

**HAVEN HOUSE  
STATEMENT OF PURPOSE**

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## CONTENTS

### 1. Introduction

- 1.1 Welcome to Haven House
- 1.2 Legal and Guidance framework

### 2. Quality and Purpose of Care

- 2.1 Position Statement
- 2.2 Ethos of the Home (progressing outcomes)
- 2.3 Description of accommodation
- 2.4 Location of the Home
- 2.5 Arrangements for supporting cultural, linguistic and the religious needs of children
- 2.6 Complaints
- 2.7 Access to safeguarding and behaviour management policies

### 3. Children's Views, Wishes and Feelings

- 3.1 Consultation and approach to consulting children on quality of care
- 3.2 Anti-discriminatory practice in respect of children and their families
- 3.3 Children's rights
- 3.4 Bullying

### 4. Education

- 4.1 Management of education
- 4.2 Details of provision to support children's educational and additional learning needs
- 4.3 Education partners
- 4.4 Educational support (outside school hours)

### 5. Enjoyment and Achievement

- 5.1 How we ensure the young people enjoy and achieve

### 6. Health and Well-Being

- 6.1 Arrangements to Protect and Promote Health
- 6.2 Therapeutic support provided

### 7. Positive Relationships

The arrangements for promoting contact between children, their families and friends

### 8. Protection of Children

- 8.1 The Home's approach to monitoring and surveillance of children
- 8.2 The Home's approach to behavioural support
- 8.3 Management of restraint and physical intervention
- 8.4 Missing from care

### 9. Leadership and Management

- 9.1 Details and work address of registered provider, Responsible Individual and Home Manager
- 9.2 Details and qualification and experience of adults
- 9.3 Adult contingency arrangements
- 9.4 Adult and management structure (include education and health)
- 9.5 Professional supervision arrangements for adults, educators and health care professionals
- 9.6 Gender status of the Home and positive role models

### 10. Care Planning

- Admission process

## 1. Introduction

### 1.1 Welcome to Haven House

Haven House is two semi-detached adjoining homes which provide a three-bed residential children's home located in Harrow. We provide 24-hour individualised care and support for children and young people aged between 10- 17 years on admission old of either gender, who have encountered adverse childhood experiences as a result of early life trauma, neglect, and family breakdown or disruption. We also recognise that some of our children may have additional development and learning needs due to trauma in utero or in the early years of their development which impact on their abilities.

Our primary aim is '*Building resilience, Optimising Potential*', of our children, then turn their lives around for them to fulfil their true potential. Our home welcomes children and young people from diverse backgrounds. It is our core objective to provide high quality care in a warm, welcoming, and nurturing environment that meets the needs of our young people. We will provide individualised care packages which work towards developing effective attachments, and longer-term stable placements.

Our home will provide a safe space for children and young people to share experiences and be guided by our team of experienced adults who are non-judgemental, within a nurturing environment that encourages learning, growth, and acceptance, preparing them to build stability, confidence and resilience.

Within our home we work systemically, seeking to make sense of the world through relationships. Seeing the world through the child's eyes to understand the relationships that matter the most for our children, or those relationships that have an influence in their lives.

### 1.2 Legislation Framework

The Children's Homes (England) Regulations 2015

Reg 16 (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.

Reg 16 (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

Reg 16 (3) The Registered Person must:

- a) Keep the homes Statement of Purpose under review and where appropriate revise it.
- b) Notify HMCI of any revisions and send them a copy of the revised statement within 24 days of the revision.

Reg 16 (3) Where the home has a website the registered person must ensure a copy of the revised Statement of Purpose is published.

Reg 6 (1) The quality and purpose of care standard (2) In particular, the standard in paragraph (1) requires the registered person to:

- a) understand and apply the homes statement of purpose
- b) ensuring that adults understand and apply the statement of purpose

Adults work within the *Working Together to Safeguard Children 2018 and 2022* guidelines and receive regularly refreshed safeguarding training to ensure that every young person feels safe in their home and feels able to communicate any concerns about their safety and wellbeing and that they feel listened to and taken seriously.

## **2. Quality and Purpose of Care Standard**

### **2.1 Position Statement**

Our aim is to work with our young people, so that we build safe, strong relationships that combine trust, affection, and comfort along with clear behavioural expectations, boundaries, and routines. Where possible a personalised transition plan bespoke to the needs of the child is developed to promote the positive basis of forming our initial relationship. We believe that a period of transition provides an opportunity for our children to process and accept significant changes.

This will be achieved through the adults understanding and applying Haven House's Statement of Purpose. Having the relevant training, qualifications, and experience to enable them to protect and promote the welfare of our children, treating them with dignity and respect.

Our leadership and management will develop an understanding to deliver care which meets the personalised and individual needs of our children. Our team of adults are dedicated to creating an aspirational culture within our home which cultivates confidence and resilience for our children to develop skills which prepare them for their intended outcomes.

## 2.2 Ethos of the Home

**Details of the home's ethos, the outcomes that the home seeks to achieve and its approach to achieving them**



At Haven House, our ethos is based on the belief that all children and young people should be given the same opportunities in life regardless of their early life experiences, their background, age, or sexuality. We believe all young people should be loved, happy, healthy, safe from harm and able to develop, thrive and fulfil their potential. We achieve this through working systemically, in practice this is child-focused intervention which seeks to make sense of the world through all relationships that the child may have. By extending ourselves and acknowledging our role and influence in the life of the child, we are able to expand our knowledge about the child's world to make a real difference.

Our Home offers children and young people a family environment, where they can develop effective and lasting relationships both within the home and the local community. It is hoped that living within established communities will support young people to develop their social skills and build resilience to support their preparation for transition into independence.

We will ensure that all the key developmental areas of health, education, emotional and personal development, family and social relationships, identity, self-care and social presentation are addressed in the planning for each young person.

In addition, to working with the wider system of professionals around the young person, we will also work closely with the children's families and communities of origin to sustain effective connections and understand their past.

For children with budding creativity, we also have a Music Mentor who is able to encourage children to express themselves through the arts, which is proven to have a therapeutic effect for them. Children are also able to gain immediate gratification from their ability to create something out of nothing.

We also promote a transition period for all of our children who move into our home. This enables them to gain a sense of control over one of the most important decisions, which is usually made during a time of vulnerability. The transition period ensures that children have the opportunity to invest in the change, and also increase the success for the future.

Our Home will foster meaningful and positive relationships, encouraging strong bonds between children, young people, and adults in the home on the basis of jointly undertaken activities, shared daily life, domestic and non-domestic routines and established boundaries of acceptable behaviour.

Our Home aims to provide a healthy lifestyle and this includes being, mentally and physically healthy, supporting personal hygiene, accessing medical advice and gaining a general understanding of the importance of a healthy, nutritious diet. Moreover, our menus are prepared with the input of our young people which gives our young people the opportunity to enjoy meals they may not have previously tried.

We encourage each young person to plan and work together towards household decisions regarding their activities, decoration of the home, purchase of equipment, house rules and rewards.

We strongly believe that education is one of the keys to success to prepare and equip the young person with the necessary skills to participate in meaningful employment or voluntary work to increase self-confidence, self-esteem and a sense of self-worth giving a complete sense of individual achievement. We will assist the young person's education journey; they will be provided with the opportunity for additional support and to continue achieving a suitable Post 16 Qualifications to reach their full potential and prepare to move onto adulthood. Working closely with the Virtual Schools team will be integral to developing bespoke educational support which reflects the rate and pace of learning for our children.

