

Beechwood House

Statement of Purpose



Acting Manager: Sylvia Riach

85a Coniscliffe Road
Darlington
County Durham
DL3 7ES
Tel: 01325 244933
www.acorncare.org.uk
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INTRODUCTION

This **Statement of Purpose**, is written in accordance within the regulatory requirements of the Children Act 1989, the Children's Home Regulations 2001 (updated 2015) and the Care Standards Act 2000.

Reference is also made within the statement to a series of Acorn Care policy documents, which can be read in conjunction with this statement. These are all available in full at Beechwood House Children's Home.

A copy of this statement of purpose is provided to the HMCI/Ofsted and is also available upon request for inspection by:-

- Each person who works at Beechwood House Children's Home.
- Each Child provided with accommodation at Beechwood House Children's Home or a child that is being considered to reside within the home.
- All Parents (or persons with parental responsibility) of any child provided with accommodation at Beechwood House Children's Home.
- The placing Authority or Agency of any child provided with accommodation at Beechwood House Children's Home.

Quality and Purpose of Care

1. Statement of Needs

- Beechwood House provides care and accommodation for children and young people who may have emotional and behavioural difficulties. Beechwood House may also admit Children and young people on an emergency basis who may be in a crisis situation; this is completed in a managed way to enable minimum stress to the child/young person being admitted, and for the young people already residing at Beechwood at the time.

2a. Ethos and Values of the Home

The Staff Team work to ensure that the following ethos and values are an integral part of life at Beechwood:

- The young person's welfare and needs are at the centre of their care, providing a happy, safe and healthy environment to enable them to develop, thrive and reach their full potential.
- Young People will feel nurtured and valued. Each child will be treated as an individual, and will benefit from a supportive and homely environment to enable them to express and build upon their talents, strengths, and capabilities, with a wide range of opportunities to develop life skills, learning, and to build on their ambitions for the future.
The staff teams work with the child or young person, social workers, parents and carers to help achieve this.
- Children and young People are entitled to grow up in a caring environment that can meet their developmental needs, as well as nurturing and supporting their emotional and physical wellbeing. This is paramount to our service delivery at Beechwood House.
- Every Young Person should have their wishes and feelings listened too and taken into account. They are encouraged to have a voice at all times. Children and young people at Beechwood are encouraged to attend their own children's meetings, engage in their reviews and meet with their independent reviewing officer, and to speak to the staff team at any time without judgement.
- Each Young Person should be valued and respected as an individual and given personalised support in line with their individual needs and background in order to develop their identity, self-confidence and self-worth
- The young people are supported with the opportunity to maintain or build relationships with birth parents and their extended family in accordance with their care plans. They are also encouraged and supported to build and sustain relationships with family, friends and the wider community.

2b OUTCOMES for Young People

- ◆ **Increased Stability in Placement** - Beechwood House staff pride themselves on working closely with the young person, the placing authority, and all professionals involved in the young person's care to support their placement and prevent it breaking down.
- ◆ **Reduction in Behavioural Concerns** – Any significant change in our young people's individual behaviour is recorded. Staff monitor and track any patterns, and work with the young people on developing coping strategies and techniques to reduce the concerns around behaviour. Children

and young people all have individual behaviour management plans, and staff work closely with Acorn Care Psychologist Dr Nikki Hill, the social worker, parents and carers, and the child/young person to ensure this is a working plan which is achievable and meets their individual needs.

- ◆ **Continual Improvement with Family Contact** – Staff at Beechwood work hard to promote all contact, as agreed in the Care Plan. Staff liaise with identified family members ensuring that the dialogue is consistent, informative, and supportive, as well as supporting supervised contact where necessary.
- ◆ **To reduce episodes of young people going missing from home** – We work in partnership with the local police to help the young people understand the risks associated with being missing from home. We empower the young people to make the safer choices and where possible will identify triggers and possible coping strategies to prevent missing episodes. In the event that young people continue to go missing from the home, staff will follow guidance from the young person's individual risk assessment. Staff will use all resources available to them in an effort to locate the whereabouts of the young person or convince them to return home. We will liaise with multi agencies and attend MASH Meetings, Risk Management Meetings; Multi Agency Meetings to ensure the welfare of the young people is paramount. When the young person returns they will have a key-worker session and be offered food and drink, and medical assistance if needed, a welfare check will be carried out by the local authority and local police.
- ◆ **Improvement in social interaction and social skills** – Beechwood House will encourage and support any young person to attend groups, clubs, youth centres and activities whereby the young people can positively interact with others. Activities such as going shopping, going out for meals or taking part in sport and leisure activities such as football, swimming, driving range, skate boarding alongside staff or friends, supporting and enhancing their social skills, interaction with peers and others and encouraging positive appropriate relationships.
- ◆ **Promote and improve educational attendance and attainment** – At Beechwood House we believe that education is the key to better outcomes for young people. We support young people in attending appropriate education or vocational placements and link closely with their education providers. Staff will always attend parent's evenings or other school meetings and we offer support with homework. Attendance is encouraged by ensuring that young people are ready in time and have all necessary equipment / kit. Attendance at school or college is also one of the key elements of the Beechwood motivation and rewards scheme through which our young people earn additional rewards through educational achievements.
Beechwood House understands the importance of education in a child or young person's life, and will support any young person wishing to maintain their current education facility or school. For those with no provision in place, we will advocate and challenge local authorities to ensure the child or young person's legislative requirements are being met.

Aims and Objectives

- The overall aim of Beechwood is to provide a safe, structured and nurturing environment with a caring and homely atmosphere that is free from prejudices and which offers the young people the opportunity to be listened too and express their wishes, needs and feelings.
- Working with each young person, we attempt to improve their self-image by creating and making best use of safe opportunities for them to learn, develop and realise appropriate levels of self-determination. We will respond to a young person's individualism by treating them with dignity and respect and reinforcing their positive behaviour.
- We maintain and support young people in promoting and developing their health, education and

emotional needs in order that they can develop to their full potential. We embrace individuality of all our children and young people at Beechwood, and with this, will support and take any steps necessary to ensure cultural, linguistic and religious needs are fully met, respected and promoted within the home.

- We aim to work in partnership with the young people and all other significant and relevant people to achieve the best possible outcomes for the young people accommodated within the home.

3. Accommodation

Beechwood was built as a residential property and it continues to maintain a homely, domestic and caring environment within a residential care context. The focus is on nurturing and supporting individuals, whilst promoting positive values alongside a wide range of activities. Beechwood provides a tranquil environment for all young people 'looked after' within the home.

