

Ortu Specialised Home



Aims and objectives

Home Manager: Dr Aida Lockton

RI: Munamho Gumbo Mberi

Please direct any complaints to the Home Manager. Our complaints policy can be accessed via our website www.ortuhome.com

All other relevant policies can also be found on the company's website.

Please also refer to the website to view our bespoke educational curriculum, that can be tailored and individualised to meet the needs of children and young people.

Aims and objectives

The diversity of all young people and support staff is valued by Ortu Specialised Home Limited and they are continually striving and promoting a positive identity and valuing diversity through person's centered care. The recruitment, assessment, and approval of all staff is focused on providing a range of skills, able to meet the diverse needs of the young people referred to us.

Ortu Specialised Home Limited (ELMFIELD house) will ensure that it will be financially viable for the purposes of achieving the aims and objectives set out in the statement of purpose. Adequate accounts will be maintained, and a copy of these accounts will be provided by a certified accountant.

To ensure our accommodation meets the needs of the children, ELMFIELD house provides risk assessments, health and safety checks and audits, fire safety risk assessments and guidelines, emergency lighting, policies, floor maps, emergency exits and trained staff.

Ortu Specialised Home Limited are here to make a lifelong and lasting difference to young people's lives.

ELMFIELD house will provide residential care and education to young people, aged 14-17 years of both male and female.

Ortu Specialised Home Limited's proposal is to enrich the lives of young people in our care whom are living within Jay's House by helping them to overcome their difficulties, fulfil their potential and achieve the very best outcomes. Ortu Specialised Home Limited recognises that Education and Social Care are intrinsically linked and offer optional bespoke educational packages to residents, in order for them to develop their skills. Gaining recognised qualifications will build confidence and enhance the young people's career choices and job prospects.

ELMFIELD house uses PACE, the Secure Base Model and the Therapeutic Community Model as the foundations to approaching behavioural management and caring for children and young people. All staff are also trained in behaviour de-escalation, which is delivered by Intelligensa. All staff hold up-to-date certificates in this.

To achieve these objectives, we believe that young people require:

- A care environment that is safe, stable, nurturing and non-judgmental.
- Support Workers who are understanding and compassionate.
- A team that has informed approaches to the development and implementation of therapeutic care programmes to meet individual needs.

ELMFIELD house will also ensure that they adhere to children's rights and allow the voice of each child to be heard.

The UN Convention on the Rights of the Child (UNCRC) sets out the rights of every child in the world to:

- Survive

- Grow
- Participate
- Fulfil their potential

Hand House and ELMFIELD house will:

- Ensure children's voices are heard
- Set out when a child can take part in various activities
- Make sure children have access to education
- Provide for children having a safe home
- Provide support for children who need to leave home
- Make sure children are safe if they decide to get a job
- Make sure children's personal information is safe.

Ortu Specialised Home Limited has seniors with a vast range of experience and qualifications within education and the social care sector. Having worked with young people for many years, their expertise and drive for this new set-up is authentic and very close to their hearts.

Dr Aida Lockton and Dale Mordlock (Seniors) have had a vast amount of experience in dealing and working with children and young adults that present with having special educational needs and diagnosis of autism, ADHD and FASD. Dale also comes with a vast knowledge of mental health and substance misuse. They, as well as staff are also trained in self-harm, trauma and safeguarding, with all staff having completed mandatory training.

ELMFIELD house has access to a variety of Consultants, including a psychotherapist, SENDcO, Occupational Therapist and practitioners to support Emotional Literacy, well-being and mental health.

Weekly meetings, Reflective practice sessions. MDT alongside daily handovers inform the staff about what needs the children have, and how they are supported within these. Ortu considers communication between its team extremely important and are aware that every team member needs regular and up-to-date training. They carry out regular supervisions and are aware that the mental health of their staff is also paramount in order to carry out the demanding roles of supporting the children and young people. Hand House and ELMFIELD house staff use Charms database to ensure evidence and reporting procedures are adhered to and these details can be accessed securely.

The Seniors are committed in delivering excellent leadership and are passionate about caring for and enabling young people to develop and thrive, where they promote a working environment whereby hard work and dedication is highly valued and recognised.

Dr Aida Lockton has an ADHD diagnoses, and is very aware of the struggles that autism can present in young people and specialises in Neurodiversity and assessments. Her last position held was Head of curriculum and Career, at a setting for young people with SEMH and SEN.

The staff team at ELMFIELD house comes with a vast pool of knowledge, experience and skills:

Our RI – Mr Gumbo Mberi, **initially trained as a fully accredited Social wealthfare and public health officer, moving onto to working with various vulnerable client groups. After working in many different positions within the community , he progressed into**

running running adults and children's home. After 10 years of running the homes, he set up his own Domiciliary health care service. All of his services have been heavily regulated, he is fully accustomed to the requirements of any given regulating body. He has been a CQC Registered Manager of a service for over ten years.

