



STATEMENT OF PURPOSE

FOREST VIEW

Reviewed/Updated: 06.09.24

Foreword

This statement of purpose has been prepared in accordance with the requirements of Regulation 16 and schedule one of the Children's Homes (England) Regulations 2015.

Ofsted Regulated Children's Home

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QUALITY & PURPOSE OF CARE

Affinity Children's services and Forest View provide a privately owned residential children's home which is registered with Ofsted to provide care for three children aged 6 – 17 years pending the matching process.

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

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

The home cannot accommodate children who:

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

Where there are extenuating circumstances, and the home feels they can meet the needs of a child that fall outside of the admission criteria, the home will seek an amendment to their HMCI registration.

The Affinity Ethos

At Affinity Children's Services, we believe that our children's homes should be a safe place, where children are encouraged to reach their full potential, both educationally, emotionally and through engaging in any hobbies or interests they may wish to pursue. The adults at the home will ensure all children have their wellbeing needs attended to, including facilitating any emotional and physical health needs.

We promote the importance of listening and acting upon children's views, wishes and feelings wherever possible and in doing this support our children to feel happy, cared for and loved. Children will be encouraged to contribute to their choice of activities, meals and to support and contribute their views to the general day-to-day routines within the home.

In our home, the adults will support children to either develop or sustain positive relationships with the important people in their lives; this could be their family members, friends or the adults working at the home. They will support children to better understand these relationships and socially acceptable behaviours through appropriate role modelling, building trust and using structured discussion with the children.

Children will be encouraged to be ambitious, and the adults will nurture their educational progress and their ambitions for their future.

Within the home, children will be supported by a sufficiently skilled team of adults, and we will promote ongoing learning and development for the team. The home has high standards, and we strive to employ dependable individuals who work with kindness, integrity, respect, curiosity, and accountability. Externally we promote joined up working with a wider system of professionals for each child, their families, and communities of origin.

Forest View is a spacious home set in tranquil surroundings. It is important to us that the aesthetic of the home is maintained in such a way that is pleasing to the eye, feels warm and homely and has a welcoming feel so that our children can truly feel at ease when they come and stay with us.

The home aims to meet and surpass the key principles of residential childcare as contained in the Guide to the Children's Homes Quality Standards.

A description of our home

The home sits on a quiet road with privately owned houses and is a detached property that has been renovated to accommodate both adult carers and children. Forest View has up to six bedrooms and is in Hednesford, Staffordshire. All children's bedrooms have access to a private ensuite bathroom.

The home provides accommodation for up to three children of either sex. The home appears relatively small upon approach but inside it lends itself to being a large, spacious, and comfortable home set across three floors. The home has a conservatory, two lounges, a main and mini kitchen with an ample sized enclosed rear grassed garden. The front of the home provides parking facilities for staff and visitors.



There are linked fire alarms and smoke detectors throughout the property with mains and battery backup.

The adults will encourage each child that moves in to decorate their bedroom, encouraging them to take ownership of their space and personalise it in accordance with their wishes, views, and feelings. Each bedroom is fitted with thumb locks to promote the privacy, safety, and security of the children.



The location of our home

Forest View is in a safe, calm, and tranquil location within a short walk to a local nature reserve and very close to Cannock Chase in Hednesford, Cannock. Hednesford town centre is half a mile away and features a supermarket, card shop, pharmacies, and other independent retailers. A bus stops a few minutes from the home and links with the larger towns of Rugeley and Cannock. Hednesford train station is just over half a mile's walk from our home. Other local services include dance classes and a Pure gym. Hednesford park and skate park are both less than a mile away. There are several places of worship within close proximity including The Church of Our Lady of Lourdes and St Peters Church. The closest Mosque is 11 miles from the home located in Lichfield. Hednesford medical practice is three minutes' drive away and there are dentists and opticians also operating locally. A minor injury unit is around three miles away at Cannock Chase Hospital. The closest Accident and Emergency department is located at New Cross Hospital, 11 miles from our home.

Educational Services near the home include several Primary Schools and High schools including Kingsmead and Hednesford Valley both of which are judged as Good in their respective OFSTED inspections and are located within 2 miles from Forest View. JP Alternative Education is located a short drive away, they are rated 'Good' with Ofsted. We have already established good links and relationships with both Kingsmead and JP Alternative Education.

A local area risk assessment has been completed in relation to the location of our home and is reviewed annually or as changes occur to ensure any new or re-occurring risks are identified and minimised.

