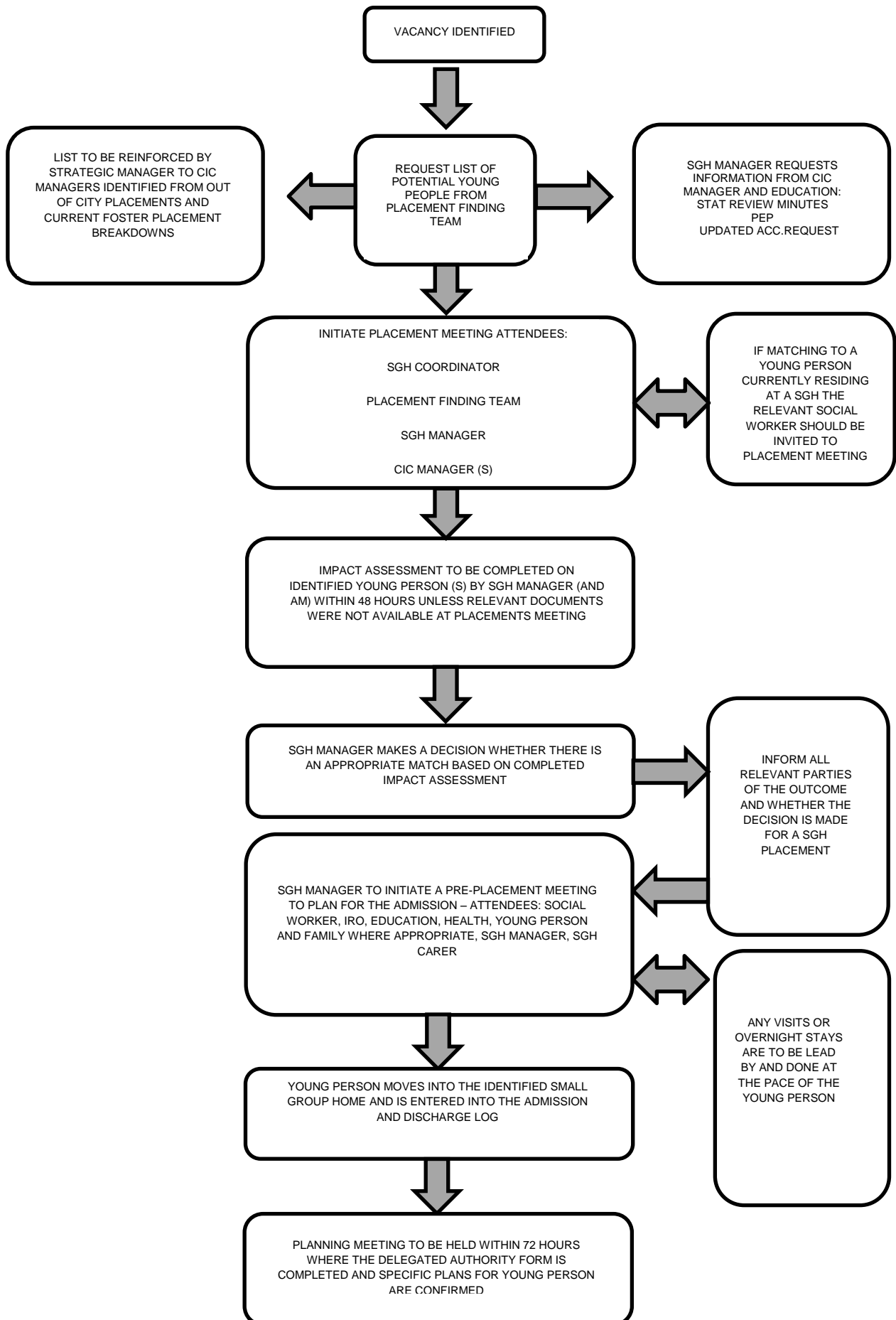
**Missing** – Missing young people will always be reported to the police, as the young person's whereabouts cannot be determined and/or there are concerns about the young person's safety. Prior to reporting a young person missing all reasonable efforts will be made by carers to locate the young person, contact friend and family members and searching areas the young person is known to frequent.