Our Home Manager – Dr Aida Lockton, initially trained as a University lecturer, she went on to work SEHM units and as a consultant within mainstream school in supporting schools to develop inclusive teaching hubs for children with SEMH and EBD concerns. She has worked in several children's home and supported living accommodations where she was able to support the staff with independence, education and mental health support. Following on from that, she has worked in Residential schools where she has developed bespoke teaching provision for children with SEN and SEMH whilst being a Lead Curriculum coordinator. Aida comes with over 20 years of experience in care and education and has qualifications, in teaching, lecturing, Nurture practitioner, ELSA, emotional literacy, SEND diagnosis and SEMH.

Our team leaders come with experience within care, working with young people within the community, Wellbeing experience, Swimming instructor qualifications and catering qualifications. They specialise in wellbeing and coordinating activities.

Our Care and support staff comprises of a team full of energy, transferable skills, experience in care and community youth work, coaching qualifications and some also come from a care background themselves. The team offers a unique mix of varied age range which is important for our young people as they all bring a uniqueness to the team.

Ortu Specialised Home Limited offers a team of 12 fantastic individual whom are keen to support and care for the young people who will be residing at Hand House and ELMFIELD house and calling it their home.

The children at ELMFIELD house will also have accessed to fully registered mental health, SALT, SEND and OT professionals to support them with their needs.

ELMFIELD house aims to provide a place of safety, nurture and wellbeing within a trusted environment. They have an extensive large team of professionals and practitioners that aim to meet the individual needs of each young person, enabling them to flourish and recognise their potential, within the safety and stabilisation of a family environment.

ELMFIELD house staff are fully informed by both the Fundamental Standards and the Children's Home Regulations and Quality Standards and will ensure that all the Ortu team are adhering to these and updated with changes. They also recognise the importance of regular training and pride themselves on a team that is well-informed and equipped to deal with the needs of the children and young people they care for.

Ortu Specialised Home Limited and the staff at ELMFIELD house believe that unconditional positive regard is the most powerful tool for change, and we adopt this mechanism throughout the company.

ELMFIELD house Objectives Through its Placements are to:

- Meet the day-to-day needs of all children and young people, to keep them safe from harm and neglect, and from physical, emotional, and sexual abuse.
- Contribute positively to planning for children and young people, thereby improving their life chances and opportunities.

- Work with the young people and any relevant voluntary and statutory organisations around the young person.
- Offer support and guidance to children and young people in education, training or employment.
- Encourage, and provide the means for, a healthy lifestyle.
- Raise awareness of health care matters in the young person.
- Give support and guidance to young people through the difficulties and experiences of their childhood and adolescence.
- Provide support and guidance for children and young people living away from their home.
- Respect an individual's identity and to accept and support the children and young people with their culture and heritage.
- Support children and young people in preparation for permanency and/or independence.
- Encourage our children and young people, according to their age and understanding, to participate in planning and decision-making affecting their lives.
- Listen to what children and young people say, to help them achieve positive outcomes.
- Improve the level of care provided by Ortu through active consultation with staff and young people.
-

1. The quality and purpose of care standard (Regulation 6)

The Home Manager understands it's aims, how to make sure it meets children's and young people's needs and understands how best to do this.

2. The children's views, wishes and feelings standard (Regulation 7)

Children's views are listened to and taken seriously. They are given the opportunity to talk, complain and give feedback.

3. The education standard (Regulation 8)

Children and young people are supported by staff in the home to make progress in school and all aspects of education and given everything they need in order to do this.

4. The enjoyment and achievement standard (Regulation 9)

Children and young people are supported and encouraged by staff to do activities.

5. The health and well-being standard (Regulation 10)

Children and young people are supported to be healthy and to be made aware of positive changes that effect their own health. They have access to a GP, Dentist and Therapy as required or needed.

6. The positive relationships standard (Regulation 11)

Children and young people are helped to develop good relationships with adults and other young people and to understand the behaviour that is needed in everyday life.

7. The protection of children standard (Regulation 12)

Hand House and ELMFIELD house staff keep children safe and help them understand how they can keep themselves safe.

8. The leadership and management standard (Regulation 13)

The Home Manager provides an environment within the home that help children be the best they can be.

9. The care planning standard (Regulation 14)

Hand House and ELMFIELD house provide well planned out and individualised care, included in all aspects of admissions and placements of their young people and children.

At ELMFIELD house we seeks to work closely and collaboratively with Local Authorities, Social Workers, CAMHS and other representatives and bodies. Also, as part of working in partnership, every effort will be made to work with parents, those with parental responsibility and significant others, to identify and meet the needs of the young people, promoting safe contact between children, their families and friends.

