



Ireleth House Statement of Purpose

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Introduction:

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Northwest Childcare provides residential childcare for children in the Northwest of England. We are a privately owned company with head offices in Burnley, Lancashire.

Ireleth House is registered to accommodate and care for up to three children of either sex aged between 8 - 17 years old, with learning difficulties, special educational needs and emotional and behavioural difficulties.

The home is based in the semi-rural location of Ireleth near Askam-in-Furness, on the Furness peninsular.

At Ireleth House we have the expertise and knowledge to care for children who may suffer from a range of emotional and behavioral difficulties, such as Anxiety disorders, Bipolar disorders, Obsessive-compulsive disorders, Attention-deficit/Hyperactivity disorder, Oppositional-defiant disorder, Conduct disorder, etc.

At Ireleth House we also care for children with learning difficulties such as, Dyslexia, Dyspraxia, Autism and Aspergers to name a few.

We understand the complexities and challenges in life that children and young people can face. We understand the complexities that children who may live with some of these conditions or difficulties live with, in building and maintaining relationships, surviving classroom environments, processing and dealing with everyday social situations, overcoming everyday challenges, processing fear,

anxiety and confusion and most of all having a belief in themselves to work towards their best possible futures.

At Ireleth House we strive to care for and guide all children and young people through the difficulties of life in a loving, caring and respectful home to help them realize their full potential.

1. The Quality and purpose of care standard.

Northwest Childcare works to ensure that the following ethos and values are an integral part of life at Ireleth House:

- Residential care can be a positive choice and experience at an important stage in children's lives. This can be achieved by helping children and their families or carers to address issues and to be solution focused.
- We work hard to provide stability and security, allowing children to relax through feeling safe in their environment.
- Residential care should provide a skilled service from committed staff in a safe, appropriately structured and caring environment.
- NWCC have a responsibility to make sure that children in residential care are protected from abuse and neglect.
- Residential care should be integrated with other services to meet children's needs and support families and carers.
- NWCC recruit individuals based on gender, age, and ethnicity to reflect diversity and positive role models.
- NWCC offers opportunities to develop through training, supervision and annual appraisals.
- NWCC aim to provide every child, regardless of their background or circumstances, with the support and guidance they need according to the quality care standards.
- External Quality and assurance representatives, e.g. Ofsted, local authorities, social workers do have access to all policies and procedures upon request, Clear Care logins may also be generated for transparency of internal evidential-based systems.

Age range, gender and number of children:

Children who move into Ireleth House are aged between 8 and 17 years old. NWCC carefully match children moving into the home, this will include their age and their individual needs. We can offer a place for up to 3 children of mixed gender at any one time.

Any additional needs of Children:

NWCC does not provide care for children with severe disabilities and complex health needs. We do care children with mild learning difficulties, and/or mental health issues

Where necessary our staff team will take on advanced specialist care training to accommodate a child's needs.

Visual prompts are prominent throughout Ireleth house. These are used in all aspects of daily life to describe activities, menus and organizational aspects of daily life in the home as well as providing information such as Childrens guides and independence booklets. The house has items in place that are of a sensory nature to be able to support children who require a more sensory orientated environment.

Promotion and Encouragement of Children's Religious Beliefs:

NWCC work with families to facilitate religious observations, including attendance at weekly services, for children who wish to follow their religious beliefs. It is important to follow any dietary requirements and promote any religious beliefs that a child may wish to participate in, as long as there is no significant risk of harm. We respect a child's right to observe any religious practices they choose. Additionally, children should be encouraged to explore a range of multicultural experiences.

Type of accommodation including sleeping arrangements:

Ireleth House is a large, detached property in the village of Ireleth, close to Askam in Furness, Cumbria. The home was specifically chosen for children who can live in a smaller community where they can take time away from the pressures of living in a busy community. The property has a fence that is in keeping with the local surroundings erected around the perimeter of the property. The gate leading to the car park is secure to safeguard the children.

All children receive an in-depth induction whilst being welcomed to the home that cover all aspects of fire safety and keeping everyone safe.

Ireleth House accommodation and layout:

The downstairs accommodation consists of:

Kitchen for domestic use, food preparation and cooking.

The dining room with additional room to play board games or do arts and crafts.

The laundry room.

A lounge/TV area for general leisure use.

Staff office.

Toilet.

A cellar – currently used as storage and houses the gas meter. This is currently locked and out of bounds to children)

The first-floor accommodation consists of:

2 large single-occupancy bedrooms are allocated for children.

1 Staff sleep room – specifically designed for staff accommodation and an office.

1 Study/chill-out room.

1 Communal bathroom/shower including sink and W.C.

1 storage cupboard.

The second-floor accommodation consists of:

1 staff sleep room - specifically designed for staff accommodation with added office space.

1 child's single occupancy bedroom.

1 communal bathroom/shower including sink and W.C.

1 storage-locked cupboard allocated to store COSHH items – accessible to staff only.

Children are encouraged to personalise their bedroom and have a choice of feature wall decorations. Soft furnishings and bedding are flame retardant to promote fire safety.