The home has a small garden to the rear of the property which staff encourage the young people to help maintain. Each year we re-plant the garden with flowers and set the vegetable patch to enable us to grow our own produce for the summer and winter months.

There is a television room with Sky TV, DVD player, various other recreational equipment, books, magazines, daily newspaper and games available for young people's use. Outings and other activities are arranged on a regular basis, including swimming, ten-pin bowling, snooker, football and ice-skating. Young people may use their weekly pocket money towards further activities. Young people are encouraged to join local clubs, sports groups and maintain links and friendships with other young people in the community. If a young person moves into Beechwood and they already take part in an activity or hobby we will support them to continue.

All young people's bedrooms are decorated and furnished to an exceptionally high standard and all bedrooms are very spacious and well equipped. Large communal rooms are located on the ground floor for recreational activities, meals, etc. There are two family bathrooms and a downstairs w/c. Each young person has a large bedroom, which is lockable, and is given his or her own key. Young people are encouraged to have personal possessions and to take pride in their home. Portable LCD TV's with built in DVD player and Freeview are in all the young people's bedrooms.

- 3a.** Beechwood house has very few adaptations within the home, trying to maintain original features and remain as homely as possible. Both Offices and the downstairs cupboard have been installed with fire safety equipment. Emergency exit lighting has been fitted throughout the home along with smoke and heat detectors throughout. Televisions have been wall mounted and boxed in, in the style of the furniture, not only to safeguard the property, but to become an attractive feature.
- 3b.** Beechwood house can accommodate up to five young people, with no gender restrictions.
- 3c.** The first floor consists of two large bedrooms for young people, an office and a spacious family bathroom. The top floor also has three generous sized double bedrooms for young people, a staff sleepover room, and a second family bathroom.

4. Location

Beechwood is located in the popular West End of Darlington, close to the town and all amenities, including shopping facilities, a cinema, a theatre and the region's number one leisure venue, the Dolphin Centre; a large swimming and sports complex with an extensive range of facilities. Beechwood is positioned close to the main bus routes. Beechwood is within quarter of a mile of a supermarket, a post office and a bakery. The house is also within close proximity of GP surgeries, dental surgeries and local schools.

5. Supporting Religious Beliefs and Culture

Each child or young person accommodated here at Beechwood will be enabled, so far as practical, to attend services, receive instruction and maintain any dietary requirements or other observances of any religion they wish to follow. Young people will be encouraged to thrive culturally, experiencing and engaging with their own culture and also with alternative cultures through film and music, dance and drama, art and food.

6. Complaints Procedure

The staff team supports the needs of young people and their families in their right to make a complaint about any aspect of the care they receive. At Beechwood, we also believe it is important to help young people and their families understand why the complaints procedure exists and how to use it should they ever feel it necessary to do so. Staff work with young people to empower them to make complaints whenever they feel their needs are not being met. Staff also work to ensure that young people who make complaints do not feel stigmatised or guilty in any way.

If a young person needs to make a complaint, a member of staff offers help. It is acknowledged, however, that a young person may need help from outside the staff team and therefore, young people are helped to involve a children's advocacy service.

The team endorses the view that, whenever possible, complaints should be dealt with informally. At the same time, however, the team acknowledges that if an informal resolution is not possible, the process for making a complaint must allow for an examination by someone who is not directly involved in the care of the young person concerned. Finally, the team acknowledges the importance of young people and their families having the right to complain to OFSTED

On admission to the home the young people and their families are given information about the complaints procedures. The young people and their families are also made aware of their right to complain to OFSTED.

The complainant is kept up to date with their complaint and steps are taken to ensure that they understand the process involved. A record of complaints is kept at Beechwood and is closely monitored by the manager. Ofsted can be contacted at the following:

Ofsted
Piccadilly Gates
Store Street

Manchester
M1 2WD

0845 6404040

Or you can complain to the Children's Commissioner, Anne Longfield, at

The Office of Children's Commissioner
Sanctuary Buildings
20 Great Smith Street
London
SW1P 3BT

Or by Telephone

Tel; 0800 528 0731 or 0207 7838330

Email; info.request@childrenscommissioner.gsi.gov.uk or advice.team@childrenscommissioner.gsi.gov.uk

If you require further information on children's rights then you can visit the website on www.childrenscommissioner.gov.uk

7 Arrangements for Safeguarding, Bullying and Missing Young People

Safeguarding

Our main priority at Beechwood, is to provide a safe and empowering place for young people to live. Safeguarding protection procedures are key to keeping young people safe.

A risk assessment is undertaken with each young person and this is regularly reviewed and monitored as part of the placement planning system. It covers all aspects of behaviour and history that might cause a risk to the young person or others. Each risk assessment contains a risk management plan, to be followed by staff at all times. Risk assessment and management plans are updated regularly, at statutory reviews and after specific risk events.

Staff at Beechwood are familiar with and adhere to child protection protocol, and will be prompt in raising any child protection concern. The manager will be the responsible individual for Child Protection within the home.

Safeguarding and Child Protection is part of the induction training for all staff. No employee starts work at Beechwood House until they have completed this essential training.

Where child protection issues identify that individual young people are at risk of significant harm, staff will follow different strategies to minimise and reduce risk as well as following the appropriate child protection procedures.

These strategies include:

- ★ Joint working with social workers, parents, CAMHS and other relevant professionals such as drug and alcohol specialists and counseling services.
- ★ Personalised support and attention
- ★ Seeking advice and support from the Acorn Care Designated Safeguarding Officer
- ★ Notification of Serious event to OFSTED Par 5 Regulation 40 (1)

Countering Bullying

The staff teams are aware that bullying can be present in residential care and can be detrimental for victims. Bullying behaviour is not tolerated at Beechwood. There is need for constant vigilance and immediate action if it is happening. There is a policy on countering bullying, which is known to children and staff and is effective in practice. The team and young people have a range of literature to help with addressing and preventing a bullying culture from developing. Furthermore the issue of countering bullying is regularly discussed at team meetings and young people's meetings.