Where there are frequent absent/missing episodes a multi-agency risk management meeting will be facilitated to reduce the risks associated with the missing absences, there is a staged escalation process which will include senior managers of the children in care team and safeguarding team.

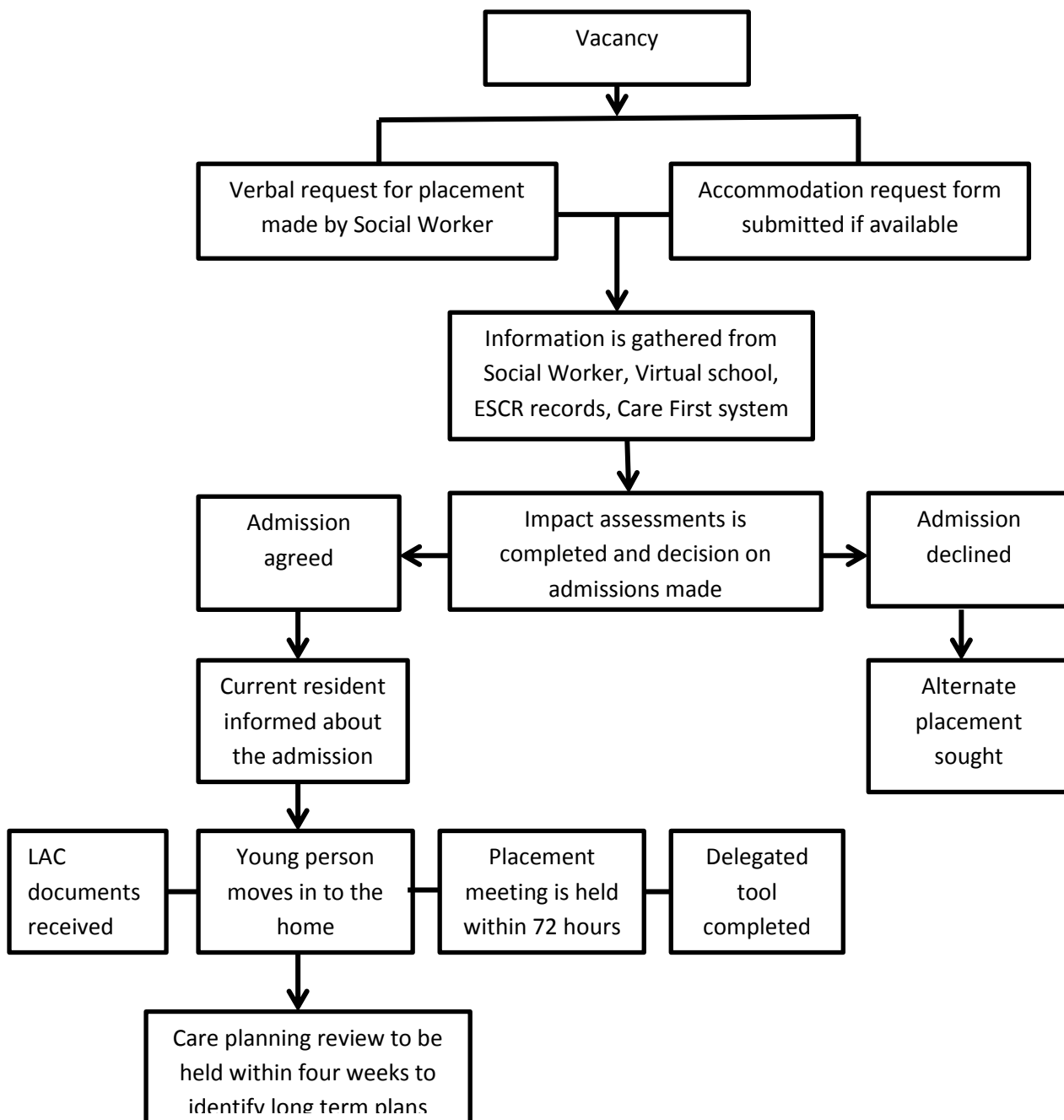
## 2.11 Admission Process

It is common practice for admissions to the home to be planned, however as a local authority home we have a duty of care to all young people and this may result in the need for a young person to be placed at short notice.

Planned Admission



Emergency Admission



## 2.12 Complaints

Daffodil House are committed to the effective implementation of complaints procedures and view this as an important element in providing and assuring a high quality service.