Supporting children's cultural, linguistic, and religious needs

Forest View provides excellent quality care to meet the needs of everyone; taking into account their gender, religion, ethnicity, cultural and linguistic background, sexual identity, mental health, disability or assessed needs, previous experiences and their current care plans.'

Forest View aims to employ an experienced and diverse team of adults from the local community. Where children have additional needs that are not fully met by the immediate team, the adults will make contact with local groups and resources for additional support or seek further training to prevent children from feeling isolated and to ensure that adults have the necessary skills to fully support all children within our care.

Our home promotes cultural diversity through culture-themed evenings. The adults will look to promote cultural awareness within the home with all children by using media content, books and attending, educating, or celebrating a variety of cultural events; some of which include Eid, Diwali, Chinese New Year, Easter, and Christmas.

The home will contact any local place of worship on a child's behalf and the adults will support children to attend services and classes should they wish to do so.

Whilst reviewing referrals the manager will be sensitive to ensure that children of faith can have their needs met within the local and nearby communities.

Handling Complaints

All complaints will be handled in accordance with our home's 'Complaints Procedure.' Children will be informed of these procedures in a variety of ways both through conversations with the adults at the home and within the children's guide which will be allocated to them prior to, (or upon) admission to Forest View.

Our home also has a 'non-contact' complaints process, where children may access complaints forms and envelopes from a communal area of the home to submit to either the manager of the home, their social worker, the Regulation 44 visitor, Ofsted and/or The Children's commissioner.

If the manager receives a complaint they will acknowledge it, make a formal record, and take up any follow-on action that is required to bring it to its resolution.

A copy of the 'Complaints' and 'Safeguarding Policies' can be available upon request from the manager or the responsible individual.

The child protection and behaviour management policies

The Registered Manager should be contacted in the first instance should you wish to request a copy of the home's child protection policies or behaviour management policy.

VIEWS, WISHES & FEELINGS

Consulting with children about the quality of their care

At our home, children's views, wishes and feelings are listened to and will be actively promoted using key work discussion, children's meetings and additional consultations. Children are encouraged to make age-appropriate decisions in relation to their care and the home in which they live. For example, children are involved in planning their weekly menus and activities. They are consulted and encouraged to personalise their bedrooms and share their views regarding the communal areas of the home. They will be periodically consulted of their views in relation to holidays and celebrations, the adults that provide their care, and wherever possible, we will aim to involve them with new staff recruitment.

The homes equality and anti-discriminatory practice

Our organisations working practices respect and value all individuals whatever their culture, gender, sexual orientation, nationality, race, religion, age or disability and they reflect the rights and responsibilities of all these groups.

We work to ensure that the principles of non-discrimination and equality of opportunity apply to everybody with whom we have contact with; and that nobody we work with is discriminated against; either directly or indirectly. This could include our interactions with our employees or our previous workers, children and their families or their associated professionals, visitors, or our suppliers. Our commitment is to provide a safe, comfortable, and positive environment where everybody is treated with respect and dignity.

Our children receive personalised care that promotes all aspects of their individual identities, and they will each be treated as an individual. They can exercise choice in the food that they eat, the way in which they dress, their personal care and in any religious worship should they choose to partake in.

Any discrimination is taken very seriously, and the manager will take the appropriate action in line with any grievances. Any discriminatory behaviour displayed by children will be challenged and further education provided. Where targeted behaviour is identified mediation may be used to improve relationships. Forest View may utilise external sources to support children in challenging inappropriate or uneducated beliefs. Our policies are monitored regularly. We will also monitor the cultural and gender composition of the adults that work within the home.

The rights of our children

Children have rights in relation to every aspect of the care they receive at our home. Their rights will be promoted, respected, and protected through our organisation's policies and procedures (which are written in accordance with The Children's Homes Regulation 2015; The Guide to the Children's Homes Regulations Including the Quality Standards, the Children's Act 1984 and 2004 and the UN Convention 'Rights of a Child'.)

Children will be encouraged to exercise their rights through key work discussions, children's meetings, and ongoing consultation. They will be allocated a key worker who will advocate for them on their behalf at their looked-after child review and educational meetings. Forest View will ensure that these meetings take place in line with the statutory arrangements.

Forest View encourages our children to share their views with the Regulation 44 Independent Visitor as well as encouraging all the children we care for to take on an advocate.