Arrangements when young people go missing

The team at Beechwood believes that a young person's safety and welfare is of paramount importance. It is therefore our priority to do everything possible to ensure the safe return of a young person. Young people who go missing without authority are reported to the police and their placing authority in line with our policy. The policy requires a young person to be reported missing if they have not returned or made contact within 30 minutes of the time agreed between the young person and staff (or otherwise as stated in the young person's risk assessment). All appropriate people are informed of any unauthorised absence and in some cases we will liaise with the Local MASH Team and call for Multi Agency Meetings to be held to assist us in the safeguarding of the young person. If a young person regularly goes missing, the home will also implement actions to reduce or eliminate the risk, for example, the young person may be put on supervised spends to reduce the opportunity for them to leave the local area.

It is also part of the team's working philosophy that when a young person goes missing, there is a reason for this. The team therefore aims to work with the young person to prevent them from going missing in future. On returning from a missing episode, a young person's safety is of paramount concern and staff will always check that the young person is safe and well.

Views, Wishes and Feelings

8. Consultation with Young People

Young people are consistently encouraged and supported to make decisions and choices about their individual lives as well as the way Beechwood is run. We aim to consult in ways that are sensitive and with regard to any religious, ethnicity, cultural and linguistic needs. Interpreters and/or advocates can be used whenever necessary in consulting with the young people. Consultation is encouraged through, for example, key worker time and young people's meetings. The views of young people's families are also taken into account. Children and young people are supported and encouraged to participate in Ofsted inspections and biannual consultations.

9a ANTI-DISCRIMINATORY Policy, Promotion of Equal Opportunities

The Staff Team at Beechwood works in ways that are consistent with and supportive of the Children Act 1989, Children's Homes Regulations 2001 (updated 2014) and the Care Standards Act 2000.

The Staff Team at Beechwood aims to be continually aware of the ways in which certain groups within society are disadvantaged, particularly in relation to age, gender, ethnicity, religion, class, disability and sexual

preference. Staff members challenge inappropriate language or stereotyping by young people. The team model respectful behavior towards each other and share work and responsibilities in ways that challenge age and gender stereotypes wherever possible.

Dignity, Respect and Equality

We recognise the value of young people, their uniqueness and personal needs. We are committed to respond to young people with dignity and respect. We aim to ensure that services are accessible. The services provided by staff at Beechwood will not judge young people's circumstances or backgrounds and will support and help young people make positive choices in their lives. We will challenge, support and encourage other people not to discriminate against others on the grounds of age, ethnicity, language, culture, gender, religious beliefs, disability, sexual preference or sexuality.

9b Rights and Responsibilities

All children and young people living at Beechwood have a right to feel safe. They also have the right to know that their views and feelings are listened to and will be acted on as long as this is consistent with their overall welfare. Staff continually promote and support this on a daily basis.

Rights

We have a commitment to young people's rights and adhere to the values of the UN Convention on the Rights of the Child which promotes fair and equal treatment and participation. We aim to meet or exceed all the Children's Homes Regulations.

At Beechwood, the young people have a right:

- ★ To be treated fairly
- ★ To be physically well cared for in relation to, for instance: their health, food and warmth, and a clean and safe home
- ★ To have contact with their family
- ★ To make mistakes and to expect new chances
- ★ To have their views encouraged and considered
- ★ To be supported in following any religion they choose
- ★ To have choices about their own lives wherever possible
- ★ To read what we write and record about them
- ★ To receive care which is planned and reviewed regularly
- ★ To complain if unhappy with the care received or offered
- ★ To be included in and have access, with the help of staff, to their daily living files and care documents
- ★ To have their own copies of their placement plan, statutory review and the reports from social workers and care staff, and a safe place to keep them, should they wish
- ★ To have their own copies of other documents by negotiation

With rights come responsibilities and therefore the team here at Beechwood expect young people:

- ★ To work with us towards identified goals
- ★ To treat themselves, other young people and staff who reside and work at Beechwood with respect
- ★ To value and look after the physical environment of Beechwood
- ★ Not to bring into Beechwood any drugs, alcohol or other items, which may be perceived as physically or psychologically threatening to others
- ★ Not to hurt, threaten, bully or frighten anyone at Beechwood
- ★ To take part in house routines and respect house rules, for instance about bedtimes, use of TV, sharing chores
- ★ Attend the young people's meetings
- ★ To take responsibility for any actions, learn and rectify this where at all possible

The team also expects parents:

- ★ To work with us towards achieving their child's goals.
- ★ To continue to offer care, support and encouragement to their child
- ★ To attend meetings about their child's life and support the home and identified workers in ensuring that the child's care remains appropriate

Education

10. Supporting Special Educational Needs

At Beechwood House we may have young people who have educational requirements that affect their ability to learn. For example:

- behavioural/social (eg difficulty making friends)
- reading and writing (eg dyslexia, other learning needs)
- understanding things
- concentrating (eg Attention Deficit Hyperactivity Disorder)
- physical needs such as: hearing loss or visual impairment

This can result in a statement of special educational needs, and requires an Educational Health Plan. In the event that our young people have such a statement, staff will support educational provision and liaise with the SENCO (Special Educational Needs Coordinator), to ensure needs are being met.

11. If the Home is registered as a School

Beechwood House is not registered as an education provider; we have developed links with the Local Education Officer for Looked After Children, who is informed when a young person is admitted to the home. If required a meeting will be arranged to share information and risk assessment with the Local Education Officer who will liaise with placing authority and local schools to source appropriate provision.

12. Arrangements and Promotion of Education

The young people accommodated at Beechwood will have a personal education plan. The young people's needs and aspirations will be recorded within their placement plan if appropriate. We acknowledge the importance of education within young people's lives and we will work in ways that support and help young people to reach their potential within their education. We acknowledge that continuity within young people's education is of paramount importance and we will, whenever possible, help young people to continue at the same school, college or training programme. We recognise that the school may have developed an understanding of the particular issues of the young person and therefore may form an important part of the support of a young person. A representative from school is always invited to attend a young person's statutory review, in order to give feedback about a young person's educational attainments. Each child is given full access to educational facilities in line with their age, aptitude, needs, interests and potential. Children have a study area in the home with resources to undertake homework tasks and are actively encouraged and supported by staff when doing so.

Enjoyment and achievement

13. Promotion of Leisure

Here at Beechwood, young people are provided with a range of opportunities and finance to take part in a variety of both group and individual activities and leisure interests, which not only take into account their ethnicity, culture, language, religion, interests and abilities, but also help to widen and deepen a young person's experience of diversity. For instance, we encourage young people to experience foods, festivals, films and books from different cultures.

If a young person moves into Beechwood and they already take part in an activity, club or hobby, we will endeavour to support them to continue this.