All children on admission receive information about how the complaints system works and how they can make a complaint. Children and young people's knowledge of the complaints system are checked as part of the statutory review meeting. The service is currently seeking to improve systems to communicate the complaints procedure with the wider network around the young person.

The aim of the complaints system is to resolve problems quickly, as near as possible to the point they arise and by the members of staff closest to the difficulty.

Whilst we encourage young people to share their views, complaints made against the other resident will be predominately be managed by carers and the Homes Manager. Social workers will be notified of the context and outcome of the complaint.

Complaints made against a decision or the service will be processed via the corporate complaints team, where an investigating officer will be appointed to resolve the issue raised.

The home will keep records relating to complaints received and the outcome and resolution. Access to complaints absent individual staff members will be restricted to individuals who have the right to access the information.

There are many sources of help available should you want to make a complaint, these include raising your concern with the Social Worker or your Independent Reviewing Officer, a friend, another trusted person or an advocate for help. There are pre-paid self-addressed speak up and speak out complaints leaflets that you can fill in and send off directly to the corporate complaints team.

Alternatively you can complain by

- Filling in our online form.
- Send an email to [speakup@stoke.gov.uk](mailto:speakup@stoke.gov.uk)
- Phone us on 01782 235921
- Write to us at:

Customer Feedback Team  
Stoke-on-Trent City Council  
Floor 2, Civic Centre  
Glebe Street  
Stoke-on-Trent  
ST4 1HH

## 2.13 Approach to surveillance and monitoring of children accommodated

The home does have the ability to care for a young person who may be placed on the intensive surveillance support programme which may include the fitting of a tag

monitoring box. Carers will support young people to comply with requirements of the programme and follow as responsible adults any action directed by the courts.

The use of individual bedroom door alarms may be used to safeguard the young people. This will be discussed, agreed and implemented following decisions agreed within a multi-disciplinary meeting.

The decision to have the individual door alarms would be taken when it is felt that not using one would create opportunities for the young person to be subject to greater levels of risk.

On admission it is explained to the young people that carers, would undertake a room search if concerns arose. Young people will be given the opportunity to be involved with this and relevant professionals updated of any actions needed.

The home is fitted with a domestic security alarm system which is used when the home is vacant; the ground floor of the home is alarmed during the night.

There may be occasions where carers will tail young people within the community if there are safeguarding concerns.

The home lease with Staffordshire police, when a young person is missing and a decision may be made in relation to "pinging" the young person's mobile phone to ascertain a location the phone was last used.

## 2.14 Behavioural support

Young people accommodated may demonstrate complex behaviours, carers manage behaviours on an individual basis as we recognise that young people respond differently and the most effective way will be implemented.

The home use a combination of behaviour management strategies based on the principal to praise and reward positive behaviours and to challenge behaviours that have a negative impact on themselves or others. Incentive schemes, rewards and sanctions are all systems used within the home to manage behaviours.

The home keeps a record of incentive, rewards and sanctions implemented; these are monitored by the homes Managers on a regular basis. Sanctions must be fair, reasonable, proportionate, relevant and effective.

Behaviour frequently displayed by a young person that causes a concern will be managed on a plan, the plan will give clear guidance on the behaviour displayed, the triggers for the behaviour, the negative consequence and the benefits to improving the behaviour.

There may be circumstance when young people display behaviours that require physical intervention, these include

- Harm to self
- Harm to others
- Significant/Serious damage to property

*Physical intervention is NEVER used as a punishment or to gain compliance!!*

### 2.14(a) Approach to the use of restraint

The use of physical intervention is used as a last resort and when it is thought that behaviours displayed will result in the young person or others being hurt. Physical intervention can also be applied to prevent significant non accidental damage to property.

Restraints used aim to slow down movement of limbs, arms and legs predominantly, during any restraint carers communicate with the young person in order to reassure them. Carers will release restraints as soon as it is thought safe to do so.

The home keeps a record of all restraints applied that are monitored by the Homes Managers and Regulations 33 visitor. All incidents involving restraints are communicated with the young person's Social Worker and significant others identified with in the care plan.

Following any restraint young people are offered medical assessment and opportunity to speak with an independent person. Young people are encouraged to read the restraint log and record any personal comments about the incident.