At Ireleth house we have a safe space / calming room. We have a variety of sensory activities, soft furnishings, lighting and sounds to promote peace, calm and tranquility.

Outside the home:

Ireleth House is set within a semi-rural environment, the home offers parking spaces for up to 4 cars. To the rear is a large garden with a lawned area with a patio area.

The home has been fitted with a modern security system incorporating CCTV to the outside areas only. 6 cameras are monitoring the outside of the property, they consist of:

2 x cameras on the roadside of the property.

1 x camera monitoring the car park.

1 x camera monitoring the back door area.

1 x camera monitoring the garden.

1 x camera monitoring the rear patio area and the garden.

This is designed to keep our children safe from potential external risks associated with everyday communities.

Admissions policy and criteria for admission:

NWCC do prefer children moving into Ireleth House to be on a planned basis, however, in all cases we ensure a care planning meeting is held before a placement is approved.

This process allows us to obtain all relevant information and paperwork to ensure that the matching process is thorough. Children who move into Ireleth House have been carefully considered and an extensive impact risk assessment will be completed before a placement is offered. This risk assessment aims to highlight the impact that a child may have on the home, the children who already live there and vice versa. This is to ensure that all the children who currently reside within the home and any children that are being admitted to the home have a matching level of need which will ensure a successful and positive experience, whilst living at Ireleth House. The home offers a comforting sensory based family atmosphere that helps children thrive.

NWCC is willing to consider placing a child at Ireleth House on the same day as the referral, subject to the condition that the referral paperwork indicates a good match with the other children living at the home. Additionally, NWCC must be confident that we can provide for the child's needs. We can arrange a telephone planning meeting at a minimum before proceeding with the placement. Please note that these kind of placements will be for an initial 28-day period only, and at the first CLA review, we evaluate the suitability of the placement for a longer term. We only consider one same-day placement at any time, and there would never be any more than one child on an initial twenty-eight-day placement at any time.

We can provide accommodation for children and young people who have a court order in place for restriction of liberty (DOLS). If such support is required, it will be assessed on an individual basis, the staff team receive any necessary training or property adjustments to meet the court order.

2. The children's views wishes and feelings standard.

Upon arrival at the home, every child is allocated a key worker. This relationship will be the foundation of a trusting relationship between the children and members of staff. We aim to match key workers to children carefully, taking into consideration interests, hobbies and experience of working with the specific needs of any individual child. The key workers are responsible for basic needs, i.e. toiletries, room personalisation and clothing checks. Beyond these needs key workers act as advocates for the child and ensure that they are supported with everything that they need, expanding upon this to develop their interests, identity, and levels of understanding.

Whilst it may be difficult for some of the children to communicate their wishes and feelings, every effort needs to be made to enable them to do so. This can take the form of pictorial information and through other forms of stimulation such as singing, music etc. staff need to recognise the non-verbal communications of the children. The manner and communication abilities of the child will invariably differ and are to be fully discussed with those best known to the child.

The management and staff team at Ireleth House, work in ways that are consistent with and supportive of Ireleth House's equal opportunities and anti-discriminatory policy, The Children Act 1989, The United Nations Convention on the Rights of the Child, 1991 and The Quality Standards, 2015.

NWCC aims

to be continually aware of how certain groups within society are disadvantaged, particularly concerning age, gender, ethnicity, religion, social-economic factors, learning disability, and sexual preference. To help address inequality and disadvantage, we embrace diversity.

Our shared values include:

Dignity and Respect:

NWCC recognises and is committed to responding to the unique personal needs of children with dignity and respect.

Equality:

At Ireleth House, our goal is to ensure that all services are accessible to everyone. We promote equal opportunities for all children and do not discriminate based on their background, circumstances, or any other factors such as age, ethnicity, culture, language, religious beliefs, gender, learning disability, sexual preference or sexuality. NWCC is committed to treating all children fairly and safely. We work carefully to help children make positive choices in their lives and we always strive to work in ways that do not discriminate. We also challenge, support and encourage others to follow the same principles and not to discriminate against children or anyone else.

Partnership:

NWCC are committed to working in partnership with children, their parents, carers, families, social workers and with other agencies and organisations to provide children with the help they require.

Quality

We intend to provide quality services. NWCC works towards continuously improving the work that we do in line with legislation, Quality Standards, best Values and best practice requirements.

Independence:

We commit to providing equal opportunities for children to act and think independently, whilst having regard for helping all children to keep safe.

Rights:

We are committed to upholding children's rights and entitlements as set out in The Children Act 1989 and The United Nations Convention on the Rights of the Child, which are further supported by Children's Homes Regulations 2015.

Listening:

NWCC is committed to listening to children about their thoughts on the care they are receiving and what is important to them in their lives. We value any feedback they have, whether it's a comment or a complaint, and we promise to handle them fairly and openly through the company's complaints

procedure.

Planning:

Our goal is to ensure that the needs of children are assessed, and plans are created and reviewed regularly with their input. This includes placement plans, individual activity plans, healthcare plans, risk assessments, personal education, and pathway plans. We involve the children and their families in decisions whenever appropriate and make sure that they have a say in how they are being helped. We make every effort to register the children with a local GP, dentist, and optician, and if they wish, we keep them registered with the same practitioner to provide continuity of care.