### **Theoretical Framework – Social Learning Theory**

There is a common debate of 'Nature' vs 'Nurture' where often people try to understand whether an individual is born to behave a certain way, or whether they are a product of their environment.

At Haven House we adopt the concepts of Alberta Bandura's Social Learning Theory. We agree that an individual is not passive, merely existing. However, they are constantly being influenced and conditioned in how to behave, according to their environment and the factors that reinforce their behaviour which motivate them to respond in a particular way. Learning is not solely a behavioural response, instead it is cognitive process that takes place within a social context.

Social Learning Theory recognises that young people are able to learn new patterns of behaviour, if the negative reinforcement is removed. At Haven House, adults will intentionally model their behaviour, as they are very aware that the young people are impressionable and observant. We therefore expect that adults lead by example as young people are likely to imitate what they see.

You are never too young or too old to be rewarded for positive achievements and/or behaviour, to reinforce the same. Therefore, young people and adults alike are commended, rewarded and celebrated to cultivate an environment that encourages positive thinking, decisions making and behaviour.

### **2.3 Description of the Accommodation**

Haven House is a semi-detached home, and the layout of the home consists of:

### Ground Floor

- Living room, which is equipped with comfortable sofas, dining table & a television adjoining between 157 and 159
- There is a separate shower room provided for adults use.
- There is a large kitchen room with fully fitted cabinets, including safe appliances so that the young people can safely partake in preparing meals with adults as part of their independence and life skills training. This promotes a family experience atmosphere providing communal mealtimes with adults.
- The garden contains, a play area for the young people to utilise and enjoy.
- Main Office

### First Floor

- Bedroom 1 (allocated to a young person)
- Bedroom 2 (allocated to a young person)
- Bedroom 3 (allocated to a young person)
- Bathroom

### Second Floor

- Young People's Sensory Room
- Adults /Sleeping-in Room
- Shower room

### 159

### Ground Floor

- Living Room adjoining to 157 and 159
- Kitchen
- Home manager Office
- Lounge room 3

### First Floor

- Bedroom 1 (Not in use)
- Bedroom 2 (Not in use)
- Bedroom 3 (Not in use)
- Bathroom

### Second Floor

- Sir Mo Farah Learning Room
- Storage Cupboard
- Shower Room
- Storage Room

Haven House offers a warm and nurturing environment where our young people will be encouraged to have further input in personalising their home, so that they are supported to gain a sense of belonging and feel at home in their surroundings. The home has comfortable communal area. The location of the home is conveniently situated near the local amenities and offers access to a wide range of facilities.

Our young people have access to a separate Wi-Fi connection within the home, this is risk assessed on an individual basis for their educational and leisure purposes. The Wi-Fi has the necessary privacy settings and parental controls to ensure that internet use is age appropriate.

Each young person's bedroom has space for young people to complete homework in the privacy and comfort of their own bedroom.

There is an efficient and effective system in place to deal with the maintenance of the home whereby all maintenance issues are dealt with quickly and to a high standard through our preferred providers.

## 2.4 Location of the Home

Haven House is located within a residential built-up area of South Harrow, which enables our young people to be integrated into the community. Health and well-being activities are promoted via access to the local sports, leisure and swimming facilities, local parks and cinemas. The home has close access to a wide range of very good resources for young people which include:

### Good and Outstanding, primary and secondary schools:

- a) Heathland School (10-minutes walk) – rated Outstanding
- b) Newton Farm School (20 minute walk) – rated Outstanding
- c) Rooks Heath Secondary School (3 minute walk) – rated Good
- d) Whitmore High School (24-minute walk) – rated Outstanding

### Alternative Provisions

- a) The Helix Education (45-minute commute on public transport) – rated Good
- b) The Jubilee Academy (20-minute commute on public transport) – rated Good

### College

- a) Harrow College offers alternative support for basic English and Maths helping those to move into further education and employment, 6<sup>th</sup> Form also available (1.97 miles) – rated Good
- b) Uxbridge College also offers a wide range of academic and vocational courses (40 minute commute on public transport) – rated Good

### Health Services:

- a) **CAMHS – Ashtree Clinic**, available at Northolt Road, South Harrow, HA2 (0.74 miles)
- b) Simpson House Medical Centre (7 minute walk) rated Good by CQC
- c) GP Direct (13 minute walk) rated Good by CQC
- d) Kings Road Medical Centre (20 minute walk) rated Good by CQC
- e) Specsavers Opticians, South Harrow, HA2 2.45 miles)
- f) Abby Dental Practice, South Harrow, HA2 (0.5 mile)
- g) Simpson House GP, South Harrow, HA2 (0.5 miles)

### Amenities:

- a) Harrow Town Centre
- b) Roxeth Green Library, South Harrow, HA2
- c) The Oasis Youth Club
- d) Parkfield Youth Club
- e) Harrow and Wealdstone District Scouts
- f) Young Harrow Foundation (sponsored by Harrow Council)



**Places of Worship:**

- a) St Church Roxeth (0.45 miles)
- b) Harrow Central Mosque (2.45 miles)
- c) Mosaic Reform Synagogue (1.59 miles)
- d) North Wembley Community Seven-day Adventist Church (2.74 miles)

**2.5 The arrangements for supporting the cultural, linguistic and religious needs of children**

Our home is keen to promote an individual's identity and to develop everyone's cultural awareness. Young people are encouraged to be open-minded about values and cultures whilst always respecting people's differences. Every effort is made to respect and whenever possible to meet each young person's individual needs and promote their welfare, taking into account their gender, religion, ethnicity, cultural and linguistic background, sexual identity, mental health, any disability they may have or have reflected in any previous assessments/experiences.

Our young people are encouraged to take part in activities which reflect their diversity of race, culture, religion, language and abilities. Birthdays, named days, cultural and religious festivals are celebrated with different themes for evening meals, as appropriate.

As part of the planning and admission stage, this will be discussed and plans will be put in place for meeting specific needs, which will be agreed with the young person and their placing authority. Where it is safe, appropriate and practical to do so, we will endeavour to take into account the views expressed by family members and significant individuals. Our adults will always support the young person to express his or her feelings in pursuit of their beliefs and will support them to accommodate such requests.

**2.6 Complaints**

**The details of who to contact if a person has a complaint about the home, and how that person can access the homes complaints policy.**

Listening to our young people lies at the very heart of our ethos to improve outcomes for every individual. This is especially important for those times when our young person has a problem, concern or wants to make a complaint. Advocacy helps to safeguard young people and protect them from harm and neglect.

Complaints are dealt with in a professional and reflective manner, consistently operating with a duty of candour, learning through reflection. Our team of adults are aware of the *Section 7 Guidance - Providing Effective Advocacy Services for Children and Young People Making a Complaint under the Children Act*, which was introduced for all children's services leads, team managers, complaints officers, practitioners, advocates and children's rights and participation officers. It is designed to provide all children's services adults with an understanding of the new duties in relation to advocacy for children and young people making or thinking about making a complaint.