### 2.14(b) Restraint Training

As a local authority we have invested in the crisis prevention institutes model of physical intervention commonly known as MAPA (management of actual and physical aggression) this has been our model since 2005 and we have seen it develop and grow over the years. Following the implementation of MAPA we saw the decrease in the use of restraint and intervention.

The home supports this training model over others as it has been the most successful in terms of behaviour management and has a child focused approach. There is a good underpinning value base and staff have to undergo not only physical skills assessment but academic assessment via CPI workbooks

Newly appointed carers will be required to attend a three day initial MAPA training event, this is then refreshed on an annual basis. The refresher training is a two day training event.

This model is supported by BILD accreditation scheme and all skills and interventions have been independently assessed by a DR Ryan, this assessment can be accessed at the home or upon request.

### Section 3: Contact Details

#### 3.15 Contact Details

Daffodil House is one of ten local authority homes located within the Stoke on Trent area.

##### 3.15(a) Registered Provider

Name of Registered Provider	Sue Hammersley
Organisation Role	Strategic Manager – Children in Care Lead
Address	Civic Centre – Floor 2 Glebe Street Stoke on Trent ST4 1HH
Experience	
<p>Sue Hammersley is the Strategic Manager Children in Care lead responsible for:</p> <ul style="list-style-type: none"> <li>• Care planning and support for children in care</li> <li>• Care leavers</li> <li>• Providing fostering and adoption services, including recruitment and training</li> <li>• Small Group Homes</li> </ul> <p>Sue has a wealth of knowledge and experience she qualified as a social worker at Lancaster University in 1984. Sue undertook Social Worker roles between 1984 – 1994 within children and family services for local authorities including Ealing, Bedfordshire, Rochdale and Salford.</p> <p>Following a successful social work career Sue became a Team Manager in 1994, during this time Sue oversaw the management of long term childcare teams and later went on to set up an advice and assessment team.</p> <p>In 2000 Sue moved to Bury and secured a role as a Reviewing Officer and Conference Chair, this later led to Sue becoming the Manager of the safeguarding team. In 2005 Sue was appointed as the Service Manager, overseeing the management of a multi-agency looked after team, consisting of care planning team, fostering, and adoption and leaving care.</p> <p>Sue moved to Stoke on Trent in August 2005, where she became the Principal Manager of the children in care team. Sue worked extremely hard to ensure positive outcomes for Looked after Children; this was recognised when in January 2011 Sue commenced her current role as Strategic Manager of children in care.</p>	

### 3.15(b) Nominated Responsible Individual

Name of nominated Responsible Individual	Tracey Docksey
Organisation Role	Small Group Home Co-ordinator
Address	Swann House – Floor 2 Boothen Road Stoke on Trent ST4 4SY
Experience	
<p>Tracey has many years of childcare experience in various residential settings, both with Staffordshire County Council and Stoke-on-Trent City Council. Over the years she has progressed through the service being employed as Casual worker working with Children with disabilities, working in the community to support a family in their own home, A Residential Social Worker, Shift Leader, Deputy Manager, Registered Care Manager and since 2012 Small Group Home Co-ordinator. Tracey has continued to develop and update her professional practice by attending numerous courses including Child Protection, Attachment and Looking After the Mental Health Needs of Looked After Children, Supervision of Carers, Budget Management, Employee Development Scheme, Fair Recruitment and Selection, and various other Health and Safety related Courses. Has qualifications in health and social care and leadership and management and more recently achieved a qualification in systemic family therapy. Tracey also trains staff in MAPA restraint techniques which supports residential staff and foster carers.</p> <p>Qualifications: NVQ 3 and NVQ 4 Caring for Children and Young People; Leadership and management in Care services ACPC level 1,2 &amp; 3; Licensed MAPA Trainer and systemic family therapy qualification</p>	

**3.15(c) Registered Manager**

Name of Registered Manager	Currently covered by Tracey Docksey
Organisation Role	Small Group Home Co-ordinator
Address	Swann House – Floor 2 Boothen Road Stoke on Trent ST4 4SY
Experience	
As stated above.	

## Section 4: Education

### 4.16 Special educational needs support

Carers take an active interest in young people's education, and are pro-active in planning and reviewing their education programmes.