Young people are encouraged to join the library and buy books and magazines. Newspapers are purchased weekly.

All children and young people have ongoing access to activities, games, books, music and age appropriate DVD's and computer games. During school breaks, holidays and outings are planned with the young people. Birthdays, Christmas and other Festivals, as appropriate, are celebrated with young people by having birthday parties in the home, or for special birthdays, special outings can be arranged. Young people can be involved in the Duke of Edinburgh Award programme, which encourages teamwork, personal and social development and the acquisition of new skills.

Health

14a Details of any therapeutic techniques used and how supervised and monitored

Beechwood strives to use therapeutic approaches with all young people in placement. The staff team are able to consult with Dr Nikki Hill, Clinical Psychologist who is commissioned to support and advise in the plans for the young people's placements. This consultation provides the team with guidance and support in Nurturing Attachment Theory; helping staff to understand that many young people will have experienced trauma, abuse and neglect in their early lives, as well as having to cope with multiple placements following removal from their families. Dr Hill supports staff to understand the impact of these issues, and the child's initial inability to

form healthy attachments with their carers. Such understanding can help staff look beyond the behaviours in young people, in an effort to try and find the underlying cause more quickly, which in turn will help to calm and de-stress the young person, whilst building a more positive nurturing relationship. The consultation provides a forum for discussing and agreeing how best to respond to young people and any negative or worrying behaviour they are presenting. Importantly, it also provides a forum in which to understand any particular therapy that a young person may be receiving from CAMHS. Staff can also consult with a member of the Child and Adolescent Mental Health Service (CAMHS).

Further specialist help for young people is identified, in partnership with the young people and their social workers in order to ensure that young people gain access to the support they need. This includes drug and alcohol counselling, careers advice, sexual health guidance and offending prevention services.

14b Information of effectiveness of the approach and the evidence to demonstrate.

The young people's progress is monitored through the use of CAMHS standardised questionnaires (including SDQ, HONOSCA and CGAS) which the staff team, with the support and advice of Dr Nikki Hill, Consultant Clinical Psychologist, ask the young people to complete on a 6 monthly basis. The data from this is analysed and reflected upon by the staff team with support from the clinician in order to evidence progress and areas of ongoing concern and needs. This information is then recorded in a Progress Review, with a focus on maintaining a reflective, psychologically minded approach which is shared with the care team. The young person is also asked to be involved in the compilation of this review report to provide them with an opportunity to reflect on their progress, areas in need of development and goals which is then integrated into the action plan for the following 6 months.

We regard health protection and promotion of young people as an important part of our role at Beechwood. We promote good health by ensuring all children have a clear written individual health care plan, which sets out all their identified health needs and what has been implemented to meet their needs. The plan covers the whole range of potential health needs, including physical, emotional and sexual health.

Beechwood House evidence the effectiveness on its approaches to health care via the young people's Health Care Plans which are reviewed and updated on a regular basis.

Each child accommodated in our home is registered with a GP and provided with guidance, advice and support in relation to health and social issues. Each young person will visit one of the local dentist practices every six months or more frequently if required. A local optician will see each young person annually. Staff will ensure immunisations are up to date in consultation with the LAC nurse, as well as ensuring an annual LAC medical is complete.

Staff take an active role in promoting all aspects of healthy living. They are proactive ensuring the young person eats healthily and regularly, develops and maintains a good level of hygiene, develops appropriate waking and sleeping routines and take regular exercise, which is monitored in both the daily evaluation and monthly report sent to social workers and parents (where appropriate) in consultation with the young people.

Whilst respecting young people's rights and privacy they are supported in getting help with any illnesses or health issues that they experience.

Smoking is discouraged at Beechwood and the young people are encouraged to attend Smoking Cessation.

Positive Relationships

15 Contact Arrangements with Family, Friends and Significant Others

The Beechwood staff team will work in partnership with young people to ensure that contact arrangements with families, as outlined in their care plan and placement plan, are adhered to. We will give as much constructive support as possible to maintain contact. Young people will be encouraged when appropriate, to keep their family at the centre of their lives. Families, friends and significant others will always be made welcome, as long as they conduct themselves in a safe and appropriate way whilst visiting. We will ensure that, when there are contact restrictions, young people understand the reasons why these restrictions are in place. We will also facilitate supervised contact when needed.

Protection of Children

16 Electronic and other Surveillance Techniques

Beechwood House works to its ethos of offering a homely environment to all in placement. However in order to protect and safeguard, the home does have electronic monitoring devices fitted to all internal bedroom doors and all external doors. The activation of these devices on the young people's bedroom doors can only be put in place if it is felt that the young person is at, or poses a significant risk to themselves or others. Use of door alarms must be built in to the Young people's risk assessment and be time limited. These devices will not be used to monitor the whereabouts or gain compliance of young people.

External door alarms may be activated in line with domestic security measures which many families choose to take. The use of this measure is included in the homes generic risk assessment.

17a Beechwood Approach to Control and Restraint

The staff team at Beechwood believes that it is the responsibility of all staff to communicate with young people about what is acceptable and unacceptable behaviour. Furthermore, it is the responsibility of staff to maintain safe and appropriate boundaries with and between staff and young people. Consistency and fairness are key ingredients to developing a safe and positive atmosphere.

The team also believes that methods of control, restraint and discipline can only have the desired impact within the context of positive relationships existing between staff and young people. Communication, negotiation and mediation are important skills that the teams use to help young people to address unacceptable behaviour. Within this overall context, the emphasis and aim of the team is to promote, acknowledge and reward positive behaviour. As a young person is more likely to behave in an acceptable manner if they can see that they will gain in return for effort, an individual point system has been developed for young people at Beechwood. The system is reward based and not punitive.

The use of physical intervention on a child or young person is never part of sanctions or punishment. There are occasions when the use of physical intervention is necessary but this is only used if the young person is

likely to seriously injure themselves, or others, or cause serious damage to property. All restraints and physical interventions are clearly recorded and monitored by the manager. The staff team at Beechwood is trained to practice physical interventions as safely as possible and to prioritise the welfare of the young person throughout any such incidents or situations

17b Training and competency in the use of Control and Restraint

All staff at Beechwood House are trained using 'Silvermill Physical Intervention Techniques' prior to undertaking any shift work. Staff achieve a BTEC Level 2 Intermediate award for Intervention Practice. This is a formally assessed qualification that focuses on non-harmful methods of control and preventing serious harm to self, others and property. Staff have refresher training annually.