Development and fulfillment:

NWCC is committed to helping children reach their full potential. We aim to assist them in achieving their hopes and ambitions and developing their abilities in their daily lives. We believe that children should be encouraged to take advantage of opportunities for education, leisure, employment, and health promotion. We are dedicated to ensuring that children have the best possible start in life by ensuring continuity of school placement, even if they move out of the area. However, if a child is excluded or prefers a local school, we do seek placement within mainstream or specialist resources to ensure positive educational outcomes.

Confidentiality:

"We do handle all personal information with respect, sensitivity, and confidentiality. At NWCC, we are committed to sharing personal information with other professionals only on a "need to know" basis, while adhering to government guidelines for GDPR. We aim to balance the need to protect personal information with providing a good service."

Rights and responsibilities

At Ireleth house the children have a right:

- To be treated equally and fairly.
- To be physically well cared for including their health, clothing, food and a warm, clean and safe homely environment, they are happy to call "home".
- For friends and families to be made welcome in accordance with their daily care plan.
- To make mistakes and to expect new chances.
- To have their views encouraged and considered.
- To be supported in following any religion they may choose.
- To expect choices whenever they are available.
- To read what we report and record about them.
- To receive care which is planned and reviewed regularly.
- To express complaint 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 daily care plan, statutory review and reports from social workers and care staff, and a safe place to keep them.
- To have their own copies of other documents by negotiation.

NWCC believes that with rights come responsibilities and therefore the team expects children:

- To work with us towards identified goals and their future identified aspirations.
- To treat themselves, other children and staff who live or work at Ireleth House with respect.
- To value and look after the physical environment at Ireleth House since this is their home and that of other children.

- Not to bring into the home any drugs, equipment or device which may be perceived as physically or psychologically threatening to them or others.
- Not to hurt, threaten, bully or frighten anyone at Ireleth House.
- Take part in maintaining the home's positive environment and respect house expectations.
- Admit responsibility when in the wrong and make amends.

NWCC also expects parents:

- To work with us towards achieving their child's goals.
- To continue to offer care to their child, to support and give encouragement.
- Wherever possible, to attend meetings about their child's life.

3. The education standard.

Promotion of education for children.

NWCC recognises the importance of education in the lives of children. We are committed to supporting and helping children achieve their full potential within their education. To this end, we do ensure that we support and contribute to the child's personal education plan.

NWCC actively promotes and maintains good relationships between our team and education providers. We understand that continuity in education is of paramount importance, and we do everything possible to help children continue to attend the same school or college to minimise any disruption. We acknowledge that the school may have developed an understanding of the particular educational needs of the child and may, therefore, form an essential part of the support for a child.

In line with statutory guidance, the school will be informed of any changes in placement or circumstances when a child moves to Ireleth House.

At NWCC, educational placements are sought to best meet the needs of any child who is referred to the home. Any children who are placed at Ireleth House can also be supported at a selection of establishments that are in the local area of the home that support the needs of children who present EBD/SEN and learning disabilities.

Children which may come to live at Ireleth house could have special educational needs, which cannot be accommodated in mainstream education. The RM will ensure appropriate education is sought that meets the needs of the children with learning difficulties in our local area we have. We currently have excellent links with private education providers such as Hawthorn education who provide external education that is tailored to a specific need.

If it becomes necessary for a child to change schools, we do make every effort to secure a place at a school that is best suited to meet the child's needs. Whenever possible, we do try to find a school within the vicinity of the child's home. Ideally, we try to secure a school place before the child moves into Ireleth House. However, if a child arrives without a school place, we do endeavor to obtain a place within 30 days of the placement beginning.

4. The enjoyment and achievement standard.

Children are encouraged to take part in both group and individual activities which not only take into account their ethnicity, culture, language, religion, interests and abilities but also help to widen and deepen a child's experience of diversity. NWCC encourages children to experience different foods, festivals, films and books from different cultures.

Activity plans and daily routines are structured using picture prompts and our children's guide is in a child orientated, picture format to encompass this level of need and increase understanding and what opportunities are on offer and what can be accomplished in their time at Ireleth house on a daily, weekly and monthly basis.

If a child moves into Ireleth House and they already take part in an activity, club, or hobby, we do endeavour to support them to continue with this. Resources will be provided to allow flexible activity planning to meet individual needs and preferences, this may include activities with their friends and families e.g. trampolining, swimming, ten-pin bowling, ice-skating, cinema, pool, snooker, and rugby/football to name but a few.

During school breaks, holidays and outings are planned for the children. Birthdays, Christmas and other festivals, as appropriate, are celebrated with children by having birthday parties in the home or for special birthdays e.g. 16th birthdays or important anniversaries, special outings will be arranged.

5. The health and well-being standard.

NWCC employs an external therapist for therapeutic interventions – Kayleigh Morrison. The home offers a private room for any therapeutic or counselling services within NWCC where all children who reside here are encouraged to access this service. All in-house therapeutic reports are completed via and stored on Clear Care.

