

Cura Care Homes - Core Principles

- **I. Child-Centred Approach:** Everything should revolve around the individual needs of each child.
 - Individualised Care Plans: Recognising that each child arrives with a unique history, develop tailored plans addressing their specific emotional, physical, educational, and social needs.
 - Voice and Participation: Actively involve children in decisions impacting their lives, fostering a sense of ownership and agency. Implement regular house meetings, suggestion boxes, and individual check-ins.
 - Advocacy: Champion children's rights and best interests, acting as a liaison with schools, social workers, and other relevant agencies.
- **II. Safe and Stable Environment:** Cura Care Homes should be a haven where children feel secure and protected.
 - Robust Safeguarding Policies and Procedures: Implement stringent policies and procedures aligned with NSPCC guidance, ensuring staff training covers recognising and reporting abuse, online safety, and child protection. Regularly review and update these policies.
 - Physical Safety: Maintain a safe physical environment, including secure premises, regular safety checks, and adherence to fire regulations. Consider age-appropriate design features to minimise risks.
 - Emotional Security: Foster a consistent and predictable routine, providing a sense of stability and reducing anxiety. Establish clear expectations and boundaries while offering emotional support and understanding.
- **III. Promoting Positive Development:**
 - Education and Skills Development: Prioritise education, supporting children's academic progress through tutoring, homework assistance, and advocacy within the school system. Encourage the development of life skills, such as cooking, budgeting, and self-care.
 - Emotional and Mental Well-being: Provide access to mental health support services, including counselling and therapy. Promote emotional regulation skills through mindfulness exercises, emotional literacy programmes, and positive coping strategies.
 - Social Integration: Encourage healthy social interactions and community involvement through participation in extracurricular activities, volunteering, and community events. Facilitate the development of positive peer relationships.
- **IV. Highly Skilled and Compassionate Staff:**
 - Rigorous Recruitment and Training: Implement a thorough recruitment process including background checks, references, and interviews focused on assessing candidates' experience, values, and commitment to child welfare. Provide comprehensive training on safeguarding, child development, trauma-informed care, and positive behaviour management.

- Ongoing Supervision and Support: Offer regular supervision and support to staff, creating a culture of reflective practice and continuous professional development. Encourage peer support and access to external mentoring.
- Staff Wellbeing: Recognise that caring for vulnerable children can be emotionally demanding. Prioritise staff wellbeing through providing adequate time off, access to counselling services, and promoting a supportive work environment.
- **V. Continuous Improvement and Accountability:**
 - Regular Evaluation and Review: Implement a system for regularly evaluating the effectiveness of programmes and services, utilising feedback from children, staff, and external stakeholders. Conduct regular self-assessment audits using tools like the NSPCC's online tool.
 - Transparency and Open Communication: Maintain open communication with all stakeholders, including children, families, social workers, and regulatory bodies. Be transparent about policies, procedures, and outcomes.
 - Compliance with National Minimum Standards: Adhere to the **National Minimum Standards for Children's Homes**, ensuring that Cura Care Homes meets all regulatory requirements and best practice guidelines.