ELMFIELD house is committed to working in partnership with other organisations to safeguard our children whom might be at risk and has developed robust policies and guidance for staff and support workers. All staff have access to the Companies handbook and all policies and procedures through their CHARMS log in.

ELMFIELD house is a 4 bedroom family style property situated in the London road area, Leicestershire, where we support children and young people by meeting the needs of the different experiences they bring with them.

Stoneygate/London road is a town in the borough of leicsetser City in the county of Leicestershire and has a thriving high-street at the center of a busy and friendly community. ELMFIELD house is located 10 minutes outside of Leicester City Centre but has all the amenities needed on a daily basis.

It has easy public transport routes into the city and is a short drive away to the Leicestershire countryside, providing flexibility and choice to lifestyle.

How do we work?

Ethos - Our uniqueness stems from our values, ethos and attitudes. ELMFIELD house is an exceptional home.

This is a home where children and adults feel a genuine sense of belonging. We do not consider ourselves as a residential children's home, but rather as a home where children belong and where we all feel part of the family.

We tell our children that we love them and we miss them and hold them in mind when we are not at Hand House and ELMFIELD house. We do not say that staff members are coming to work, but that they are returning to the Ortu family.

The adults at ELMFIELD house are genuinely fond of the children and we all take time to be with them and to listen. We advocate for them and will source an independent advocate if we feel that they need one. If our children feel down or need comforting, we will offer a hug. The ethos of the home is to promote children's rights whilst supporting them to develop a sense of personal responsibility to themselves and to others.

Conversations are continually held with our children to reinforce their thinking about rights and responsibilities and reparation models are used with children to develop empathy and understanding.

Our aim is to provide a therapeutic environment so that children can learn to trust and to redress some of the difficulties that they have experienced in their earlier lives. We work using

a model of mind-mindfulness, PACE and DDP, led by our psychotherapist and we have an embedded therapeutic approach.

We do that by providing a countryside environment, a large comfortable home, positive attitudes, enhanced experiences and on-site wrap-around provision. (See our Ortu ethos and mission statement.) Communication – We do not pay ‘lip service’ to the concept of ‘the voice of the child’ Central to our work is the skill of listening to the children and guiding and supporting them to advocate for themselves. If the adults are discussing things which need a decision or require choices, we ask the children their opinions and we are led by their ideas. Children have a choice in the appointment of new family members and participate in interviews and are encouraged to give feedback to the adults at all levels.

We are open and honest with our children, whilst dealing in a sensitive way with information which may be hurtful for them. In the home the children have group ‘chats’ where they can voice their opinions and have a genuine impact on decisions that are made in the home.

All adults, but particularly the child’s ‘home guardian’, spends time with him/her on an individual basis to do direct work, to explore the child’s views wishes and feelings and to advocate for the child where relevant.

All these practices help to develop the child’s emotional literacy. At the same time, children are to learn to respect the view, wishes and feelings of others and to be considerate and tolerant of others. Children who feel that they have a complaint or grievance are encouraged and supported to fill in the children’s complaint’s form. Parents/carers and other adults in the child’s life may also wish to lodge complaints or to raise a concern on behalf of the child.

The home manager takes all these seriously and rigorously follows up on any complaints raised by the children. The Home Manager has an open-door policy with the children and spend quality time with them to demonstrate that they are valued. The adults communicate and share information that is vital to the smooth running of the home and to the understanding and promoting the well-being of each child. Moving in and Leaving ELMFIELD house – The home and the school (go through a careful ‘matching’ process before we take new children into the home. Sometimes we may take up to three months to find the right match for our home.

Children are admitted if their profile is compatible with the other children who live in the home. Additionally, we engage with our children to have meaningful discussion about who they think would be a suitable new young person for the home. Once the process of admission has been started, we begin to prepare our children for the changes to come. If the home receives an enquiry regarding a new referral, then the manager and RI will consider if the home is an appropriate placement. If so, the Home Manager and/or RI will speak to the social worker and parent/carer and visit the child if possible. If a placement is offered the child will be offered a visit to the home and, ideally, a transition period will be planned to support the child’s move to ELMFIELD house.

The home may consider taking an emergency admission. In this case the Home Manager and RI will do this by trying to gain as much information about the child as possible before admission to determine if we can meet needs and, if the home is an appropriate placement, to ensure that there is a robust team of adults in place to support the new young person on placement.

We will also take the time to talk it through with our children. As soon as possible the home manager and home team will try to find out as much further information as possible about the child in order to meet his/her needs. In all cases a review meeting will take place within 72 hours after placement and review meetings will follow the statutory guidelines thereafter. Except in times of crisis, most of our children will leave Hand House and ELMFIELD house in a planned way. Young people will go onto an independence plan and will be prepared in

advance for changes. Our children who move on will be welcomed back to visit ELMFIELD house and, maybe, to come for Sunday dinner as a family member who is moving on.