Wherever possible, children will be provided with access to external professionals following missing episodes in the form of return interviews. They will be encouraged to speak with their social workers following incidents involving physical intervention, to provide them with the opportunity to speak with an individual external to their care at the home, should they wish to raise any concerns.

Forest View commits to ensuring that our children are aware of their rights; their best interests are supported, and their views and wishes are encouraged and respected. Their identities will be promoted and wherever possible they will be able to enjoy time with their families and friends. The adults at the home will do their best to keep them safe and will receive training around sharing of their information to maintain their privacy as much as possible. The home will ensure that their basic needs are met or exceeded and that they are provided with the opportunity to access healthcare, education and enjoy their leisure time.

EDUCATION

Forest View will monitor children's educational attainment and where it becomes apparent their achievements fall behind their expected levels, we will advocate for a review of needs and encourage virtual schools and local authorities to review cases if an Education and Health Care Plan (EHC plan) would benefit the individual.

Supporting children with special educational needs

Children that hold such plans receive additional support with their education until they become twenty-five. Forest View will ensure that the EHC plans receive their annual reviews and that copies of these plans

are held on file so that the adults can support our children to work towards and meet their relevant targets that they are set.

Where appropriate Forest View will work with other agencies in reviewing and implementing these plans.

Arrangements for promoting educational attendance and achievement.

The manager will ensure that all children and children are provided with a Personal Education Plan, (PEP) and they will follow this up if they are not in place or kept updated within their termly review schedules by the relevant persons. The homes placement plan will incorporate all educational goals and will be reviewed accordingly to monitor progress.

Children transitioning back into education will be encouraged to do so on a slowly increasing timetable. We will focus on promoting education or educational activities during school hours and will use a rewards system to promote attendance. There is sufficient space for children to study at home. The adults will take an active interest in children's education and offer help and support with homework, as that would be of a good parent.

The child's key worker or manager will endeavour to attend parent's evenings and to have strong relationships with children's schools by promoting regular communication.

ENJOYMENT & ACHIEVEMENT

Promoting children to take part in activities to support and develop their creative, intellectual, physical, and social interests.

Forest View encourages our children to develop and maintain leisure interests or partake in hobbies within the community. The adults will complete risk assessments to make sure activities are carried out within safe parameters. Children are encouraged to plan activities as part of their children's meetings, or key worker sessions.

It is hoped that engaging children in enjoyable activity time will help them to develop their own identity skills and interests and enhance their sense of achievement and self-esteem; as well as provide the opportunity for children to make friends and develop their social circles.

Recreational opportunities will be offered to the children considering their creative, intellectual, physical, and social interests. Activities we promote include.

Scouts or brownies, Air, Police and Army Cadets, Sports clubs such as football, hockey, netball, swimming etc. Visiting local restaurants, Ten-pin bowling, Visiting the cinema, Going on a holiday or to the beach and Visiting the local parks.

HEALTH

Healthcare arrangements

Forest View seeks to promote and protect the health of all children by acquiring the appropriate consent in relation to medical matters as well as acquiring children's relevant medical history information, allergy information and follow-up of any overdue immunisations.

We will register all children with local health services immediately following their admission to our home and we will continue to promote ongoing attendance for related check-ups or arising health matters. We will facilitate or support any other health appointments for children in relation to their physical, emotional/mental, and sexual health.

We will provide age-appropriate education through key work for children around sexual health and substance misuse, such as drugs, alcohol, and cigarettes.

We will implement a health plan and maintain appointment records for each child which we will review regularly and monitor progress towards health aims or targets.

All the adults at the home that administer medication or deliver first aid shall be appropriately skilled and trained. The ethos of our home will be to promote healthy living including providing a healthy diet and encouraging regular exercise.

POSITIVE RELATIONSHIPS

Arrangements for children and children to spend time with their friends and/or families.

Wherever possible, Forest View encourages children to visit or to have some form of quality time with their friends and families, where this is supported by their placing authority.

We will seek to acquire written agreement around the logistics of any planned family time arrangements with the placing authority prior to making any arrangements, and we will seek to keep these written arrangements up to date. The adults can support visits either at the home or away dependent on risk assessments and the needs of the other children currently residing at the home. Supervision levels will be agreed upon prior to visits taking place. Family visits away from the home may be supported by our staff accompanying children via public transport or by the home's vehicle.