Leadership and Management

18a Contact Details

The registered provider for Beechwood House Children's homes is;

Acorn Care (NE)
33 Kellaw Road
Darlington
Co Durham
DL1 4YA

Tel: 01325 466525

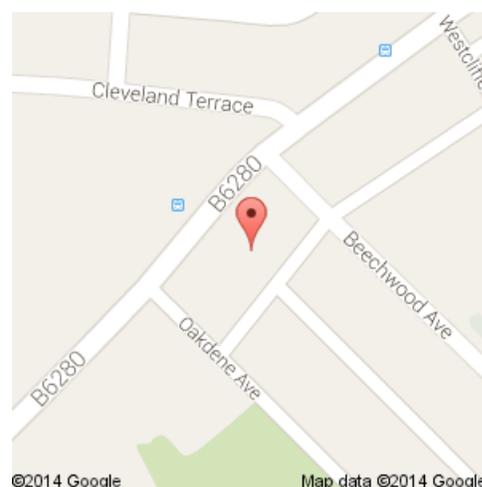
The owner of the premises is: Rob Wycherley c/o the above address

18b The 'Responsible Individual' (as defined under current legislation), on behalf of Acorn Care (NE) Ltd, responsible for the service at Beechwood House Children's Home is:-

Julie Ann Foxton Responsible Individual
C/O 33 Kellaw Road
Darlington
Co Durham
DL1 4YA

18c The "Registered Manager" (as defined under current legislation) On behalf of Acorn Care (UK) Ltd, for Beechwood House is:-

Acting manager: Sylvia Riach



Ofsted Registration Number: URN SC421995

19 The staff team and their qualifications and experience

The diverse nature of the team in terms of age, gender, ethnicity, experience, skill and qualification will provide the opportunity to promote a positive view of difference to young people. Furthermore, it is diversity that the team is committed to continually building and extending upon.

All workers employed will have undertaken a Disclosure and Barring Service (DBS) check and will have documentary evidence of this.

Responsible Person: Julie-Ann Foxton

Julie-Ann is one of the founding Directors of Acorn Care, and was instrumental in the recruitment and setting up of Beechwood House. Julie-Ann is a regular visitor to the home, attending staff meetings to listen to and discuss issues with staff, and supports the Registered Managers on a day-to-day basis. Julie-Ann has personal experience of living within a residential placement as a young person, which was a significant factor in her motivation to work with her fellow Directors to establish Acorn Care. Julie-Ann meets monthly with the homes nominated employee representative, as well as attending meetings between the staff and Directors to discuss operational issues. Meetings are also held between the Directors and the young people, so that they can help shape the way they live within the home.

Qualifications: MSc Management, Pg cert in Business Management, HND in Business & Finance, CIMA Intermediate, Sage Computerised Accounting, Sage Payroll, Scotvec NVQ Level 1,2 & 3, ECDL computer driving licence. Supervision for Social Workers

Courses Attended: Level 2 Safeguarding, Solicitors Accounting Rules, HMRC year-end audits NTRAC Supervising Complex Practice Professional Boundaries

Head of service: Barbara Thompson

Barbara Thompson is a qualified Social Worker with 25 years of experience within the residential sector and fostering services. She is registered with HCPC and has specialised in working with young people and young adults with emotional and behavioural difficulties, learning difficulties, autism, and mental health issues, and those who present with complex behaviours that challenge.

Barbara has extensive experience of chairing complex meetings and driving standards forward; working in partnership with colleagues, young people, their families and external agencies. Barbara has worked at all levels within the sector and has promoted person centred and therapeutic approaches throughout her career and continues to focus on the needs and wishes of the young person as being the integral role of services.

Acting Manager: Sylvia Riach

Sylvia has worked with young people for 17 years. Her previous posts include; Registered Manager of a home for young people with emotional and behavioural difficulties for 6 years, Youth justice Team Leader for 9 years providing Restorative justice and cognitive behavioural interventions. Sylvia has also previously been an Intensive support practitioner working with young people who are at risk of out of area placements.

Sylvia is passionate about supporting young people to reach their full potential and utilising person centred and therapeutic approaches to achieve this.

Qualifications: LLB Law, BA Social Sciences, Registered Manager Award in Health and Social Care (RMA) level 4, SVQ4 Children and Young People, SVQ3 Children and Young People. Sylvia is presently studying an Msc in Advanced Residential Childcare.

Courses attended: IOSH certified managing safely, Family group conferencing, Restorative practices, Safeguarding for managers, First aid, Fire Marshall, Fire awareness, Responsible person (fire), Solution focussed brief therapy, Equality and diversity. Supervision and performance management. Staff Development Day

Deputy Manager: Gary Stevens

Gary initially worked in the printing industry for over 25 years; gaining experience of working with a wide diversity of customers. He worked his way up through the company and eventually reached Director Level. When the owners of the printing company retired, Gary had the opportunity to work for Acorn Care and joined the company in May 2009. Since joining, Gary has worked with young people displaying varying degrees of challenging behaviour and still maintains a passion for helping them to realise their potential and move forward in life. Gary believes that consistency, structure, and a good sense of humour are vital in promoting the ongoing development of the young people. Outside of work, Gary is a keen sports enthusiast and plays indoor bowls for Durham County, as well as being a National Pairs Champion. He has also coached young people to play bowls.

Qualifications: Level 5 Leadership and Management, CACHE NVQ Level 3 Health and Social Care for Children and Young People, NCFE Level 3 counselling Children and Adolescents, NCFE Level 3 Substance misuse and drugs awareness, City and Guilds level 3 Support the use of Medication in Social Care Settings, BTEC Level 2 in Physical Intervention.

Courses attended: First Aid, Fire in residential, Fire awareness, Safeguarding/Child protection, Food Hygiene, Safe handling of meds, Physical intervention, risk assessment, bullying, Equality and Diversity, Handling customer complaints, COSHH, Record Keeping, conflict management, manual handling, Person Centred Care, Professional Boundaries Training, Silvermill Physical Intervention Training, 2 day Solution Focus Therapy, 12 Week Kim Golding Nurturing Attachment, 1 day Child Sexual exploitation, Understanding Self-harm Training, PACE (Therapeutic Model), Choices and Consequences. NSPCC 2 day Designated Safeguarding Officer, Modern Slavery and trafficking (online), professional boundaries, Infection control L2. Staff Development Day

Sessional Residential Child Support Worker (Acting Senior): Angela Brennan

Angela commenced working with young people in April 1998 as an escort, transporting young people to and from courts and transitional moves around the country. She began working in residential services in March 1999, progressing to a senior position in 2000. During her time working with young people she has dealt with varying degrees of challenging behaviour, learning disabilities, autism, ADHD, drug dependency and sexually abused. These young people have been between the ages of 12 and 17. Angela has been required to work in various locations around the country and has been required to liaise with a number of agencies and act as part of a multi-disciplinary team.