Protecting our children – We have robust safeguarding policies and procedures and the adults at ELMFIELD house are required to undertake statutory, regular ‘Safeguarding’ and ‘Health and Safety’ training.

The RI and the bursar have undergone ‘safer recruitment training’ and new staff are subject to rigorous checks before employment. Our children are usually staffed on a 1:1 or 2:1 basis. All adults are trained in managing challenging behaviour and they work with young people in line with the home’s Behaviour Policies.

They support young people to make positive choices and work towards improve their behaviours. The adults monitor any incidents of bullying and make it clear that bullying will not be tolerated at the home. The home tries to avoid the use of physical intervention and this is only used if someone is going to be seriously hurt or there is extensive criminal damage. The adults are trained to avoid using restraint and to learn to identify triggers and build-up of negative behaviours and to diffuse these where possible. Records of all incidents involving PI are stored in the child’s file and made available to relevant professionals when requested. Careful consideration is given to keeping the environment safe for the young people and consistent Health and Safety checks, including Fire safety checks are done to meet standards and to create a safe space for children to grow.

The Therapeutic Approach - The home offers a fully integrated service supporting education and therapy. The therapy service are provided on site. Multidisciplinary meetings take place at every level of the organisation, such as across the organisation, at senior level, and various groups meet at senior management level. Training across the organisation is integrated, as is ‘reflective practice’ meetings to ensure consistent working with the children in the home and school issues which may impact on the children in the home.

We have a permanent psychotherapist, Carolyn Barney and a Speech and Language therapist, available to all children who need this intervention. The managers, therapists and adults staff believe that certain environments and activities are therapeutic for children and this is in line with our ethos and model of therapeutic working. For this reason, art activities, pet care, music, dancing, gardening, swimming and other outdoor activities are valued and promoted. The psychotherapist leads on using a DDP (Dyadic Developmental Psychotherapeutic) model which uses PACE, (Playful, Accepting, Curious and Empathic), approaches. The home has also begun to use SCERTS, a developmental approach to working with children with ASD. Our Speech and Language Therapist works with children in the school and uses the ‘Zones of Regulation’ with the children to help them to express their emotions and to develop their emotional literacy.

The Achievements of our children – We celebrate every bit of achievement by our children so that they feel valued. We also seek out opportunities for our children to achieve outside the home. We have high aspirations for our children and we support them to achieve.

Good practice by our Ortu Family – We actively support our children as they transition into the home. Gradually the children begin to build relationships and respond to the adults. Over a longer period, that staff members built up a very good relationship with the child and she began to make positive relationships within the home. On entry to the home many of our children have frequent episodes of ‘loss of control’ – emotionally at a much younger age – the adults in the home refurbished the home with sensory features and offer play opportunities to engage the children. Play also encourages the adults and children to laugh together and builds

relationships. These strategies include taking space in the garden in calm, or going for a walk in the near by countryside surroundings, having a hug when it is needed, putting sensory things in rooms and in the conservatory, speaking in a calm manner without getting into arguments. Children have incentive charts for managing behaviour positively and incidents have significantly reduced in number. These are strategies are amongst those that we would use with any children who have difficulties with their behaviours.

Welcome handbook - The adults in the home asked the children about the information and layout of the 'Handbook' for new young people. Based on their feedback, the Handbook was completely re-designed and the children's suggestions formed the basis of it. This benefited new children coming into the home.

Members of our staff team have access to a robust training program. All staff are encouraged to participate in weekly 'Reflective Practice' sessions and 'Integrated Care' meetings. This enable joint working around the child.

Good health – Each new child is allocated a 'home guardian/keyworker' who is responsible, under the home manager, for the child's records, ensuring that medical appointments, meetings and visits take place in time recoding direct work sessions, and to advocate for the child. When children move into the home, they are registered at the local GP surgery, dentist and opticians in accordance with the wishes of the local authority social services and/or parents/carers. The local LAC nurse for Leicestershire works with the children on any health issues, the LAC medical, sexual education and drugs and substance abuse issues. Records are kept of all medical appointments and feedback from these appointments is kept confidentially in the pupil's individual files.

These records are made available to relevant professionals and/or parents if appropriate. Children's health is monitored and medical appointments when required. If these appointments do not lead to improve health for the child, further appointments will be made, with alternative healthcare professionals if possible.

The organisation has engaged a part-time psychotherapist and speech and language therapist, and, if the local authority requests therapeutic provision this will be arranged as requested. Children are encouraged to have a healthy diet. Hand House and ELMFIELD House are homes that pride themselves in home nutrition and cooking. The adults and children make all meals from scratch with natural produce.

Furthermore, Ortu specialised Home Limited provides solo placements and for further information, please do not hesitate to contact the referral team.

The adults also engage with the children to do regular exercise and numerous activities are put in place to support physical exercise and outdoor pursuits.