Carers will attend school meetings including:

- Personal education plan meetings (PEP)
- Individual education plan meetings (IEP)
- Parents/carers open days
- School events

Carers will support young people to complete homework and learn from life events and opportunities outside of school.

Materials to support education attendance and learning will be funded by the home and education allowance accessible through the virtual school.

Education transport is normally accessed through the local authorities transport service or young people use public transport.

Carers are currently in the process of attending EPEP training, this will allow carers to take a lead in completing the personal education plan.

### 4.17 Dually registered as a school

Daffodil House is not a registered school and does not provide a formal education setting, despite this the home is looking at implementing ASDAN short programmes.

### 4.18 Arrangements for young people to attend local schools, to promote education attainment

Young people will be supported to attend an education provision their meets their education and behavioural needs, this includes mainstream provisions, special education placements and alternative provisions.

## Section 5: Health

### 5.19 Health Care & Therapeutic services

#### Health Care

Young people living at Daffodil House will have a health plan in place completed by the “looked after” children’s nurse, carers will support the completion of actions identified within the report. Carers will seek additional support, advice and guidance from the LAC nurse as and when the need arises.

Carers will encourage young people to lead healthy lifestyles and promote good personal hygiene routines.

All young people accommodated at the home will be registered with the local GP, and will be supported to attend regular dental and optical appointments.

#### Therapeutic services

Rupert Wilkinson			
Role	Employed	Qualifications	Clinical supervisor:
Therapeutic Social Worker	20 hours	MA/DIPSW	Silvina Gioseffe
Experience			
<p>Rupert has worked directly in residential care for approximately two years in total, his other experience is made up of supporting children who experience attachment, trauma and resilience issues and receive physiological support at Yellowhouse. Rupert has worked along side of Stoke on Trent’s small group homes for the past two years.</p> <p>Rupert’s role bridges the gap between carers and physiologists ensuring easy access to advice from psychological services, Rupert researches therapeutic techniques and shares his findings with the team during his visits or when attending the home team meetings.</p> <p>Rupert has also supported the home by undertaking observations of young people and carers behaviours to support young people who are experiencing difficulties</p>			

Although not established as a therapeutic home, Daffodil House will develop a strong ethos of providing therapeutic experiences for young people. We now have a Therapeutic Social Worker from Yellow House attached to the S.G.H who will assess our young people and identify the appropriate service.

There will be an emphasis on the careful nurturing of sensitive, containing relationships between young people and carers. This will be reflected at every level, from the importance of structuring the homes so as to most benefit the children’s needs, through to the care expected from carers with regard to providing calm, consistent, everyday interactions in tune with the children’s mood and behaviour. It is hoped that this will provide opportunities for some children and young people to experience a degree of therapeutic “re-parenting”. For others, it is hoped that the home can act as a “secure base” from which they can venture out into the world, with

sensitive support and encouragement from carers on whom they have learned that they can rely.

In addition to this therapeutic ethos, the home will benefit from the support that can be offered by Yellowhouse, the specialist multi-agency team established in Stoke-On-Trent to provide a service for the emotional and physical health needs of Looked after Children and their wider networks of care. Rupert and the Yellowhouse team can provide specialist help for young people who display sexually harmful behaviours undertaking a detailed AIMS assessment and support and implement a therapeutic plan for managing such risks. Emotion coaching is an alternative therapeutic model used to support young people displaying challenging behaviours with the home. Finally, they will provide a direct work service for young people and their carers that meet the criteria or will advise and assist with referrals to other community mental health provisions.