Angela strives to promote the physical, educational and emotional needs of all the young people by assisting in matters of personal development with the long term aim to maximise their independence and encourage them to develop appropriate social skills.

Angela was the previous Registered Manager at Beechwood and has continued to work for the company.

Qualifications: City & Guilds – Level 5 Diploma in Leadership for Health & Social Care and Young People's Services, NVQ3 Children and Young People, BTEC Level 2 in Physical Intervention, NCFE Level 2 Safe handling of Medicine.

Courses Attended: 2 Day course in Solution Focused Approach, Safeguarding Children, Appointed First Aid, Manual Handling, Countering Bullying, Fire Safety Regulations, Conflict Management, Health & Safety, Food & Hygiene, Dealing with complaints, Professional Boundaries Training, First Aid at work, Food Hygiene, Equality & Diversity, Working with People with Mental Health Issues. Supervision for Social Workers, Record Keeping, Performance Management, Helping Children who Self Harm, 12 Week Kim Golding Nurturing Attachment, 1 day Child Sexual exploitation, Multi Agency awareness Raising – Child Sexual Exploitation, supervising complex practice, NSPCC 2 day Designated Safeguarding Officer, PACE (Therapeutic Model), Report Writing, Staff Development Day

Residential Child Support Worker: Peter Hoare

Peter started working as residential child support worker for Acorn Care in June 2013. Previous to this, Peter spent 15 years working in a residential home for adults with severe learning and physical disabilities and complex needs providing holistic care enabling the residents to have a quality of life.

Prior to working in the care sector, Peter worked in the building trade, an ice cream factory and many years in the pub trade as a barman working his way up to become a manager of his own pub. Peter feels these different experiences have given him a wide array of life skills enabling him to pass these on to a new generation in a positive way.

Peter is also a foster carer for the local authority providing a long term placement and also has his own children ranging from 14yrs to 31yrs as well as 4 grandchildren. Peter enjoys the outside life and spends as much time as possible in the countryside camping and walking.

Peter is committed to ensuring each young person has as many opportunities as possible to enable them to have a well-rounded life.

Qualifications: Diploma level 3 Children and young people, NVQ 2 in Health and Social Care, Level 2 in health & safety in health & social care, NCFE level 2 Safe Handling of Medicines, Food Hygiene. BTEC level 2 in physical restraint

Courses Attended: Safeguarding Children Level 1, skills to foster, Level 2 Equality, diversity and inclusion training course, Level 2 Mental Capacity Act & DOLs Training Course, Emergency First Aid, Fire Safety Training, NAPPI, Moving and handling. Professional Boundaries, 12 Week Kim Golding Nurturing Attachment, 1 day Child Sexual exploitation, Self-harm Training, PACE (Therapeutic Model), Choices and Consequences, complaints, equality and diversity, Slavery and Modern Trafficking (online Training), Radicalisation (Online), FGM (Online), listening skills (online), data protection (online), COSHH (online), Record Keeping, Fire Warden, Staff Development Day

Residential Child Support Worker: Leanne Milner

Leanne has always worked with young people but in different settings. Leanne was previously a Youth Worker for 10 years and was also a mentor with youth offending. Most recently Leanne has been a volunteer with a young parent's project in a supported housing service, she then went on to be an outreach worker with the same organisation providing support to families and children in the service area.

Qualifications: NCFE 2 in counselling skills, NVQ 2 in Youth work, Level 2 city and guilds certificate in adult numeracy and literacy.

Courses: Communication and counselling skills, Data protection, health and safety, Offending management and team work, Handling people with special needs. Staff Development Day

Residential Child Support Worker: Andrew Pallent

Andrew joined Acorn Care home on 1st March 2016, previously to this Andrew has worked with young people over a number of years with the most recent being early help practitioner which included working with caseloads of children and young people and families who required targeted support to improve outcomes.

Previous to this Andrew worked at Platform which is a young person substance misuse service for 3 years working with young people and families to educate and advise with issues around their substance misuse and the impact this has on their health and impact this has on others.

Andrew has also worked for housing and independent living support worker (young offenders) managing a caseload of young people who met the criteria, and he also worked as a youth worker for 5 years facilitating youth club sessions within the centre and on outreach delivering informal education.

Qualifications: Level 3 Diploma in young work practice, City and Guilds NVQ2, Level 3 drugs awareness, acupuncture detoxification specialist, ITEP psychosocial interventions, Level 2 Hygiene in Health and Social Care, Fire Safety training, ITEP – BTEI, CAF training, effective practice and compliance training (probation, NADA UK training, Level 2 food safety, equality and diversity training, working with complex needs.

Courses Attended: Self-harm Training, PACE (Therapeutic Model), Choices and Consequences. 12 Week Kim Golding Nurturing Attachment

Residential Child Support Worker: James Rhymer

James previously worked for Hydrum Engineering in CNC milling and lathe (Precision engineering) for 2 years. He then went on to be a teaching assistant in PRU and special needs schools, supporting young people with behavioural difficulties, Autism, ADHD, Asperger and Down syndrome. James took up his position at Acorn Care at the end of October and is looking forward to helping young people to realise their potential. James is a keen sports enthusiast and particularly enjoys cricket, football and going to the gym. He is a Sunderland supporter and also enjoys attending music festivals.

Qualifications: BTEC extended diploma Level 3 in Sport, Level 4 sport coaching and certificate of coaching people with varying needs.

Courses attended: First Aid, Fire in Residential, Safeguarding, Food Hygiene, Physical Intervention, Equality and Diversity, Report Writing, Record Keeping.

Currently on 12 week Kim Golding Nurturing Attachment Course – due to complete around April 5th, currently enrolled on Safe Handling of Medication, Staff Development Day

Sessional Residential Child Support Worker: Hollie Brown

Hollie commenced her Career in Residential care after finishing her degree in Forensic Psychology. Hollie started out at Beechwood's sister House Baydale as a sessional residential child care worker in January 2010; she was then in November 2010 made a full time member of Acorn Care. In September 2011, Hollie was offered the opportunity to progress to (acting) senior residential child care worker of Beechwood. Hollie strives

to develop on both her understanding of the environment and the young people and their individual needs and abilities. Hollie believes that consistent boundaries alongside structure, respect and self-belief will develop the young people within Beechwood and enable them to fulfil their potential in life.