The children who are placed at Ireleth house all have individual needs, many may have experienced abuse of some kind as well as possibly experiencing trauma in early life or during family breakdowns. Some children may also present with MLD, where access to therapeutic services such as SALT, can be supported.

Many children may have experienced several placements moves that are both unsettling and disruptive to their lives. NWCC feel that providing a safe and consistent approach is an integral part of providing them with quality care. Many children require specialised assistance in the areas of education, socialisation, emotional well-being, and physical health. At NWCC, we strive to provide children with the necessary help and support, in addition to coordinating access to specialist services from external providers.

Health protection and promotion for children.

NWCC consider the protection and promotion of children's health to be a crucial aspect of our role. Therefore, we do collaborate with the children and relevant healthcare professionals to create a health record as part of the child's placement plan. This plan encompasses a wide range of health needs, including physical, emotional, and sexual well-being.

Children are encouraged to have regular dental, health and eyesight check-ups. Wherever possible and if children choose, we aim to help children remain with their own doctor, dentist, and optician. However, if this is not possible, we do ensure that children are registered with the local GP, dentist, and optician. Whilst respecting children's rights and privacy, they are supported in receiving treatments or advice with any illnesses or health issues that they experience.

Ireleth House is a smoke-free environment. We do not allow smoking on the premises by any of our

staff members. If any child placed with us has a smoking habit, we encourage and support them to quit. This will involve positive role modelling, encouragement, and, if necessary, medicinal support. During the process, children may be accompanied off-site to smoke, but only after obtaining permission from their social worker.

Details of any specific therapeutic techniques used.

NWCC employs external therapists, including counselors and psychologists, who offer specific therapeutic techniques depending on the needs of the children.

We do endeavor to liaise with relevant health professionals and the local authority when there are concerns raised regarding a child's emotional well-being. If needed, we do assist children in accessing services like Child and Adolescent Mental Health Services (CAMHS). We provide guidance and support to help them deal with various issues and experiences that they might be facing or presenting. Seeking the support of these services provides a forum for discussing and agreeing on how best to respond to children with negative and/or worrying behaviour they are presenting. We also provide a base upon which to better understand any particular therapy that a child may be receiving from CAMHS.

In partnership with children and their social workers, we offer additional specialised support to ensure that they have access to the necessary resources. This includes services such as drug and alcohol counselling, career advice, and sexual health guidance.

6. The positive relationships standard.

NWCC focuses primarily on ensuring children feel safe and secure in their surroundings. Staff develop caring and nurturing relationships with children. These relationships center heavily on trust, openness, and mutual respect.

Relationship work will aim to address issues concerning attachment, self-perception, fear, anger, sadness, guilt, isolation, rejection, loss, and recovery.

Children are encouraged to engage in both group work and personalised, child-centered activities.

At Ireleth house the team already has a varied and broad range of experience surrounding supporting children with EBD/SEN and MLD. By receiving ongoing training around MLD and associated conditions, this will increase levels of understanding and knowledge surrounding behaviors, actions and tendencies displayed by children within the home. Increasing understanding and adopting more supportive strategies within the home environment, will promote more positive relationships amongst staff and children, providing an increased support network around the child.

Contact arrangements with family, friends and significant others. (Family time)

NWCC is committed to working in partnership with children to ensure that they maintain regular family time arrangements as specified in their care plan and placement plan. We understand the importance of keeping families at the center of children's lives and encourage them to do so whenever appropriate. We always welcome families, friends, and significant others to their home.

Consultation with children

Children are consistently encouraged and supported to make decisions about their individual lives as well as the ways in which the home is run. We aim to consult in ways that are sensitive regarding any religious, ethnicity, cultural and linguistic needs.

The use of an interpreter and/or advocate may be used whenever necessary in consulting with children. The views of children's family and significant others are also taken into account.

7. The protection of children standard.

The principles followed at Ireleth House

Children placed at Ireleth House have a right to feel safe. They also have the right to know that their views and feelings are listened to and be acted on as long as it is consistent with their overall welfare. This section on protection and complaints is concerned with providing information about how children are protected and how their safety and well-being are promoted at Ireleth House.

Safeguarding:

NWCC provide a safe and empowering place for all children to live in. Safeguarding procedures are key to keeping children safe.

Safeguarding children with learning difficulties can sometimes be more challenging for the professionals in their lives. Our team understands this and the potential for children who may lack capacity, and acknowledgment that their learning disability can have an impact on their capacity to make decisions. We understand that children with special needs may be at increased risk of exploitation and abuse. Therefore we continually monitor and assess children's difficulties relating to communication and interaction, cognition and learning, social, emotional and mental health difficulties and sensory /physical issues. We have a heightened awareness looking for changes across any of these and the signs or symptoms of abuse.

An individual risk assessment is undertaken for each child, this is regularly reviewed and monitored as part of the placement planning. It covers all aspects of behaviour and history that might cause a risk to the child or others. Risk assessment and PBS plans are updated regularly, at statutory reviews and after key events or incidents.