On admission to the home, the young person, family members, significant others and independent visitors have access to our Complaints Policy which is available to all upon request.

Our child friendly "young person's guide" which is provided to every young individual also contains the relevant information to the complaint's policy. They are also shown how and where to access

complaints forms. The young person's guide also contains the following contacts who can help them independently: Sarah Walters (Responsible individual), Benjamin Acheampong (Home manager), Independent person Steve Alexander (Independent person), Simon Walters (Deputy Manager) and independent advocates.

· **Childline** · **Ofsted** · **NSPCC** · **The Children's Commissioner**

If any person wishes to make a complaint about the home, the complaints policy is available upon request. This is also located in the Childrens guide, lounge 3 and sensory room.

## **2.7 Details of how a person, body or organisation involved in the care or protection of a child can access the child protection policies or the behaviour management policy.**

The Home Manager post is currently vacant, therefore currently the Responsible Individual will be the first point of contact to provide information relating to Haven House 's policies. Upon request by any person, body or organisation involved in the care or protection of a child, our full policy on Positive Behaviour Management and Safeguarding and Child Protection will also be available. These policies have been amended to reflect The Working Together to Safeguard Children (2018/2022) which sets out how organisations work together to safeguard children and young people in accordance with the Children Act 1989 and Children Act 2004.

Haven House is located in Harrow and therefore comes under the Harrow Safeguarding Children Board (HSCB). The home's policy and procedures are in line with the current HSCB procedures, and we will integrate local and national safeguarding procedures, for example London Child Protection Procedures.

## **3. The Children's Views, Wishes and Feelings Standards**

### **3.1 A description of the Children's Home's policy and approach to consulting children about the quality of their care.**

Young people have regular 1:1 discussion and catch ups with the adults that care for them, and these can cover a wide range of topics. Moreover, young people's views are regularly ascertained during the regulation 44 and 45 process. In addition to this, the young people are also consulted during their care planning, review meetings, during Ofsted inspections and through various Quality Assurance processes.

We actively involve our young people to be involved with the day to day running of the Home, for example with the daily menu and their activity planners, and they all receive a 'young person's guide' as part of the consultation process with the child at the pre-admission stage.

We promote, advocate for and actively encourage our young people to grow in self-confidence, independence, building their skills of effective communication, enlisting their views and supporting their participation to shape the running of the home. There are practical ways that we encourage and evidence this, via weekly catch ups where our children have one-to-one time to assist our young person to vocalise their wishes and to create a trust-based relationships with adults in the home.

A community meeting is held once a week involving all young people and adults. In addition, our young people are given opportunities to openly discuss their views, record their views using our recording database or in their preferred format.

We will also where practicable provide an opportunity our young people to take part in some of our recruitment process and giving their views on new applicants with support and supervision from adults.

Our Responsible Individual, (Home Manager once recruited) and adults will be available to discuss any aspect of the care provided to our young people. In keeping with the homes systemic ethos we will also endeavour include families and professionals.

At Haven House , we are involved in all aspects of our young person's care planning, including their community, future, interests, culture, religion, education, aspirations, life stories, families and their role in society, and this is achieved via our involvements in several safeguarding meetings, (e.g. CIC reviews, PEP meetings, placement planning); catch up sessions, activity planners, access to health provisions, access to independent practitioners and regular monitoring of care questionnaires.

### **3.2 Anti-discriminatory practice in respect of children and their families**

Haven House is committed to equal opportunities and anti-discriminatory practice, both in terms of working with the adults, young people or family members, on any grounds whatsoever. All our young people will be treated equally, with respect, and in turn the young people are guided to treat the adults in the same way. Haven House is situated in a multicultural diverse area, adults will encourage our young people to be a valued members taking pride and contributing positively within their community.

All adults and managers undertake mandatory training in Equality and Diversity. Adults also have access to our online policies and procedures and are required to read our policies at the beginning of their employment. Equal opportunities and anti-discriminatory practice are themes which runs through all training, as a way to ensure that the topic is consistently discussed and influences our day to day practice. This approach will always be adopted when working with the families of our young people. All young people are actively encouraged to make choices and decisions about their needs and wishes.

Our Adults have been trained to promote change and positive behaviour, any behaviour that results in consequences will be applied consistently and fairly. Children and young people will also be encouraged, in line with their age and understanding to decide on the outcome of action as means of promoting reflection and learning.

If a young person falls into danger, adults are instructed and advised to intervene where appropriate. Following such instances, a discussion and recording of the instance will take place in order to protect and promote the young people's welfare and safety.

The home prides itself on building meaningful relationships with the young people and their family members in order to maximise outcomes for the young people. Everyone at Haven House is treated as an individual and according to their circumstances.

### **3.3 Children's Rights**

It is of crucial importance that all our young people are supported and understand their rights, and how to access advocacy services available to them. Our *Children's/Young Person's Guide (welcome pack)* will be provided to all our young people residing at Haven House and this includes important information on

Children's rights as well as several useful contact details including Ofsted, Advocacy Services and the Children's Commissioner.

We uphold the Principles of Care, for promoting anti-discriminatory practice and promotion of children's rights, respect and dignity as follows:

- Children and young people have the right to live in a home that is safe, warm, happy, nurturing, stable, secure, free from abuse and recognises the individual needs of the young people.
- Children and young people have the right to have full access to education, health care, social life, and community facilities.
- Children and young people have the right to be listened to, express themselves, take full part in decisions affecting them, have things explained to them and the right to complain.
- Children and young people have the right to privacy, space, time and dignity, have fun and allowed to be a child.
- Children and young people have the right to their religious, cultural, dietary needs and to celebrate their individuality.

An equality and human rights analysis will be undertaken where it is deemed necessary in the planning of any restrictive practice in regard to keeping the young people safe.

### **3.4 Bullying**

At Haven House, we operate a zero tolerance towards bullying and discrimination. Any forms of bullying and discriminatory behaviour will be addressed in an open way in line with our ethos.

Bullying is the use of power or perceived power to make another feel inferior. Apart from the use of physical strength or size, there is the use of intellect, sarcasm, name-calling and prejudiced offensive comments. All of these would be considered as unacceptable forms of bullying and manipulation in Haven House.

Everyone involved in looking after the children shares the responsibility for countering bullying and for creating a culture which positively encourages acceptable behaviour and reduces and prevents the likelihood of bullying and discrimination.

Adults actively talk with children about difference and diversity. The children are expected and encouraged to treat each other and adults with respect. This is monitored within the organisation as children are supervised by adults when they are with their peers. It is only when they are able to demonstrate respectful behaviour to others that they will be encouraged to go out in the community unsupervised.

The children are educated about bullying, the differences between people and the importance of avoiding prejudice through discussions that take place within the home. Adults will examine their own practices in relation to psychological and cohesive practices.

Prevention of bullying in all its forms within Haven House is achieved in our non-judgmental ethos of openness, inclusion, understanding and equality. Every child and the team of adults are encouraged to challenge or confront anybody who behaves in such an unacceptable manner as described above. Support for this will often come from other children or adults who witnesses such activity. This can take place at any time, including within house meetings, catch ups, reflective sessions and in debriefings.