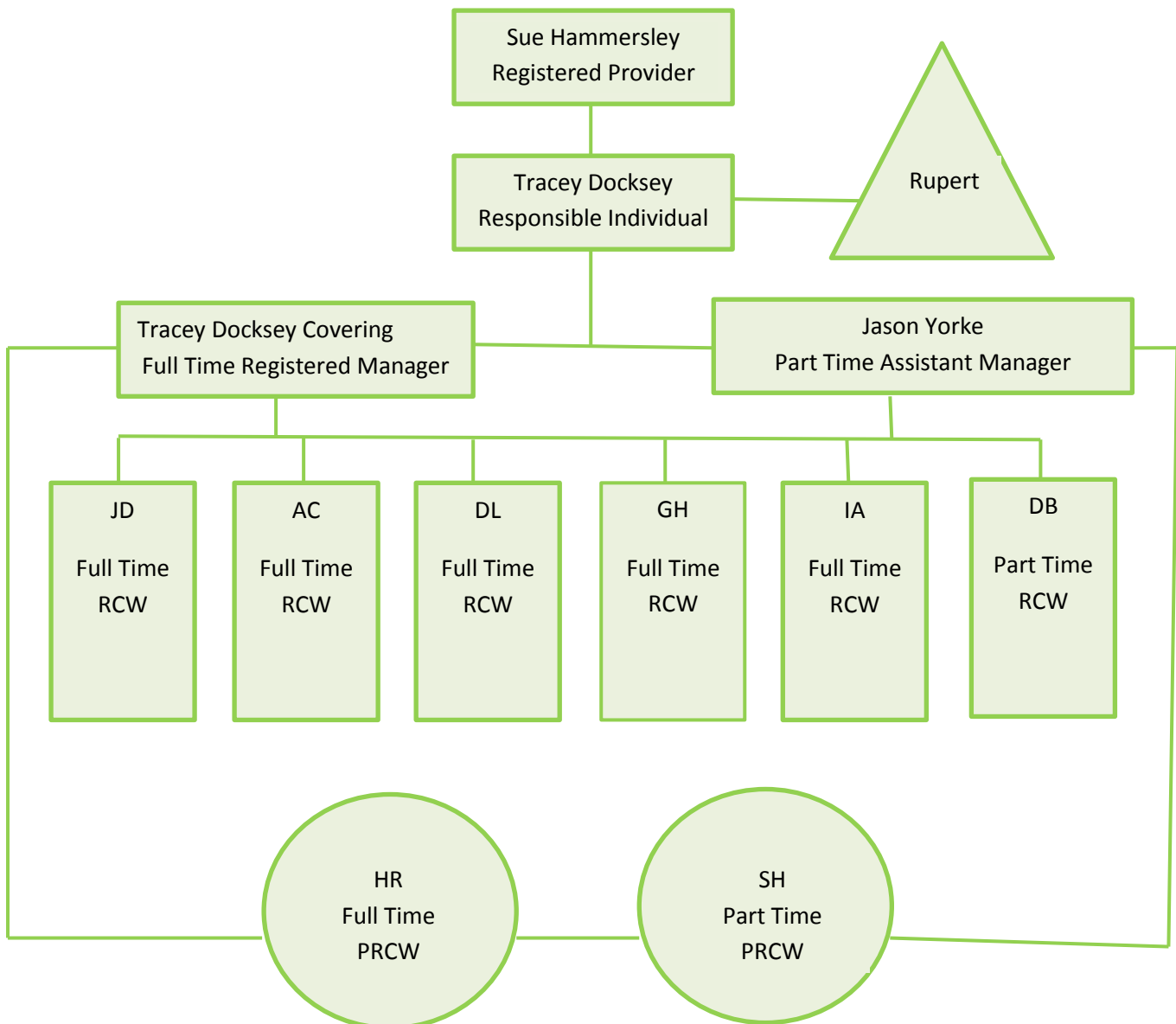
We measure the effectiveness of our approach by the outcomes and progress young people make over a period of time.

## Section 6: Staffing Matters

## 6.20 Details, experience and qualifications of staff

Carer's Initial	Role	Number of years' experience of working in residential care	Qualification
TD	Registered Manager	19 years	NVQ 4 H&S Care and NVQ 4 Leadership and Management Systemic Family Therapy
JY	Assistant Manager	11 Years	NVQ L3 Health and Social Care – working with children and young people Working towards Diploma 5
AC	Residential Care Worker	6 Years	NVQ L3 Health and Social Care – working with children and young people
CV	Residential Care Worker	25 Years	NVQ L3 Health and Social Care – working with children and young people
JD	Residential Care Worker	Years	BA (OU) Education; BA (Hon) Social Work
GH	Residential Care Worker	5 Years	NVQ L3 Health and Social Care – working with children and young people
IA	Residential Care Worker	5 Years	NVQ L3 Health and Social Care – working with children and young people
DL	Residential Care Worker	2 Years	Degree qualified
HR	Peripatetic Residential Care Worker	1 Years	NVQ L3 Health and Social Care – working with children and young people
SH	Part Time Peripatetic Residential Care Worker	Newly Recruited Worker	TBC
RW	Therapeutic Social Worker	2 years	MA/DIPSW