NWCC are familiar with and adhere to the local children's safeguarding procedures and will be prompt in raising a child protection concern. They are familiar with and refer to the following

Guide to Children's Homes Regulations including Quality Standards

Children's Homes Regulations, 2015

Local Safeguarding Procedures

Working Together to Safeguard Children (2023)

Safeguarding is a part of the induction training for new staff. All staff attend child protection training as part of the mandatory requirements to work in social care.

Staff follow recognised strategies to minimise and reduce risk as well as follow the appropriate safeguarding procedures, where issues are identified within the home.

Countering bullying

NWCC acknowledges that bullying can occur in residential care homes, and it can be distressing for the victim. At Ireleth House, bullying behaviour is not tolerated, and we maintain constant vigilance to counter it. We follow the company's policy and procedure to address and prevent a bullying culture from developing. Staff and children receive training during their induction/handbook to help them handle and prevent bullying appropriately. Additionally, we cover the issue of countering bullying in staff safeguarding training and provide individual sessions if required.

Complaints Procedure

NWCC supports the need for children and their families in their right to make a complaint about any aspect of their care. We also believe it is important to help children 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 children with differing abilities and in different ways to empower them to make complaints whenever they feel their needs are not being met. The children's guide is delivered in two different formats to ensure levels of understanding are supported.

We also ensure that children who make complaints do not feel stigmatised or guilty in any way. If a child needs to make a complaint, help is offered by a member of staff. It is acknowledged however that a child may need help from someone outside of the staff team and therefore, children are helped to access support from independent children's advocacy services. Whenever possible, complaints should be dealt with informally. At the same time however we acknowledge 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 child concerned. Finally, the team acknowledges the importance of children and their families having the right to complain to Ofsted.

On arrival at the home, the children are given information about the complaints procedures. The children and their families are also made aware of their right to make a complaint to Ofsted or by contacting the service provider/ director of care via email at sarah@nwchildcare.co.uk or the responsible individual joanne@nwchildcare.co.uk. They will be able to discuss your complaint and provide you with the home's complaints policy. NWCC aim to respond to any complaint within five working days.

In accordance with our company policy, the complainant is kept up to date with their complaint and steps are taken to ensure they understand the process involved. A record of complaints is kept on record within the home and is closely monitored by the registered manager.

Arrangement when children go missing.

NWCC believe that a child's safety and welfare is of paramount importance. It is therefore our priority to do everything possible to ensure the safe return of a child following them going missing. Children who go missing from their placement without authority are reported to the police by the missing from home policy and the Philomena protocol, Joint Cumbria Police METCO Protocol and statutory guidance for children who run away or go missing from home or care.

Each child has their own individualised missing from home plan. This will be written by key workers alongside management and may be shared with and approved by the local METCO team upon request. Each child has a Philomena protocol document shared with the local police team within 24 hours of admittance to the home.

All METCO police officers are encouraged and actively participate in attending the home to build positive relationships with our children as a proactive measure for if they go missing from home.

Our goal is to establish a positive and trusting relationship with the children to empower them to seek help whenever they are worried or have any concerns. This is because when children have supportive relationships with the adults in their lives, they are more likely to turn to them for help in dealing with any fears, frustrations or anxieties. However, given the nature of the children under our care, it is crucial that we adopt a proactive approach where staff gather, communicate and act upon intelligence about issues that may affect them and provoke risk-taking behaviour. We believe that this will reduce the probability of them running away in the first place.

Methods of control, physical intervention and discipline.

NWCC believes that it is the responsibility of all staff to communicate with children 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 children. Consistency and fairness are key ingredients to developing a safe and positive atmosphere.

We also believe that methods of control, physical intervention and discipline can only have the desired impact within the context of positive relationships existing between staff and children. Communication, negotiation and mediation are important skills that the team use to help children address inappropriate behaviour. Within this overall context, the emphasis and aim of the team is to promote, acknowledge and reward positive behaviour.

Although the emphasis at NWCC is on safe and consistent approaches within the context of positive relationships and rewarding positive behaviour, there are times when consequences and reparations are deemed necessary. At the home, positive methods of behaviour management such as a strong reward system are preferred over consequences.

It is important to note that physical intervention should not be used as a form of punishment for children. Only in instances where all other options have been exhausted, physical intervention may be necessary. We employ the PRICE behavior support and intervention techniques, which should only be carried out by trained staff members. Our staff are encouraged to reflect on their own practices during team meetings and receive debrief sessions and personal supervisions with managers. All physical interventions are recorded and monitored by the registered manager or responsible individual. If you would like to receive a copy of our child protection and behavior management policy, you can reach out to the registered manager via email at pete@nwchildcare.co.uk

All staff are trained in PRICE, which is the preferred method of de-escalation and physical intervention, by our in-house PRICE instructor.

NWCC offers serious consideration to the safety and welfare of other people who are around at the time. We intend to always carry out physical intervention within the context of a caring ethos, where children see the action as that of an adult whose primary concern is for the safety and well-being of the child or children.

After any physical intervention has occurred, the staff members are responsible for recording it in detail as soon as possible. A copy of the report will be sent to the child's social worker, and a digital copy will be stored on the child's file in Clear Care.