Children will be encouraged to take part in local clubs or groups to support them to make friends locally as well as retain friendships from previous homes, schools, or localities. Children should agree on visits with the home prior to making arrangements, however, these relationships are welcomed and will be supported at the home based on risk assessments and the needs of the other children in placement. Children may also be encouraged to access the local community to meet with their friends.

Additionally, children may be encouraged to maintain their relationships with family and friends via the telephone, video calling or social media. These arrangements shall be agreed upon with children's social workers.

All visitors to the home will have their identities confirmed through ID and a record made into the home's logbook. Typically visits will take place in communal areas of the home unless otherwise agreed by social workers and a 'family time record' will be made following the visit.

Under no circumstances will visits be cancelled due to a child's behaviour, however, should behaviour displayed pose an immediate risk; the agreed arrangements taking place may need to be postponed until the behaviour has subsided and the plan can be safely facilitated.

PROTECTION OF CHILDREN

Our use of surveillance or electronic monitoring

Forest View does not currently use video surveillance monitoring equipment at our home; however, if there becomes a need to monitor external security or young people at night times should they vacate their bedrooms, then bedroom door alarms may be utilised. The home does currently utilise front and rear door chimes and a motion detector alarm (back door) to notify staff of children leaving the accommodation in the sleeping hours. All children and their social workers are consulted, and the required permissions sought. These measures will be reflected in young people's guides and agreed upon with placing authorities prior to placement agreement.

The home will install a 'parent safe' application on young people's mobile phones. It will only be used remotely should children not adhere to their mobile phone agreements around phone checks or where there are concerns about a child's safety. An agreement will be made with the social worker prior to admission and children will be made aware of the application and when and how it could be used.

Behaviour & support

At Forest View we operate a policy of clear and concise boundaries. These are discussed with children upon their admission as part of going through the children's guide. It is expected that all children will push boundaries in some form or another. Children can use their behaviour to communicate their needs and negative behaviour can be considered an opportunity to promote negotiation and compromise. It enables the adults to better understand the child's specific need. Adults are trained and skilled to challenge children in a way that is non-punitive or controlling, promoting acceptance. The adults use calm and controlled responses to communicate respect, concern, and sensitivity.

Our approach is primarily based upon reward and praise and promoting the children's positive behaviours.

Behaviour And Risk Management Strategies (BARMS) are in place for all children to promote consistency when managing challenging behaviours. Plans are reviewed and updated on a regular basis and are agreed upon by all adults working directly with the children. The adults at the home will attempt to use proactive rather than reactive approaches based on the information available to them in the child's BARMS, encouraging children to consider the impact of their behaviour on themselves and others.

Where appropriate we may use negative consequences to encourage children to make better choices of behaviour going forward. Use of such consequence is kept to a minimum and is appropriate to the child's age and understanding and where possible is restorative in nature.

All consequences are recorded and reviewed by the manager so that they are fair, proportionate, and effective and that no measures contravene the restrictions as set out in Regulation 19 of the Children's Homes Regulations 2015.

There are behaviour management and consequence policies which give clearer definitions to the adults around issuing a reward or consequence for a behaviour. All policies will be reviewed by all new staff working at the home.

All the adults at the home are trained in GCM de-escalation, breakaway and physical intervention techniques and are assessed in their competency to use restraints safely, to keep staff or children safe or where there is serious damage to property. GCM aims to promote the least intrusive strategy and techniques. Staff also receive positive behaviour support training which further supports verbal de-escalation and teaches communication styles to support avoiding the need for physical intervention wherever possible. GCM is accredited by NFPS who provide training for the NHS, care and education sectors, local authorities and more, and all techniques are subject to medical reviews by independent medical experts.

Physical intervention is seen as a major infringement of children's rights and therefore only takes place if absolutely necessary. In line with Regulation 35 of the Children's Homes Regulations 2015 all physical intervention records are reviewed by the manager in a timely manner and staff and children involved in these incidents are appropriately de-briefed. Adults are only authorised to physically intervene after they have undertaken GCM/NFPS training (except in extreme emergencies where non-trained staff are permitted to assist, with the reasons for this being necessary, being recorded in the accompanying records).

During their period of probation and before adults are able to lead a shift without senior support, all staff will receive BEACON training. This module provides staff with further positive behaviour and de-escalation support. It focuses on using a nurturing approach that promotes openness through communication and reflection and teaches accepting of children's beginnings and lived experiences.