## **4. The Education Standard**

### **4.1 Management of Education**

Education is a high priority for our young people because we recognise that all young people have the right to education which will enrich and empower them. Our home is registered with the AQA promoting alternative learning through accredited AQA units. Learning can be provided within our Mo Farah Learning Room proving to be of benefit for our children to build confidence, enhance gifts, talents or special interests. In addition being an interim intervention to aid transitioning in to education for children who may not have the opportunity to access learning when moving into our home.

Our adults will promote and encourage each of our young people's education by working with the placing local authority by enrolling children into a suitable local educational provision. Where this is not possible, due to delays in enrolment or they may not meet the assessed needs of the young person, we will be lead and guided by the Virtual Educational Head/Lead. Where appropriate we may discuss and agree with the Local Authority the requirement of commissioning 'home tutors' to offer one-to-one support around specific hours to maximise learning and increase engagement. Some children may have an Education and Health Care Plan (EHCP) – the home will follow the plan and work with all professionals involved in the young person's EHCP.

There is adequate provision for private study, activities, hobbies and private meetings within the Home. All computers/laptops within the home have internet security and activities supervised as and when appropriate.

Our adults will support, wherever it's appropriate and feasible to encourage the participation in training, apprenticeships and employment.

Adults are expected to aid and support with the completion of homework in an appropriate environment to aid learning. Homework is a priority and evening activities will be organised around its completion and preparation for the next day. The home has an educational resource corner in the games room which young people can be supported to access.

Young people at Haven House, who attend an education provision in and around the borough are encouraged to develop skills of independence through use of public transport. However, if and when required children may be transported by adults or local authority taxis.

### **4.2 Details of provision to support children's educational and additional learning needs**

Our team will ensure to secure a positive close working relationship with schools, in order to keep up a very high standard of communication, to work together to manage challenging behaviours, and to ensure a consistent and familiar approach is maintained throughout their lives. This will be conducted through telephone calls, parents and carers evenings, and meetings which are embedded within the child in care review statutory processes.

Adults will support a good working relationship with pastoral team of the schools to encourage the young people to be able to meet their best possible grades. The young people's PEPs will be focused on how to better the young people's abilities, to be able to support them to be able to meet the next levels and celebrating their achievements. Adults will be able to facilitate the young people with additional learning aids.

Adults will work with the young people at their levels in the home and support them to complete homework and to understand their individual learning needs and find ways of being able to work and achieve their best potential.

#### **4.3 Education Partners**

Adults will work with the virtual schools and have discussions with previous educational providers regarding where young people have achieved previously and areas for further development.

Some young people may benefit from additional tutoring, and this will be discussed with individual local authorities to look at if this might be funded for the young person, particularly as they approach exams.

Young people will have a PEP and the local authority, school and the home will have an understanding of where the young person is at academically. This will be attended, and advice will be followed up on from the outcome of these meetings.

FreshSteps independent school is one of the organisations we work with in close partnership which provides specialist education based on the needs of our child. The Helix education centre is another organisation similarly to FreshSteps who will support the needs of our child, an independent tutor will visit our home and tutor our child.

#### **4.4 Educational Support (outside School hours)**

Young people will have a Virtual Headteacher from their local authority who has overseen education for them. Adults will ensure that there is a good working relationship with them, and they are included in the young person's education and understand where the young person is at academically. If there is a concern outside of the school term to a young person's education, it will be discussed with them and with the social worker. As discussed previously adults will participate in out of school education support. Adults will attend parents/guardian evenings, meetings and activities.

### **5. The Enjoyment and Achievement Standard**

#### **5.1 How we ensure the young people enjoy and achieve**

*The arrangements for enabling children to take part in, and benefit from, a variety of activities that meet their needs and develop and reflect their creative, intellectual, physical and social interests and skills.*

Young people between the ages of 10-17 years are receptive, curious and risk takers. They are also impressionable and can be influenced and groomed to engage in activities that may place them at risk. Although we recognise that it is not possible to plan structured activities for the young people for every moment of each day, we aim to engage our young people in activities that are fun, creative and educational.

Within and around the Harrow area there are a number of amenities within the community and nearby visits to the Leisure Centre, Cinema, Gym and excursions which can be arranged in collaboration with our young people for them to enjoy. The city of Harrow is known primarily for its green spaces, history, heritage and pride is embedded into every part of the city. The city is full of classic architecture,

famous institutions and several traditional sites for our young people to visit and enjoy. Harrow also has convenient transport links across and outside of London.

Our team of adults are committed to supporting our young people to make positive progress and we believe that it is paramount to recognise an individual's strengths, special interests and provide praise when a young person achieves a goal or displays positive behaviour.

Our 'Children's Guide' will be provided to every young person as part of their welcome pack, which has information on activities available to them both locally and further afield. Young people will also have access to computers/laptops for recreational and educational use, all computers/laptops have internet security and activities are carefully supervised as appropriate.

Activities provided by Haven House include and not restricted to:

- Celebration of festivals/birthdays
- Summer barbeques
- Games in the garden
- Local bike rides
- Park Walks
- Weekly food shopping
- Shopping and eating in restaurants
- Day trip outings
- Outdoor pursuits centres
- Cooking
- Summer holidays and personal development camps
- Team building days

## 6. The Health & Well-Being Standard

### 6.1 Arrangements to Protect and Promote Health

Details of any health care or therapy provided, including:

- a) Details of the qualifications and professional supervision of the adults involved in providing any healthcare or therapy.
- b) Information about how the effectiveness of any health care or therapy provided is measured, evidence demonstrating the effectiveness and details of how the information, or the evidence can be accessed.

The physical and mental health of our young people will be of paramount importance. We actively promote a healthy lifestyle, which is applied to planning diets, exercise and relaxation specific to the young person's needs to ensure a balanced and varied lifestyle. All dietary needs are discussed with the young person and their family if practicable and recorded in their placement plan.

All young people will be registered with the local GP, opticians and dentist and on admission the young person will have a full a holistic Initial Health Assessment arranged by the social worker. It not expected that our children will have excessive, intrusive or unnecessary health examinations to promote a positive association with health services.

All adults are trained or working towards completing the First Aid course which will include ligature training as part of the mandatory training and the home has fully stocked First Aid boxes which are checked weekly. This means that if our young people have minor injuries that we can actively administer First Aid promptly which limits the need to attend a GP surgery.

Some of our young people may require medication for various reasons and we aim to work closely with the primary care services to ensure that any medication taken is only for medical reasons.

All our adults will be trained in the Safe Handling of Medicines, and we ensure robust recording and storage procedures are in place.

The home will ensure that all accidents are investigated, and measures are put in place to reduce the likelihood of occurring again.

In cases where the identified strategies are failing or additional support is required, we will be able to evidence this in our behaviour monitoring system which will be regularly reviewed.

## **6.2 Therapeutic intervention/support provided**

Where specific therapeutic techniques are identified in a Care Plan and approved by the Placing Authority, they will be carried out by a practitioner holding a currently recognised qualification in the therapy concerned.

Within Haven House we incorporate practice approaches which contribute to developing positive relationships with our children and young people. Through integrating our selected approaches our team of adults will work toward empowering our young people to embrace and benefit from practice approaches that promote emotional regulation and opportunities to demonstrate reflective learning.

It is our understanding that children and young people who have experienced early life trauma or neglect have difficulty in developing effective attachments and are unable to build effective relationships, due their attachment style. We believe their ability to form strong and lasting relationships with others is critical for their future wellbeing.