## 6.21 Staffing structure and arrangements for supervision



### Supervisions

All team members have a supervision agreement and meet with their supervisor on a monthly basis, during this time the following topics are discussed:

- Young people accommodated
- Young people awaiting admission
- Team dynamics (strengths/weaknesses)
- Work load
- Training and development
- Absences and annual leave
- Welfare
- Staffing issues (managers only)

Additional supervisions can be undertaken as a means of support on the request of a team member or by the supervisor.

#### **6.22 Gender balance of staff team**

There are 6 female team members and 4 male team members, this is reasonably balanced to the needs of our young people.

## Section 7: SOP Review

Name of person completing the review		Tracey Docksey	
Date the SOP was previously reviewed		August 2014	Date of Review November 2014
Review of Section 1			
1:1	Have there been any changes to the homes registration?	YES	<u>Details</u> SC3 form submitted in August 2014 to notify Ofsted of the homes new name.
1:2	Have there been any changes to the regulations specific to the homes SOP?	YES	<u>Details</u> (2A) Where a children's home has a website, the registered person shall ensure that a copy of the statement of purpose is published on that website unless the registered person considers that such publication would prejudice the welfare of children cared for in the children's home
Review of Section 2			
2:1	Have there been any changes to the admission criteria/range	NO	<u>Details</u>
2:2	Has the home met the ethos statement?	YES	<u>Details</u> We are currently in the process of improving the homes placemat plan as the document is currently used as a chronology of events.
2.3	Has the home supported the cultural, recreational and sporting activities requirements?	YES	<u>Details</u>
2.4	Have the cultural, linguistic and religious needs of the young person been met?	YES	<u>Details</u>
2.5	Has the home supported the young people to have contact with friends and family members agreed in their contact plan?	YES	<u>Details</u>
2.6	Has the home consulted with young people as detailed in the SOP?	YES	<u>Details</u>
2.7	Has the home worked in a way that does not discriminate?	YES	<u>Details</u>
2.7	Have the children rights been adhered to?	YES	<u>Details</u>
2.8	Has there been any adaptations made to the home?	NO	<u>Details</u>
2.10	Have there been any incidents of bullying?	NO	<u>Details</u>
2.11	Was the admission process followed for new	YES	<u>Details</u>

	admissions?		
2.12	Have any complaints received being resolved?	N/A	<u>Details</u>
2:13	Have there been any changes to the surveillance of young people accommodated at the home?	YES	<u>Details</u> The homes SOP has now included information about the use of door alarms should this be required and agreed in a multi-agency risk management meeting and agreed by the social care team.
2.14	Have there been any concerns in relation to the training or implementation of MAPA?	NO	<u>Details</u>
Review of Section 3			
3.15	Have there been any changes to the Registered Provider, Responsible individual or Registered Manager?	Yes	Tracey Docksey is currently covering long term sickness in this home OFSTED are up to date and aware of this after notification, this will be reviewed in September as the current RCM may need to resign to allow TD to register appropriately.
Review of Section 4			
4.16	Has there been any changes to how the homes supports young people with special educational needs?	YES	<u>Details</u> Carers have attended/Due to attend E-PEP training, this means the Local Authority have agreed for carers to take a leading role in completing young people's education pathway plans.
Review of Section 5			
5.19	Is the home meeting the health needs of young people as described in the SOP?	YES	<u>Details</u> Young people have access to Rupert Wilkinson as a gateway into Yellowhouse support and direct services, and through agreement/discussion we will establish what needs and services are required in order to meet the specific needs of our children and young people.
Review of Section 6			
6.20	Have there been any changes to the qualifications of staff at the home	NO	<u>Details</u>
6.21	Have there being any changes to the homes structure?	NO	<u>Details</u>
Any other relevant information in relation to the review of the SOP			
The home is in the process of compiling a shortened version of the statement of purpose for family members of residents placed at the home, this will be sent out when a young person is admitted to the home and will inform highlight how they can access the full document.			