LEADERSHIP & MANAGEMENT

Registered Provider, Manager and Responsible Individual information

Registered Provider	
Name:	Affinity Children Services Ltd
Address:	The Old Coach House, Horse Fair, Rugeley, Staffordshire, WS15 2EL
Responsible Individual	
Name:	Ms Jennifer Henderson - Affinity Children Services Ltd
Address:	The Old Coach House, Horse Fair, Rugeley, Staffordshire, WS15 2EL

Registered Manager

Name:	Danielle Norton
Address:	Hednesford, Staffordshire, WS12 1TA

Staff Experience/Qualifications

See Appendix A for a list of the experience and staff team at Forest View.

Staffing Structure & Supervision Arrangements

The Registered Manager, Danielle Norton, reports to the Responsible Individual, Jennifer Henderson, who consults with the home's director. The Registered Manager is supported by three senior staff and a team of Residential Care Workers. Each child is allocated a "key worker" who takes responsibility for the most important aspects of the care of the child, with the overall and general care as a shared responsibility of all the adults at the home. The key worker takes part in regular reviews of the child's placement and care plan ensuring continuity of care. Staff receive regular supervision, and their training needs are assessed on a regular basis. Staff also undertake a formal annual appraisal with the manager at least once per year.

Forest View has an important responsibility to ensure that the adults are available in sufficient numbers to adequately manage the needs of the children, whilst ensuring that these resources are used efficiently and economically. Our home has the capacity to care for and accommodate up to three children.

Forest View is staffed 24 hours a day, 7 days a week. Shift times include a 30-minute overlap at the start and end of each shift to allow time for handover to be completed, ensuring continuity of care.

The home's staffing levels allow for adequate staffing during the day, and at night. Staffing levels are adjusted as necessary to ensure they are appropriate to meet the risk assessed individual needs of the children and young people in the home to ensure that a safe level of care is provided in line with the risk assessment.

Staffing ratios within the home may change depending on the needs of the children. However, when at full capacity, this will be a minimum of 2 staff to 3 children. This may mean at times; a lone staff member is supporting up to two children. Staffing ratios, when behaviour warrants it or whilst admitting new children, will typically be at one staff member to one child.

Staffing levels are in line with the individual needs of the children placed at the home. When children are at school and away from the home, the home may not be attended or fully staffed however, one member of staff is always contactable, and details are supplied to all schools.

Any member of staff on duty may contact the "On-Call" manager in the case of an emergency. The "On-Call" rota, with contact telephone number(s), is available for all staff. As the home may have only one person on duty at any one time, and all staff share in the rota, all staff have a risk assessment in respect of lone working. This is maintained on the employee's personal file, together with a signed copy of our Lone Working Policy.

A policy around staff supervision is available from the manager.

All employees will receive the support they need to carry out their jobs. Employees with direct responsibility for the delivery of care will have organised and regular review sessions with a nominated supervisor/manager. This process is known as “supervision” and is in addition to the employee’s annual performance appraisal.

Supervision sessions will be completed a minimum of once a month for all full-time staff and pro rata for bank/agency staff. On occasions, group sessions may be arranged, but all staff will be provided with the opportunity to speak privately with their supervisor if required.

Staff are encouraged to request informal or further practice review sessions if they require additional support in any aspect of their role or wish to have their feelings or views documented. Additional sessions may be scheduled for new staff to support with their induction into the home.