Haven House has enhanced our training programme that focuses on attachment and trauma theory into practice. Training is facilitated for adults using the principles of Playfulness, Acceptance, Curiosity and Empathy (PACE) with the aim of providing attachment security through consistent and attuned approaches. We have also incorporated PRICE training to enable our team of adults to develop positive approaches to understanding and responding to challenging behaviours.

We have close links with several therapeutic services locally which enables the young people to have access to a host of therapeutic support including CAMHS and MIND to ensure that any identified needs are carefully monitored, recorded on file and proactively addressed. Young people can also access online therapeutic support via services such as KOOH where they can sign up for counselling themselves.

The effectiveness of any therapy or health service provided to the young people will also be discussed in in-house meetings and LAC reviews. All records will be kept on file and will be available upon request from people who are involved in the care of the young people.

## **7. The Positive Relationships Standards**

**The arrangements for promoting contact between children and their family and friends.**



Arrangements for our young people to spend time with their family of origin and other significant people are an important part of the young person's overall care plan and should always be given full consideration within care planning and agreement of the placing authority.

Young people's views, wishes and feelings will always be taken into account when assessing and planning arrangements to spend quality time with family and friends.

Our aim is to work with our young people in the hope that they will return home or move into supported accommodation (subject to the placement authority's requirements and legal status of the child).

All arrangements to spend time with family and friends including, telephone calls are recorded on the young person's records and visitors are requested to sign in and out of the home for security purposes.

Visits are encouraged whenever possible and these are managed in a planned and structured way with the young person's wishes and views in mind at all times. There are rooms available within the home and our team will require advance notice to ensure that prior to any planned visit, preparation is made so that the family have a private room and feel comfortable to chat freely.

Where appropriate the young person's friends will be invited to spend time in the home and to join at mealtimes.

## **8. The Protection of Children Standard**

### **8.1 A description of the home's approach to the monitoring and surveillance of children**

We understand that some of our young people will be extremely vulnerable and may demonstrate risk taking behaviours that may cause harm to themselves or others. Due to these complex needs, our adults are committed to support and supervise on a 24-hour basis.

The building will have a 24-hour external CCTV coverage which captures the front and back entrance within the parameters of the property. **There are no camera's fitted internally** and we respect the dignity of the young people at all times.

Our home is supported by ADT a security protection alarm company is Gold accredited and approved by the National Security Inspectorate. The alarms systems are leading in the industry for features which provide accessibility and prompt emergency response in the event of an emergency or intruder alert. Some of the features include, lifelong maintenance, door sensors to the front and back door and the ability for the Home to control the alarm system using the mobile app.

To provide attentive 24 hour care for our children we currently have waking night adults in place to provide support throughout the night if needed.

Written consent is sought when children move in, which is signed by the child, parent and social worker. A copy of this record will be held on the child's records.

Window restrictors are placed on all young people's bedroom windows, in addition to windows above the ground floor to safeguard and prevent any significant risk of harm. This will also be discussed, agreed and individually risk assessed.

We understand that permission for any monitoring systems and identified adaption restrictions are required from the placing authority or parents and consents will be kept on the child's individual file. Moreover, the usage of any CCTV or other monitoring equipment will be in line with Haven House's CCTV and Alarms policy which describes how the use of monitoring will support the safeguarding and well-being of all living and working in the home in accordance with Regulation 24 and 12.

Adults will undertake mandatory training to ensure that they have a clear understanding and can respond to safety concerns in proportionate, informed and effective way to protect the welfare of each young person. Safeguarding policies and procedures are accessible and can be reviewed by all young people and adults within the home.

In addition to training opportunities, one-to-one supervision, circular reflective sessions, team meetings, audits and reviews which help adults to capture the voice of our children whether informally or formally. Adults will also have the support to develop practices and an understanding of their duty to safeguard the children and young people in our care whilst also contributing to a learning culture within the home. The culture within the home will be as such that the adults are alert to safeguarding issues on a day to day basis. Adults are responsible and accountable for ensuring that suspected abuse is reported and investigated to disrupt, address, or protect the young people from potential abuse or maltreatment.

Adults also understand that internet use and social media is an integral aspect of children's lives which can provide social connection, stimulation, and a virtual playground for children to learn. Whereby adults generally use five common apps, children can use between five to fifty apps. Our home also acknowledges that there are gaps in law that often create unregulated online spaces resulting in children becoming vulnerable to abuse and exploitation online. Our home is therefore proactive in utilising resources and working in conjunction with SWGfl to build the bridge of understanding and communication between adults and our children in relation to the online space.

## **8.2 Details of the Children's Home's approach to behavioural support, including information about the homes approach to restraint in relation to children.**

At Haven House, we provide a supportive learning and living environment for all our young people. Our environment is supported by trauma informed training and best practices to guide our adults in the development of strategies that build positive and equitable relationships with children. Dignity and respect are paramount at all times.

We provide several means of celebrating achievements and good behaviour. We work on a positive approach towards behaviour and will attempt to diffuse negative behaviours with a view to rewarding and acknowledging as much positive behaviour as possible. We strongly promote a calm, nurturing home with trusting relationships creating an environment that is conducive for supporting children and young people to regulate their emotions and communicate their feelings in a healthier way.

We recognise that by virtue of the trauma, abuse, maltreatment, and neglect suffered, upon admission, young people may have developed maladaptive strategies to survive and cope. We, therefore, have rules and boundaries introduced to ensure the safety and wellbeing at all times of both adults and young people. These boundaries are established around socially acceptable behaviour and help ensure that young people are always safe, valued and well cared for.

We will strengthen our communication and relationships with our partner agencies to build positive behaviour strategies with our young people, for example invite our local PCSO to Haven House to engage in a positive way in the hope to reduce unnecessary police involvement in managing behaviour and criminalisation of children.

Notwithstanding, we implement the principles of PACE, engaging with our children and young people in a playful way to promote secure attachments.

Work closely with PRICE training, who is accredited through the restraint reduction network build ACT.

### **8.3 Management of restraint and physical intervention**

Adults are trained by our inhouse PRICE instructor, the training module is a two-day introduction in positive approaches through challenging behaviour and regular in-house refreshers are undertaken. This is to support adults with techniques to de-escalate and avoid situations that may require the use of any physical interventions. The Registered Manager will monitor and review incidents where physical intervention has been used, in accordance with Regulations 35. Our Responsible Individual will also monitor and analyse behavioural patterns and the use of de-escalation techniques to promote reflection and learning. Everyone involved, or those who witness any physical restraint will be given full support through debriefing, and a record made and copies provided to the young person's social worker.

Using ad hoc rewards for positive achievements and encouraging good behaviour is important to support young people to make behavioural changes and build self-esteem. Consequences are to be agreed to reinforce the cause and effect of negative actions. Consequences will be in line and proportionate with the nature of the negative behaviour. It may be that a young person has a privilege removed such as not going out on leisure activity, or time from a device has been removed. Young people may be encouraged to be part of agreeing the consequence together with the adults to encourage and promote learning and reflection. The young person will have the opportunity to redeem any consequences that may be imposed.