Following on from any incident requiring physical intervention and when appropriate, a member of staff do discuss/debrief the incident with the child, any other children who witnessed the incident and with the staff involved will be debriefed by the senior on duty or by the manager if they were involved. Children with MLD will be offered debriefs in a specific format that will encompass their needs and support their wishes.

We believe in minimising physical intervention when managing behaviors. To accomplish this, we utilise PBS (Positive Behavior Support) models and create behavior support plans for all children. Our aim is to continuously explore and implement alternative strategies for behaviour management.

Electronic and other safety measures.

The home has installed fire magnets on all internal communal areas, these release doors if the fire alarm has been activated. A smoke sensor alarm system has been fitted throughout the property except for the kitchen and laundry room which has heat sensors fitted. There are smoke and heat alarms installed in specific zones throughout the property that activate the alarms in case of a fire. Additionally, there are fire "call points" located in several areas of the property that can be activated

by staff via a key turn. These call points were already installed before the property was adapted to be a children's home and have been modified to avoid unnecessary activation. Fire extinguishers are available on each level of the home with a fire blanket placed in the kitchen. A comprehensive fire alarm system and emergency lighting had already also been installed on the property. The system has been checked, and certified and has been linked to the door magnets that we have added for additional safety.

There is also an internal door alarm system on all bedroom doors including staff sleep rooms and offices. This system can be activated or deactivated at any time and can be individualised to any specific room. This is a support mechanism to safeguard children and to offer reassurance and support immediately, should they need staff support at any time throughout the night. This system will only be utilized should a specific level of risk or need be identified or become apparent with a child and authorisation for use will be attained from the placing local authority.

All external doors have been fitted with thumb turn locks, these can be changed to standard door locks when needed to ensure the safeguarding of the young people, for a short period of time. In extreme measures when this is required, (e.g. DoL's order) the homes' fire safety risk assessments will be reviewed and updated as and when applicable. Excluding the front door onto the road. This has been identified as a 'high-risk' egress point and will be always locked unless emergency services require access. Cumbria fire safety have identified that there are sufficient emergency egress points by using both side and rear doors in case of a fire. The risk posed by the main road exceeds the need to use the front entrance. The staff only use keys to access the front door when requested by emergency services.

This has also been comprehensively evidenced in our fire risk assessment, by an independent risk assessment company ardent safety and authorised by Cumbria fire and rescue services.

All external doors are fitted with a chime that chimes when doors are opened and closed.

All children receive an in-depth induction whilst being welcomed to the home that covers all aspects of fire safety and keeping everyone safe.

All safety measures would be considered to ensure that all children needs are met. An example would be light flashers and vibrating plates could be easy installed to the fire system if we placed a child who had hearing impairments.

8. The leadership and management standard.

Qualification and experience of the responsible individual and registered manager.

Registered Office:

Joanne O'Mara (RI)

NORTHWEST CHILD CARE SERVICES
82 LOWERHOUSE LANE,
BURNLEY,
BB12 6JA

Pete Birkby (RM)

NORTHWEST CHILD CARE SERVICES
IRELETH HOUSE
252 IRELETH ROAD
ASKAM IN FURNESS
LA16 7DS

HR Officer/Responsible Individual (RI)

Joanne has been working with children and young people for over 10 years. During this time, she has worked in various roles within care home settings. She has successfully progressed to the position of

registered manager in residential children's homes, where she supports young people displaying SEBD behaviours. In the last five years, she changed her career path and became a business development manager.

Joanne has completed her Level 3 Diploma in Children and Young People's Workforce and Level 5 in Leadership and Management. Additionally, she has achieved safer recruitment and designated safeguard lead qualifications. Joanne is passionate about making a positive difference in the lives of young people. She finds working with children incredibly rewarding, as no two days are ever the same. Joanne enjoys meeting and working with new people from diverse backgrounds, developing her skills and abilities to improve the lives of the children she supports.

Joanne's expertise and experience enable her to offer the best possible assistance to the Northwest Child Care team. She is committed to making a positive difference in the lives of young people and helps them achieve their future goals.

Registered manager

Pete began his career in 2001, working at a large 52-week residential school located in the Lake District Children supporting children and young adults with complex needs, SLD, MLD, LD and ASD. His primary role was to support young people who displayed complex and challenging behaviours. Due to his dedication and continuous personal development, he quickly progressed to become a senior care worker responsible for 9 young people. With further advancement, he became a team leader, leading teams of up to 35 care /medical staff, ensuring the safety and well-being of over 50 young people in more than 7 homes on the residential site.

After this, Pete became the deputy manager of a children's home in the historic city of Lancaster. The home supported children with challenging behaviours aged between 8-18 years old. In 2014, he was promoted to registered manager and worked towards achieving some excellent Ofsted reports, including two "outstanding" gradings. In 2018, he opened another extremely successful home on the Fylde Coast.

Pete has a wealth of experience and knowledge to offer. He completed his "City and Guilds" Level 5 diploma in management for residential care in 2017 and level 3 caring for children and young people in 2005. He has also achieved safer recruitment and designated safeguard lead certifications.