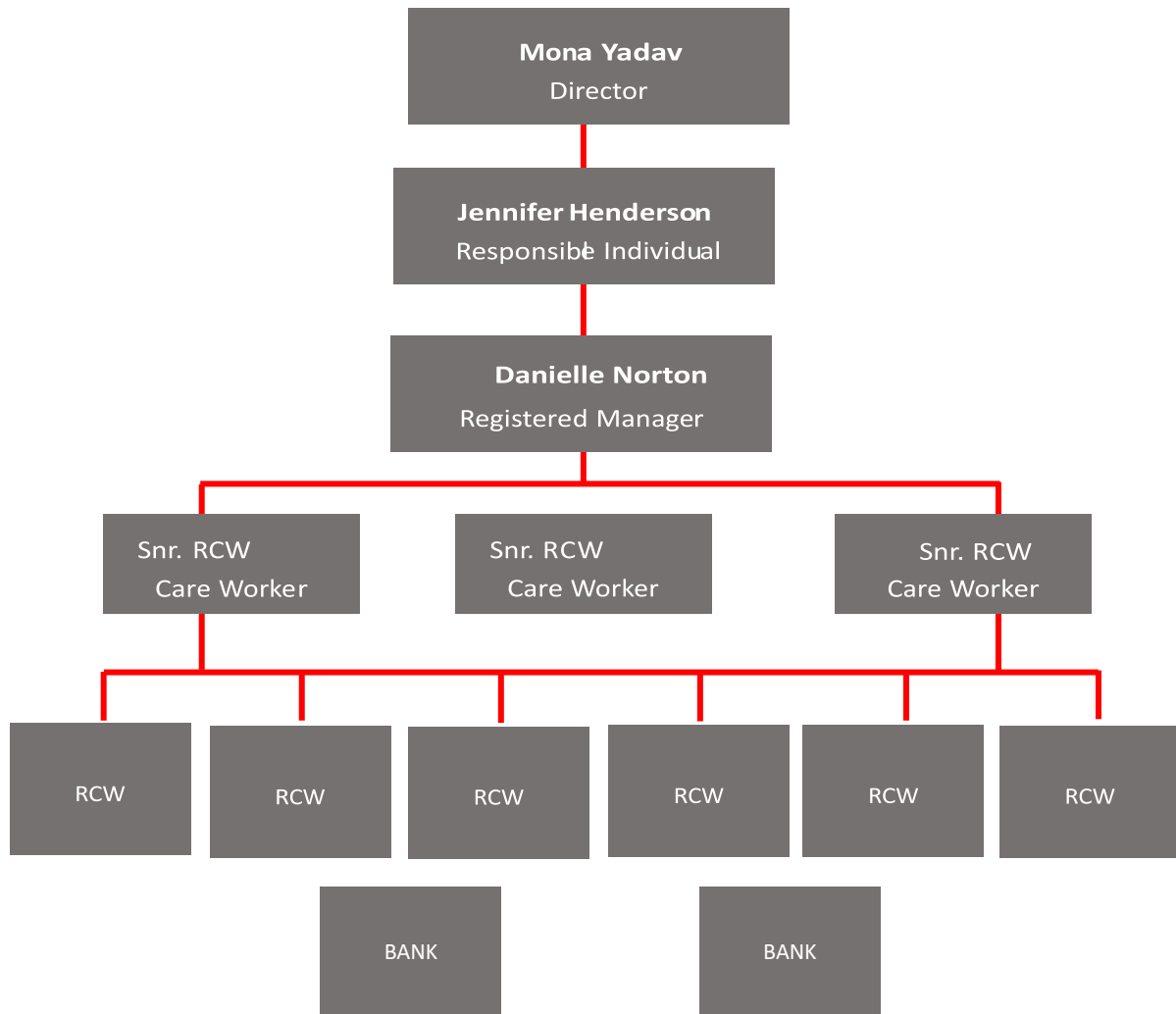
All new staff will be subject to completing an induction pack to ensure they are appropriately skilled for the role. Their progress towards the completion of this document will form their probationary review. Where any training needs are identified these will be incorporated into the employee’s Personal Training and Development Programme.

Promoting Appropriate Role Models

Forest View employs adults of both sexes.

Staffing Structure Chart

See over page



Care Planning

All referrals will be considered by our home's manager and the responsible individual. Due consideration will be given to the children already residing in the home. An assessment will be completed prior to the admission of any children to determine whether they will be appropriately matched to the current children residing in the home and that their arrival shall not significantly impact on the stability of our current residents.

Wherever possible, admissions are planned, and children can partake in a transitioned move to the home consisting of some visits to the home to meet with the adults and other residents where possible.

We will accept emergency admissions ensuring that the appropriate referral information has been received and an impact assessment has been completed and meets the desired criteria.

Emergency placements will only be accepted where a child's bedroom is adequately prepared and the required staffing arrangements are in place. For all emergency admissions a planning meeting must take place with the child's social worker within 72 hours of the admission.

For all admissions, either the manager or a Senior worker will be at the home to welcome the child.