We promote a policy of de-escalation in crisis situations and strongly believe in non-physical intervention, any level of physical restraint will only be performed as last resort. PRICE principles will guide adults through the Individual behaviour support plan which will outline triggers, escalation and de-escalation techniques to minimise the use of touch control.

All restraints are subject to training and are measured to be safe, reasonable, proportionate, and necessary. The use of intervention will be recorded in a format required in the Children's Home Regulations 2015 and any amendments thereafter. All parties with a legitimate interest in the welfare of the young person will be informed of the restraint and all personnel involved in the situation will be offered a restorative approach; this includes the young person and adults involved and any witness.

All incidents involving any positive handling by adults will be recorded, reported, monitored and evaluated. Moreover, any concerns about an adults member's competency when using restraint will be addressed and recorded in supervisions.

#### **Reparation and Restorative Justice**

We will help our children and young people to reflect and take responsibility for any damage and aggression to people and property when things go wrong. We recognise that in doing so it is a good way to restore relationships and to build trust. This can take many forms for example a verbal or written apology, a meeting with the person who has been wronged, to repair or replace the damaged item, or a daily chore.

### **8.4 Missing from Care**

Our aim is always to safeguard and promote the welfare of children and young people at Haven House; as well as to effectively manage the potential risk they pose to members of the community. It is recognised that this requires joint working between agencies and professionals. When a child or young

person goes missing or runs away, they are at risk. Safeguarding, therefore, includes protecting them from this risk.

The current definitions of a 'Missing Person' in use by Harrow Police Force are:

- **High-Risk** - The risk of serious harm to the misper (missing person) or the public is assessed as very likely.
- **Medium-Risk** - The risk of harm to the misper or the public is assessed as likely but not serious.
- **Low-Risk** - The risk of harm to the misper or the public is assessed as possible but minimal.
- **No Apparent Risk (Absent)** - There is no apparent risk of harm to either the misper or the public

Where a child is classified as 'Absent without Permission' adults should take all practical steps to establish the child's location and ensure a return without delay in keeping with the London Philomena Protocol. When all these checks have been carried out and the child's whereabouts are still unclear the young person will be reclassified as missing, and the police informed. If a child is thought to be vulnerable, a report will be made to the police. Each young person will have their allocated grab pack to facilitate a missing person's report. Upon the child's safe return, a Return Home Interview will be arranged in conjunction with the placing authority.

## 9. The Leadership and Management Standard

### 9.1 Details and work address of Registered Provider, Responsible Individual

The Registered Provider/Responsible Individual is:

Optimum Youth Care Limited  
2a Rickyard Barn Stoke Road  
The Nova Centre  
Northampton  
Northamptonshire  
NN7 3DB

Registered under the Company Reference: 11202567

**Director: Sarah Walters**

**Email: sarah@optimumyc.co.uk**

#### **Female**

Optimum Youth Care Limited is founded and established by our Director, Sarah Walters a qualified Social Worker with 14 years of Local Government front line child protection, looked after children, court intervention, safeguarding. In addition, Sarah is also a qualified Child Focused Systemic Practitioner from the Institute of Family Therapy, Practice Educator post-graduate qualified from London Metropolitan University and certified Level 5 Diploma Leadership and Management qualified. Sarah Walters' career

has been built on pursuing the welfare and protection of children within social care within the Local Authorities of Birmingham, Harrow, Ealing Hammersmith and Fulham and Hillingdon. In addition, Sarah Walters is also the Managing Director of Optimum Youth Care Limited semi-independent provisions, accredited by the Commissioning Alliance, located within Harrow. Sarah Walters has completed her training on the regulatory and inspection frameworks of Responsible Individual leadership and management course and is also trained as one of the Designated Safeguarding Lead.

**Additional Qualifications:**

- Level 5 Diploma Leadership and Management
- BA Hons Social Work
- PG Certificate Child Focused Systemic Practitioner
- PG Certificate Practice Educator (Social Worker)
- Regulatory and Inspection Framework – Responsible Individual
- Lovin' Care

**Full time - Home Manager: Benjamin Acheampong**

**Email: [Benjamin@optimumyc.co.uk](mailto:Benjamin@optimumyc.co.uk)**

**Male**

Benjamin is experienced in Children's residential care and has worked within three children's residential homes. Benjamin started his residential career as a Therapeutic Support Worker and his commitment and passion for caring for children who have experienced trauma has contributed to him excelling in his role as Home Manager. Benjamin is experienced in working with children who have social, emotional, mental health (SEMH) and behaviours that challenge. In addition to supporting children with learning disability, past trauma, low mood, depression and suicidal ideations. Benjamin has contributed positively to Ofsted inspections in his former homes, achieving Good judgments. Benjamin is aspiring for an Outstanding judgement within Haven House. Benjamin is PRICE (Protecting Rights in a Caring Environment) trained, he also has a bachelors degree in Psychology, which underpins his understanding of child development, attachment and the impact of trauma and challenging experiences for children who are care experienced. Benjamin is also qualified in Level 5 in Leadership and Management in residential childcare.

**Additional Qualifications:**

- Level 5 Diploma in Leadership for Health and Social care and Children and YP Services
- BSc Psychology
- PRICE

**Full time - Deputy Manager: Simon Walters**

**Email: [simon@optimumyc.co.uk](mailto:simon@optimumyc.co.uk)**

**Male**

Over the past 12+ years Simon has been nurturing his skills and continues to gain a wide range of experience in the health and social care sector. Simon has a history working under CQC and OFSTED regulated organisations which he always aims to provide an excellent service to meet their standards. Simon has built the foundation of his career by safeguarding and supporting adults with learning disabilities and mental health challenges in a residential setting. Simon has expanded his expertise at Optimum Youth Care over the past 3 years empowering young people and children with various needs. Simon will be attending the PRICE (Protecting Rights in a Caring Environment) new instructor course in March 2023 which he will lead training to all new recruits at Haven House.

**Additional Qualifications:**

- Level 5 Diploma in Leadership for Health and Social care and Children and YP Services
- BSc Hons Sports Coaching
- PRICE
- Lovin' Care



## 9.2 Details of the experience and qualifications of adults, including any adults commissioned to provide education or health care.

### Our Adults

Carer's Initials	Role	Experience	Qualifications	Gender	Full/Part Time
JA	SRSW	JA has two years' experience of providing support to both looked after children and care leavers with complex needs within supported accommodation. This includes self-harm, SEMH, CSE, CCE and UASC. JA has since progressed within the role as senior within the children's residential care setting supporting children who present with complex trauma.	Level 3/4 Diploma for Children and Young People's Workforce.	Male	Full Time
EA	SRSW	EA has experience of providing care services for young adults, this includes personal care, arranging activities and providing meals	EA has engaged in mandatory training including Safeguarding Children, Trauma Informed and Secure Base PACE and PRICE, Transgender and ADHD.	Male	Full Time
HA	RSW	HA has experience of teaching French and Spanish within primary and secondary school settings. HA is also a private tutor for both children aged 5 years and above and adults.	(Pending) enrolment of Diploma Level 3/4 – Children and Young People's Workforce HA has engaged in mandatory training including Safeguarding Children, Trauma Informed and Secure Base PACE and PRICE, Transgender and ADHD.	Male	Full Time
ME	RSW	ME has experience of working within the hospital setting.	(Pending) enrolment of Diploma Level 3/4 – Children and Young People's Workforce.	Male	Full Time