Manager of care

Simon Derbyshire is an experienced professional who has worked with children having special educational needs, autism and apsergers and emotional and behavioural difficulties for over 20 years. His background is in outdoor education, and he has worked in challenging environments across the UK and Europe. He has worked in a 52-week residential placement for another company, as well as in two separate residential special schools, and has held various roles in the care sector. Simon worked his way up to Team Leader and assistant care manager leading teams of up to 40 care staff supporting seven different houses with 75 children placed in the provision. Simon believes in taking a proactive approach to childcare. He aims to lead Ireleth House to provide a child-centred and homely atmosphere.

Simon is highly qualified, holding several outdoor qualifications, an NVQ L3 in caring for children and young people, an NVQ Level 4 in health & social care, an NVQ 4 in leadership and management, and a diploma level 5 in leadership and management for residential care. Simon is also the assigned PRICE instructor for NWCC, he has served as a deputy safeguarding lead in a residential school. Simon has a passion for the outdoors and sports such as football and rugby. He enjoys seeing

children thrive through positive experiences and trust built up with the staff team who work proactively with them.

The staff team and their qualifications and experience.

The staff team at Ireleth house holds a wide range of professional and personal experience that compliments the provision. Three Team Leaders in post all have a varied experience and are qualified in working with children who have Autism and Aspergers. All three Team Leaders have worked in residential special schools for some time which support children with EBD/SEN and MLD. The residential support workers have differing levels of experience in supporting children through professions and previous experience as well as in their own personal lives. All staff receive an extensive training package which is detailed on our matrix. All staff will be trained in all areas of need for any children who are placed at Ireleth house.

The diverse nature of the team in terms of age, gender, ethnicity, experience, skill, and qualification provides the opportunity to promote a positive view of difference to children. Additionally, it is the diversity that the team is committed to continually building and extending upon. The full staffing list and qualifications can be provided as Appendix 1, upon request.

All workers currently employed at the home have undertaken a disclosure & barring check (DBS) check and have documentary evidence of this.

Staffing policy for Ireleth House.

Depending on the number of children in the home and their needs, staffing levels at Ireleth House during day shifts (between 7:30am and 11:00pm) may vary. A maximum of two staff members will be available to support no more than three children over a 24-hour shift, including sleep-in duties. During waking hours, there may be additional staff, including the manager and senior team, available to provide extra support as needed.

Supervised, training and development arrangements for the staff team.

Supervision and appraisal.

Supervision is a vital part of supporting, managing and developing the staff team. All staff who are newly employed by NWCC are subject to the mandatory 6-month probationary period. It is a statutory requirement that staff both receive and take part in the supervision process. Supervisions are provided by the registered manager, manager of care and team leaders (on completion of supervision training) in line with the Children's Homes Regulations 2015.

Supervisions are provided to new staff on a fortnightly basis for the first 6 months of employment or completion of their probationary period. After this period, formal supervisions are monthly however Supervisors meet their assigned staff once per month unless supervision has been agreed to take place over a longer period and this should be done in advance with their supervisee. Managers should note that supervisions cannot take place any longer than six weeks apart in accordance with our supervision policy. Should individual staff require additional support they are responsible to seek this from their line manager and request supervision. Group supervision can also take place however these should not replace one-to-one supervision. Supervision sessions are recorded, and staff are required to read and sign their notes, which are then placed on the staff member's file. If there are any disagreements these are recorded.

All staff undertake a performance appraisal with the manager every 6 and 12 months, which reviews progress over the past 12 months and sets personal work targets and actions for the coming 12

months.

Training.

Induction training for new staff includes child protection, fire safety, medical procedures, Autism, PRICE and information recording and reporting. In accordance with the “Children’s Homes Regulations” and “Quality Standards”, all staff members who have completed their Induction and foundation training are registered for the advanced level apprenticeship in the residential care workforce, Level 4 CYP. Every employee receive a minimum of 8 days of training per year. The training needs are discussed, agreed upon, and monitored through the supervision and appraisal process. These needs will be recorded in a personal development plan, which forms part of the performance appraisal system. The management team consistently review and implement additional training that will reflect the needs of the young people within the home.

Mandatory training to support children with LD, ASD will consist of:

- Global development delay
- Autism and Aspergers
- Intro into Learning Disabilities

This list is not exhaustive and will be extended to meet the needs of any children currently in placement but also for any new referrals to the home.

Development.

Staff development is seen as part of an ongoing process that includes:

- Training and supervision.
- The team meeting forum.
- Working as part of a team.
- Key working and joint working with children and 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 competent within the team.

Our priority is to ensure that every child has equal opportunities to achieve their full potential. Our goal is to provide support, assistance, nurturing, and encouragement to help children reach their dreams and ambitions. Our aim is to assist children in creating and following their own paths towards a successful future through positive and professional relationships.

9. The care planning standard.

Overall, we wish to see positive outcomes in all aspects of the lives of children. Our residents, through a variety of support mechanisms, gain more from their experiences in the home than would otherwise be possible.