Document Review

Date of review	Summary of changes	Version	Reviewers initial
22/11/22	Initial draft	V1.0	JH
15/01/23	Formatting and review	V1.0	MY
30/01/23	Typo, removed address, revised PI information.	V1.0	JH
19/06/23	Staffing information and structure updated	V1.0	JH
27/07/23	Staffing information updated	V1.0	JH
27.09.2023	Revised staffing information	V1.0	JH
25/10/2023	Terminology changes	V1.0	JH
30/10/2023	Behaviour and support	V1.0	JH
30.01.2024	Staffing information updated	V1.0	TR
21.02.2024	Staffing information updated.	V1.0	TR
14/03/24	Document formatting and page numbers	V1.1	JH
12/04/24	Staffing information updated.	V1.1	TR
14/05/24	Staffing information updated.	V1.1	TR
20/05/24	Location and Protection of children updated	V1.2	JH
12/07/24	Staffing Structure & Staffing Information	V1.3	JH
6/09/24	Staffing Structure & Staffing Information	V1.4	DN

Name & Role	Qualifications and Experience
Responsible Individual - JH	Jennifer, holds a NVQ Level 4 Leadership & Management, NVQ Level 3 and 4 in Health and Social Care
Jennifer brings over 18 years of dedicated service within the residential children's sector, highlighted by her profound understanding of pertinent legislation. Her career includes roles as a manager with repeated outstanding Ofsted ratings, and development work on computer solutions for children's homes. She also provides Regulation 44 visits for Children's Services. Additional Qualifications: Expertise in Safeguarding Children, Advanced Behaviour Management, and Compliance with Health and Safety Regulations.	
Registered Manager - DN	Danni, holds a NVQ Level 3 and 4 in Health and Social Care, QCF Level 5 Diploma in Leadership and Management for Young People and Children's Services
Danielle's extensive experience since 2008 in managing varied residential care settings underpins her robust managerial acumen. She has a proven track record of enhancing care quality for young persons with complex needs, including MAPPA level 3 cases and child sexual exploitation. Her leadership is characterised by a strategic and responsive approach, ensuring the delivery of high-quality services. Additional Qualifications: Specialised Training in Crisis Intervention and Therapeutic Care Practices.	
Senior Support Worker - JT	Jayne, holds a Level 3 Diploma in Residential Childcare
Jayne has quickly risen through the ranks due to her passionate and effective approach to residential childcare. Her focus on children with emotional and behavioural difficulties is complemented by her tailored support strategies, which are crucial for the children's development. Additional Qualifications: Certified in Mental Health First Aid and Child Psychology, enhancing her responsive care capabilities.	
Senior Support Worker - RR	Rebecca, holds a Level 3 award, currently working towards Level 5 qualification
Rebecca's extensive experience, coupled with her ongoing professional development, makes her a cornerstone of our care team. Her kind and diligent approach significantly enriches the care environment, fostering high aspirations and excellent outcomes for all young people under her supervision. Additional Qualifications: Training in Special Educational Needs and Trauma-Informed Care, bolstering her effective and compassionate care delivery.	
Senior Support Worker - NR	Nichola, Level 3/4 Diploma in Children's Residential Care, Access course to Nursing, Level 2 Diploma in Adults' Health and Social Care
Nichola has dedicated over a quarter-century to the care sector, bringing a depth of experience and a commitment to excellence that benefits both the	

children and the staff. Her leadership in therapeutic and complex care settings ensures that each child receives personalized and effective support. Additional Qualifications: Advanced training in Palliative Care and Leadership in Care Services, equipping her to handle diverse care scenarios with expertise and empathy.	
Residential Care Worker - CS	Chris , awaiting enrolment in Level 3 Children and Young People QCF
Chris brings a wealth of understanding of parenting to his role as a Residential Care Worker. Known for his engagement in outdoor educational activities, he motivates and promotes a vibrant, engaging environment for the children. Additional Qualifications: Training in Leadership level 1 and FA football coaching, identifying mental behaviours children and young people, empowering him to contribute creatively and effectively within the team. Chris has successfully completed his induction	
Residential Care Worker - DS	Deborah, diverse professional background including roles as a youth worker, outreach worker, and qualified Social worker
Deborah's varied career equips her with a holistic understanding of child care, enabling her to adapt swiftly and effectively to the needs of the children. Her expertise in social work and youth outreach is invaluable in developing comprehensive care strategies. Additional Qualifications: Advanced Diploma in Social Work Therapy, enriching her supportive interactions with the children.	
Residential Care Worker - SC	Shera, transitioning from adult social care, awaiting enrolment in Level 3 Children and Young People QCF
Shera's successful transition from adult to childcare highlights her adaptability and commitment to professional growth. Her background in disability support provides her with unique insights and skills, which she applies to foster a nurturing environment for the children. Additional Qualifications: Disability Support Certification and Training in Person-Centred Planning, enabling her to deliver personalised and effective care.	