			ME has engaged in mandatory training including Safeguarding Children, Trauma Informed and Secure Base PACE and PRICE, Transgender and ADHD.		
<b>AS</b>	<b>RSW</b>	AS has voluntary experience of youth support and outreach. AS has joined the team to follow her passion of providing care for children with experiences of trauma.	AS has engaged in mandatory training including Safeguarding Children, Health and Safety and Equality and Diversity training.	Female	Part Time
<b>BN</b>	<b>RSW</b>	BN has experience of providing care within a residential setting for adults, however is keenly transferring his experience within the children's sector.	BN has engaged in mandatory training including Safeguarding Children, Trauma Informed and Secure Base PACE and PRICE, Transgender and ADHD.	Male	Full Time
<b>GO</b>	<b>RSW</b>	GO has a background in community interventions and pastoral care toward youth engaged in offending behaviours, CSE and CCE. Through his pastoral role GO engaged with children, their families, the Police and charitable organisations.	GO has engaged in mandatory training including Safeguarding Children, Health and Safety and Equality and Diversity training.	Male	Full Time
<b>TS</b>	<b>Bank SRSW</b>	TS has Over 20 years of practice experience inclusive of Local Authority and Private Children's Residential settings. In addition to Local Authority safeguarding roles as Social Work Assistant and Personal Assistant.	MSc Social Work NVQ Level 3 Working with Children and Young People	Female	
<b>RS</b>	<b>SRSW</b>	RS has extensive experience in early years and child development.	Level 3 in Childcare and Education.	Female	Bank



<b>SM</b>	<b>Bank RSW</b>	SM has 10 years of experience working in various capacities with children, this includes, mentoring, teaching assistant roles in SEN and mainstream schools as well children's residential homes for children with emotional behavioural difficulties and SEN.	SM has engaged in mandatory training including Safeguarding Children, Health and Safety and Equality and Diversity training.	Male	Bank
<b>LS</b>	<b>RSW</b>	LS has interned in Project Management at a child support organisation where children are separated from their homes to meet their family or parents. LS has been influential in organising and re-connecting children with their parents by liaising and setting up contact sessions. This has given LS the experience in dealing with relationships between children and parents dealing with sensitive and confidential information.	LS has engaged in mandatory training including Safeguarding Children, Health and Safety and Equality and Diversity training.	Male	Full Time
<b>TO</b>	<b>RSW</b>	<p>Temitope has experience in sales with a pharmaceutical company.</p> <p>Has been a mental health support worker in a homeless service.</p> <p>Temitope has been an administrative clerk in Vision Ventures and a health care assistant with Rock care homes.</p>	<p>MSc (Hons) In International business management.</p> <p>BSc. (Hons) In Economics.</p> <p>TO has also engaged in mandatory training such as safeguarding children, health and safety and equality and Diversity training.</p>	Male	Full time

<p><b>NT</b></p>	<p><b>SRSW</b></p>	<p>Naomi's history in children's residential consists of 4 years of experience beginning from support worker to Senior. Since being in the sector Naomi has worked with a range of young people aged 10-18 with Emotional Behavioural Difficulties, Learning Difficulties, Disabilities and Social Emotional Mental Health.</p>	<p>Level 3 in Residential Childcare.</p> <p>Enrolled onto Level 5.</p> <p>NT has also engaged in mandatory training such as safeguarding children, health and safety and equality and Diversity training.</p>	<p>Female</p>	<p>Full Time</p>
<p><b>ND</b></p>	<p><b>SRSW</b></p>	<p>Natasha has worked in the health and care sector for the past 18 years in varied supportive roles such as admin, clinical, and support/frontline work. For the past year, Natasha has been working in a women's refuge as a refuge support worker, supporting women who have fled domestic violence. Before this, I worked in a semi-independent environment for a few years with optimum youth care, gaining an array of experience and knowledge. Throughout my career, I have always worked with people in different categories i.e. young people, vulnerable adults, mental health, ill/sick people and have found my passion in supporting people and helping people gain control and independence in their</p>	<p>Level 3 in residential Childcare</p> <p>ND has also engaged in mandatory training such as safeguarding children, health and safety and equality and Diversity training.</p>	<p>Female</p>	<p>Full Time</p>

		lives and facilitating people to try and reach their full potential.			
<b>MM</b>	<b>RSW</b>	<p>Martin is a qualified Social worker registered with Social work England and with over 10 years doing child protection. He has worked with children since he qualified and has gained skills and knowledge to protect and safeguard children.</p> <p>Martin has worked with children from different backgrounds, with behavioural problems and additional needs. Martin has used different direct work tools to gather views, feelings and wishes of children.</p> <p>Martin has knowledge of the children act 1989 and currently works in a team supporting homeless families with no resource to public funds. This has enhanced martin to understand different cultural backgrounds by working with family from different countries.</p>	MM has also engaged in mandatory training such as safeguarding children, health and safety and equality and Diversity training.	Male	Part Time

We are committed to ensuring that our team of adults have been given the necessary skills to meet the individual needs of our young people through an extensive programme of in-house and external training.

All adult members engage in the Reflecting Team sessions with our young people. We adopt a transparent and reflective approach to our practice to encourage the development of insight and the ability to promote effective and lasting change for each of our young people. Our dedicated adults will also be allocated key workers and will have areas of specialism which include approaches to promote positive behaviours and applying de-escalation techniques. This ensures that each person can benefit from continuity of support from the designated adults who all remain fully appraised on developments for the children in regular supervisions.

Catch up sessions with our young people are also an opportune time to promote and consult with our young people to enable them to contribute towards and shape their care planning.

The Home Manager is able to draw upon and deliver training, professional experience and allocate appropriate roles to drive the quality of practice to high standards, to achieve the desired goal of optimising the potential and resilience of the young people within the home. This is achieved by implementing clear, consistent expectations whilst promoting a culture of learning and accountability. All adults attend training that not only covers the mandatory requirements of the Quality Standards but also specialisms that are required to meet the needs of individual young people.

All new adults undertake a six-month probationary process, as part of their six months' probation training and automatically will be enrolled to all statutory and specialised training and have fortnightly reflective supervision, depending on scope and timescales for consistency. We aim to deliver 2 weekly supervisions for the first three months, 6 weekly supervisions to all staff with some leeway for annual leave and the summer and Christmas holidays