Emotional behavioural regulation and the understanding and impact of the world around them will be the central approaches to the work we undertake with the children. This approach will focus on what children want to achieve rather than on the problems and how they will achieve it when unsupported when they move onto becoming care leavers. The approach does not focus on the past, but instead, focuses on the present and future. This approach invites children to envisage their preferred future and then together with key workers they start attending to any moves towards it whether these are small increments or large changes. Different levels of need and understanding of these topics will be supported by the staff team.

Throughout their work, key workers gain a deep understanding of the children's strengths and resources, as well as identifying any exceptions to the problems they may face. To improve the emotional well-being of the children, the staff are developing specific interventions. Additionally, key workers help the children focus on child centered specific targets, which will be agreed upon, monitored, and celebrated upon their progress. We believe that this approach is effective for our children, and we can demonstrate its success.

Members of staff receive training in solution-focused and positive behaviour support theories, approaches which enable staff to build relationships on mutual respect, trust, unconditional appreciation, and equality, to mention but a few. It is underpinned by a fundamental concept of children and adults as equal human beings with rich and extraordinary potential and considers them competent, resourceful and active agents.

Overall, a solution-focused approach aims to achieve:

- Holistic education – education of head (cognitive knowledge), heart (emotional and spiritual learning), and hands (practical and physical skills).
- Holistic well-being – strengthening health-sustaining factors and providing support for people to enjoy a long-lasting feeling of happiness.
- To enable children, children as well as adults to empower themselves and be self-responsible people who take responsibility for their society.
- To promote human welfare and prevent or ease social problems.

We use these theories and models when working with our children to develop relationships and build confidence. Working and learning together with the children living at Ireleth House with a view to better outcomes.

Wherever possible we aim to help and support children to return to live with their families on either a full-time or on a shared care basis.

To achieve this we provide family work, in which communication, negotiation, mediation and support are vital aspects of helping to build bridges with children and their families encompassing levels of need and understanding.

In situations where a return home is not possible or desirable, we do provide longer-term care for children until they are ready to move on to live with another family, to live independently with support, or with strong company links to Northwest Leaving care services, to move into supported accommodation.

Wherever a child moves on to we may offer an outreach service to support the transition and provide continuity.

We aim to help children achieve their full potential in relation to all aspects and dimensions of their lives.

We provide a supportive, structured, stimulating, caring and safe environment that is free from any prejudices and which offers children the opportunity to be listened to and express their wishes, needs and feelings in a variety of ways and means.

We aim to encourage a positive sense of self-image by responding to children's individuality by treating them with dignity and reinforcing positive behaviour.

We aim to promote safer care, providing our children with the tools to be able to make decisions in their lives that protect themselves and promote a happy stable life.

We maintain and support children in promoting and developing their health, educational and developmental needs so that they can develop to their full potential.

As per the Quality Standards and the Children's Homes Regulations 2015, we strive to encourage and maintain contact between the children and their families and carers to the best of our abilities.

Additionally, we make an effort to maintain and enhance any connections that the children may have with the wider community.

We aim to work in partnership with children and all other significant and relevant people to achieve the best possible outcomes for children. The following sections of the Statement of Purpose provide more detailed information about how the staff team work to achieve these aims and objectives.

We aim to provide a quiet environment without the distractions of everyday living where children can reflect within a very small community, where staff can work closely and engage children in back to basics and develop social skills for living in the wider community.

Reviewing of Person-Centered Placement plan.

Each child has a 'Person-centered placement plan' that is created within 28 days of the commencement of placement. Our plans specifically encourage resilience and are designed with this in mind. Children work alongside their allocated keyworker to create the plan and their wishes and views will be directly reflected. 14 key areas have been identified based on studies of ways to promote and develop resilience in children. They are as follows:

One page profile.

1. My health support plan.
2. My education support plan.
3. My behaviour management support plan.
4. My social & leisure needs.
5. My family relationships and contact arrangements.
6. Cultural, religious, language and ethnicity needs.
7. Caring for me.
8. Participation.
9. Exploitation support plan.
10. Substance Use Support Plan.
11. Self-Injury Support Plan.
12. Police Involvement/YJS Support Plan.
13. Independence and Goal Plan (13yrs Plus).
14. Transition Plan.

Through developing emotional resilience, we hope to empower children to be better able to face life's challenges once they leave our care.

Outreach and Independence.

NWCC acknowledges that their relationship with the children does not end when they move on into the community, to a family or independent accommodation. A formal plan of support and contact from NWCC can be offered for a period of up to 6 months before their 18th birthday as part of the transition plan. We also provide leaving care services for children to support them through this transitional period.

Staff value and encourage more informal longer-term contact, such as visits and phone calls, which can reaffirm the importance that Ireleth house once played in the child's life.

NWCC acknowledge the significance of moving into independence for children, workers will be sensitive to this, and support packages are provided where applicable to children needing additional help and guidance.

We strive to ensure that all children who come to live at Ireleth House have a positive, safe, and rewarding experience while sharing their home with other children and staff.



Staff Name	Sign	Date
Pete Birkby -RM		
Simon Derbyshire – CM		
Anita Atkinson TL		
Sophie Heath TL		
Laura Dixon TL		
Michael McDonald RSW		
Rachael Cople RSW		
Barry Richards RSW		
Amber Thomson RSW		