Hollie has now decided to return to being a sessional residential child support worker at Beechwood while she considers her future career.

Qualifications: Degree in Forensic Psychology, NVQ 3 in Health and Social Care Working with Children and Young People, BTEC level 2 in Physical restraint, NCFE in Safeguarding Children Level 3, NCFE administration and control of medicine Level 3, Safeguarding children Level 3, Record Keeping, BTEC level 3 Management

Courses Attended: Emergency First Aid at Work, Food Hygiene, Equality & Diversity, Communication Skills, Mental health issues Level 2, Fire Awareness, Fire Warden, HIV awareness, Handling Customer Complaints, Bullying Training, Condom registration and distribution training, record keeping, Infection Control, Professional Boundaries Training, Nurturing and Attachment training.

Sessional Residential Child Support Worker: Elizabeth Hughes

Elizabeth has worked for Acorn Care since the company was established in 2009. Prior to joining Acorn Care Elizabeth worked as a residential child support worker for a Local Authority care provider, working with young people with a range of behavioural and emotional difficulties, ADHD, learning difficulties and who fall within the autistic spectrum. These young people have been of a mixed gender and between the ages of 12 and 18. From this she worked as a Skills Trainer working with young people in specialist foster care whose extreme behaviours have resulted in numerous placement breakdowns. Within the social setting Elizabeth also promoted social skills by encouraging the young people to positively engage in age related activities. She has a strong commitment to helping young people achieve their full potential through consistent nurturing and support, placing great emphasis on promoting social and emotional development. She believes this in turn will give them the skills and confidence to become valued members of the community and form positive peer relationships.

Qualifications: Access to HE, City & Guilds NVQ3 in Children and Young People, NCFE Safe Handling of Medicines Level 2. BTEC Level 2 in Physical Intervention, NCFE Level 2 Equality and Diversity, Level 1 BSL, NCFE Working with People with Mental Health Issues, NCFE Safeguarding Children and Young People, NOCN Drug and Alcohol Knowledge and Understanding, City & Guilds NVQ 3 Promoting Independence, Btec GNVQ 3 Health and Social Care, Certificate in Professional Development from Teesside University, Introduction to Working with Children and Young People who may have Emotional Mental Difficulties, Advanced Apprenticeship Management 487 Diploma Level 3, Level 3 Medication Administration.

Courses Attended: Level 1 BSL, Level 1 Deaf Awareness, Level 1 Communication Tactics with Deaf People, Safeguarding young people, Health Awareness, Neglect, Administration of Medication, Practitioner in Restorative Approaches, Manual Handling, two day course in Solution Focused Approach, Fire Safety Regulations, Countering Bullying, Conflict Management, Appointed Person First Aid, Teaching Basic Literacy and Numeracy, Certificate in Community and Health Care, Certificate in Caring Skills. Sexual Exploitation Training, NTRAC Supervising Complex Practice, Professional Boundaries, Child Sexual exploitation

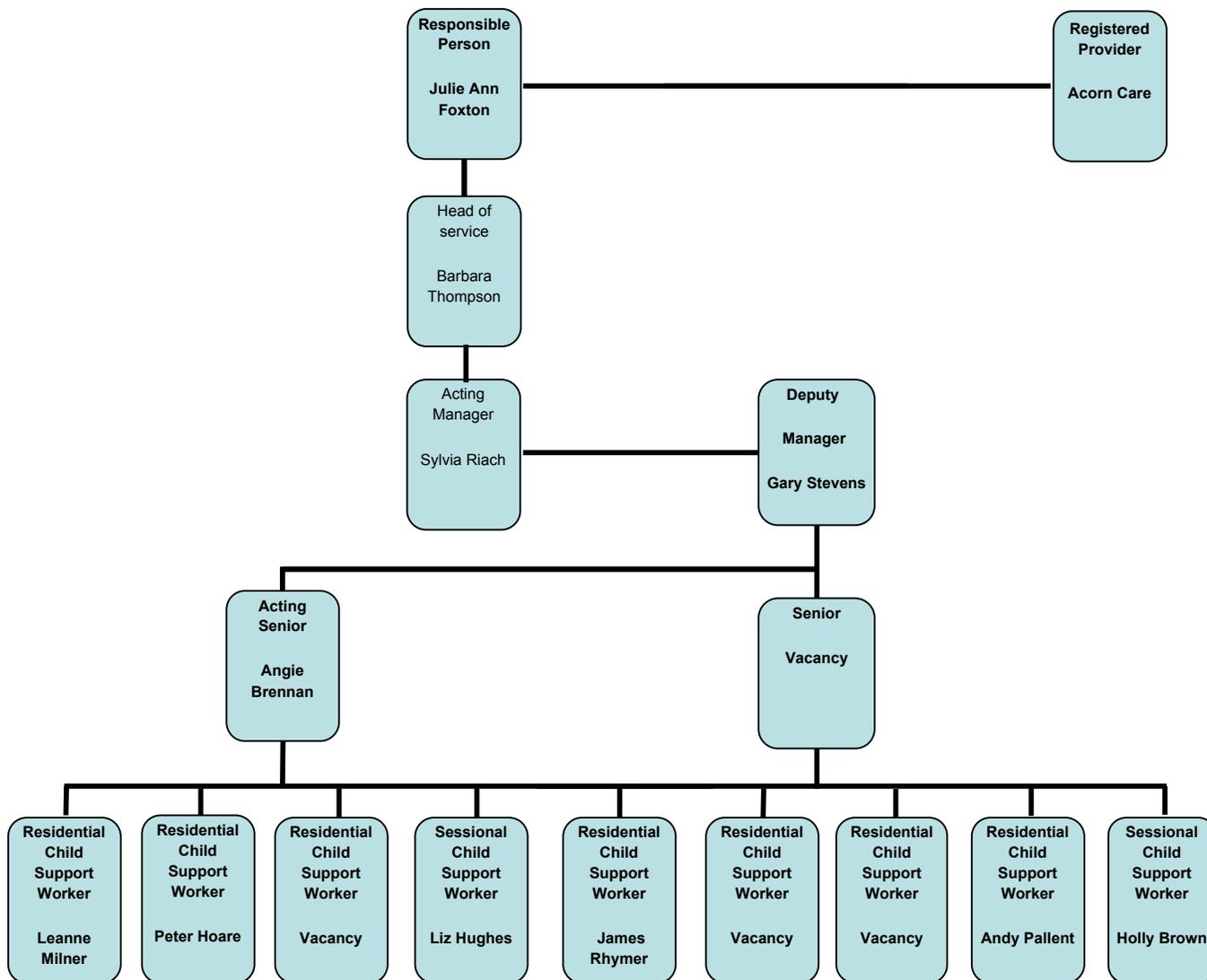
Consultant Clinical Psychologist: Dr Nikki Hill