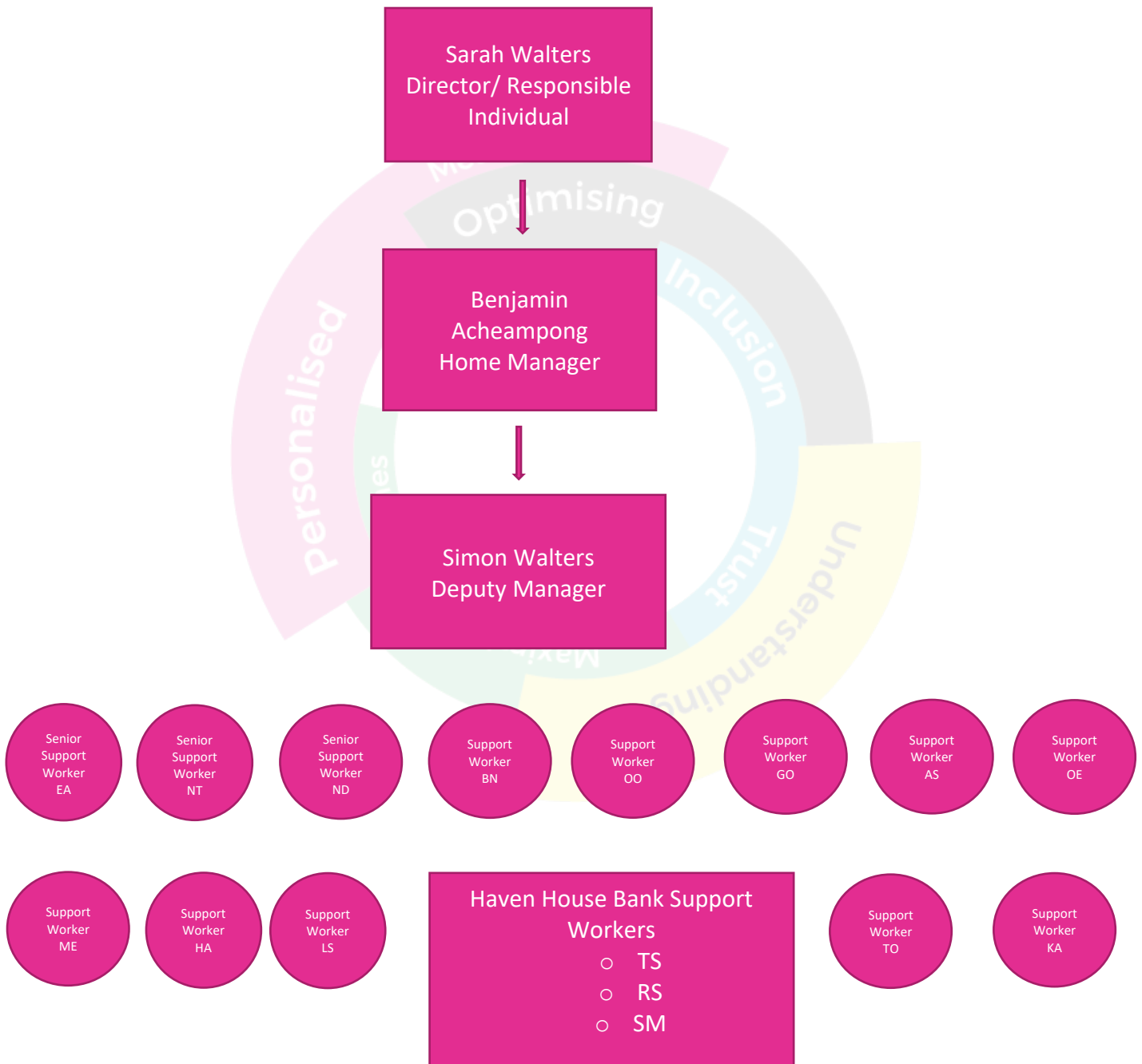
This will be monitored by the Home Manager through the supervisions and mentoring process. Those who have not already achieved a Level 3 Diploma in Children and Young People in Residential Care, or equivalent will automatically be enrolled to undertake the course within six months of employment once they have their probation confirmed.

All managers will undertake Safer Recruitment Training, the whole process is carried out in line with Haven House's Equality and Diversity, Safer Recruitment Policy and relevant regulations.

Adults training needs are identified through the on-going process of statutory obligations and the internal process of reflective supervision, team meetings and appraisals. Adults may be required to undertake more specialised training and aim to work closely with other agencies who will undertake bespoke training for the adults team so that we can relate as much as possible to the young people that we support.

Details of the management and adults structure of the children’s home, including arrangements for the professional supervision of adults including adults who provide education or healthcare

### Our Organisational & Management Structure



#### **9.4 Professional supervision arrangements for adults, educators, and health care professionals**

Haven House is fully committed to meeting supervision standards as set out in Regulation 33 (4b) of the Children's Homes Regulations 2015. We ensure all adults receive formal 1:1 reflective supervision including additional group or observational supervision and records are held by the Home Manager. Performance frameworks are embedded into each adult's supervision, to ensure a high standard of service is provided. Adults are appraised once a year.

Our team of adults consist of a core team who work-day, and sleeping night shifts. In the event that that additional adults is required, for example due to additional presenting risks, we will work closely with adults via agency providers who will be inducted into Haven House and have the opportunity to read all care plans, policies and procedures.

The purpose of supervision is to create a forum in which adults can be held accountable for their work, receive advice and support on work-based practice, and allow an opportunity to explore personal and continued professional development. Moreover, it ensures that all our young people's needs are being safely met. Additional supervision will be provided especially to new adults as and when required or requested.

We ensure that there are regular monthly meetings with the adults in the home to keep adults up to date with the young people's development, to share information regarding the reviews of young people and home developments. The Home Manager also receives a reflective monthly supervision with the Responsible Individual where a discussion will take place about young people's welfare, planning, reviewing, monitoring and evaluation of placement plans and practices. In addition to this, meetings are held regularly to report on practice and operational issues to ensure that there is an effective and efficient application of resources to each young person.

All new members of staff, will receive two weekly supervisions for the first three months; where appropriate monthly thereafter.

The home has an external Therapist Trudy Darien, who will check in on a monthly basis to provide reflective supervision with the management team. The Tavistock which is an organisation who are a specialists NHS mental health trust, will be providing reflective sessions with the team to support our children.

#### **9.5 Gender status of the home and positive role models**

**If the adults are all of one sex, or mainly of one sex, a description of how the home promotes appropriate role models of both sexes**

We recognise the importance of having both male and female role models for our young people as diversity of both sexes is crucial to encourage positive relationships. We will continue to implement our safer recruitment and selection process to ensure that appointments are diverse and inclusive.

### **10. The Care Planning Standard**

### **Admission Process**

- A.** Safeguarding will underpin all of our admission processes. Admission to Haven House is carefully planned and organised, both for the young person moving in and for the wellbeing of our young people in the home. Referrals are accepted from local authorities.
- B.** Every referral is subject to a comprehensive placement assessment where we largely focus on matching suitability which takes into consideration the wellbeing and progress of the individual needs of all the young people already in the home and the level of impact and potential risks any new placements will have. The final assessment will be signed off by the Home Manager.
- C.** We will endeavour to state from the outset any additional resources necessary to meet individual needs. Similarly, professionals and family will be consulted and made aware of the general philosophy of the home and its relationship to the rights and needs of the young person.
- D.** We strongly promote planned and meaningful transition period and a thorough assessment process which gives some time to our young people to form more positive attachments to our adults.
- E.** Haven House aims to ensure that a placement-planning meeting is undertaken with the referring authority within 72 hours of their admission. The provision will work with associated professionals to ensure that statutory meetings are undertaken within the required timescales. Once a placement has been agreed, the provision will then notify the Home's Local Authority of the new placement in the borough.
- F.** The Placement Plan will be regularly reviewed, discussed and amended if needed. Future plans will be made clear to all present at the Review meeting with the needs and wishes of the young person being taken into account.

**For further information in respect of admissions our Admissions and Receptions policy can be shared upon request.**