Dr N Hill's services have been secured to give support to the young people and staff of the home in line with NICE Guidelines, Nikki provides consultation training and advice to the staff team which focuses on a "nurturing parent" model and delivers specialist training to the team around attachment, trauma and emotional wellbeing and resilience. Nikki is available to attend reviews and education meetings and liaise with other professionals involved in the young person's care, to promote the shared psychological understanding and

provide advice and support on how best to support the young people in developing their emotional, social and cognitive needs. Nikki also works with the staff team to monitor and evidence improved outcomes for the young people.

Qualifications: Doctorate in Clinical Psychology (2009), Masters and Bachelor of Science Degrees in Psychology (2004 and 2001 respectively). A member of HCPC and BPS and receives regular clinical supervision from a Consultant Clinical Psychologist

The Organisational structure of the children’s home



20 Staffing Structure

A minimum of two staff are in the home between 08:00 and 20:00. Efforts are made to ensure the staff team on duty represents a range of experience, gender balance and qualifications. Where identified as beneficial or through risk management, staffing levels are increased to meet the young people’s needs, for instance in the evenings, at weekends, during holidays or when specific young people have a greater need for attention.

Night duties between 20:00 and 08:00 are met by one staff sleeping in and 1 staff on waking night duty. The home can amend this staffing structure to two staff sleeping in when risk assessments for the young people allow and the home is settled.

The Manager and Deputy Manager will work 9-5 Monday to Friday to ensure that there is sufficient management cover. Outside of these times there will be an on-call management rota to ensure that staff have additional support. The Deputy Manager's hours can be flexible around the needs of the home.

Where short term gaps in rota occur, due to training, sickness, vacancies or leave, these will be covered by existing staff or other staff employed as sessional workers within the Acorn Care group.

Supervision and Appraisal:

Supervision is a vital part of supporting, managing and developing the staff team. It is a requirement that Beechwood staff receive and take part in the supervision process. Supervision is provided by the appropriate line manager in conjunction with current legislation. Supervision sessions are recorded and staff are required to read and sign their notes, which are then placed on the staff members file. Sessional staff will be supervised on a regular basis, approximately every 8 shifts. If there are any disagreements these are recorded.

All staff undertake a performance appraisal with their line manager every 12 months, which sets reviews, progress over the past 12 months and sets personal work targets and actions for the coming 12 months. The actions are reviewed within the staff members' monthly supervisions.

Induction

All staff are introduced, as part of their induction training, to child protection procedures, fire safety and drill training, medical procedures and the recording of information, prior to starting work in the home.

The CWDC (Children's Workforce Development Council) induction standards impact on training and induction. Although the CWDC has ceased to exist, the material is still available and will continue to be used as part of our induction process until further guidance becomes available. Completion of the "CWDC Workbook" is to be achieved within the 6 month induction period and is monitored by the manager through a mixture of training and other learning activities.

All staff that have completed their induction, basic training and have successfully passed their probationary periods are registered for the Diploma Level 3 Children and Young People, or another qualification which matches the competencies.

Each member of staff will receive mandatory training in line with current legislation and other training identified within their yearly appraisal or monthly supervision. Training needs will be discussed, agreed and monitored through the supervision and appraisal process. These are recorded in a personal development plan, which forms part of the performance appraisal system.

Development:

Staff development is seen as an ongoing process that includes:

- ★ Training and Supervision
- ★ The team meeting forum
- ★ Working as part of a team
- ★ Key working and joint working with colleagues within the team
- ★ Joint working with other professionals and agencies
- ★ Extra duties and responsibilities, which are delegated to staff as they become more skilled and confident within the team.

- ★ Team development plan
- ★ In house training courses

21 Staffing Mix

Beechwood staffing mix is approximately 40% male and 60% female. Having a male and female staff member on each shift pattern enables balanced role modeling of mixed gender. Staffing levels are based around the needs of the young people and can vary to accommodate closer observation or interaction level should this be required. During holiday periods cover will be sought around the needs of the home at that time, taking into consideration mix of staff and activities. There may be occasion where particular shifts are all one gender these will be limited where ever possible.

Care Planning

22 Admission (Inc. Emergency)

- ◇ Social worker/ placement officer contacts us to enquire about vacancies
- ◇ Discussions follow regarding the appropriateness of referral with regard to the needs of the young person and the dynamics of the current group. Matching for all young people ensures that no young person admitted presents a known significant risk likely to compromise the safety or developmental opportunities of any other.
- ◇ The Manager will meet with the young person's Social Worker and arrange preliminary visits, followed by a further discussion with the placing authority regarding timescales and any particular requirements or issues.
- ◇ Visits may involve overnight stay depending upon the need of the young person. The young person will be allocated an interim key-worker (this may change during the placement to best suit the young persons need), they will be shown round and give them a copy of the children's guide (which will be explained fully on admission day).
- ◇ Bedroom will be prepared in a homely and comfortable manner, which can later be personalised.
- ◇ Risk Assessments and Residential Placement Plan will be prepared from referral paperwork.
- ◇ Where possible, all appropriate paperwork should be received from the placing authority 24 hours prior to the placement commencing.
- ◇ A placement meeting will be held within 72 hours of admission and the local authority for the area in which the home is located will be notified.
- ◇ The consideration of crisis situations/emergency placements is possible and will be considered dependant upon the needs of the young person being referred and the stability of the resident group.
- ◇ If an emergency placement is under consideration, as much of the above preparatory work as is practical will be carried out at the time to ensure the best possible start to the placement.
- ◇ If the young person is placed on an emergency basis at the planning meeting (held within 72 hours) all outstanding documentation must be presented for the placement to continue. At the planning meeting tasks will be agreed along with preferred outcomes and the time limits of the placement, as outlined in the care plan with their Social Work teams.