

Statement of purpose



Aims and Objectives

Khaya Home

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

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

Please also refer to the website to view our bespoke independent skills programme, that can be tailored and individualised to meet the needs of young people.

Aims and objectives

We at Khaya Home Limited are dedicated to providing a nurturing and family-oriented environment for children in need of care and support. Our mission is to create a safe and loving environment where children can thrive emotionally, socially, culturally, and academically.

Khaya means home, and a good family home is what we provide for our children and young people. We strive in supporting our young people in developing their sense of self where we aim to encourage communication and create a sense of belonging where any behaviour is understood and supported to meet cultural and social norms.

At the heart of our philosophy is the belief that every child deserves a stable and caring environment where they can grow and develop to their full potential. We strive to create a sense of family and belonging for each child in our care, fostering strong relationships and a supportive community.

Our experienced and compassionate staff are committed to providing individualised, bespoke care and attention to each child, addressing their unique needs and helping them overcome challenges. We believe in the importance of holistic and therapeutic care, focusing on the physical, emotional, and psychological well-being of every child.

Through a combination of structured routines, Independence and life long learning activities, therapeutic interventions, and recreational opportunities, we aim to create a well-rounded and enriching experience for the children in our care. We work closely with families, social care teams, and other professionals to ensure that each child receives the support they need to thrive. Our approach varies from tools and approaches such as PACE, Trauma informed approach, SCERT, ELSA to name a few.

Our Proposal is to enrich the lives of young people in our care by helping them to overcome their difficulties, fulfil their potential and achieve the very best outcomes. Khaya recognises that Education and Social Care are intrinsically linked, and we offer bespoke educational packages for our residents. Gaining recognised qualifications builds confidence and enhances our young people's career choices and job prospects.

Our ultimate goal is to empower children to build confidence, resilience, and positive relationships, equipping them with the skills they need to succeed in life. We are committed to providing empowerment through the provision of a warm and welcoming home where children feel loved, valued, and supported every step of the way.

Khaya specialised home will provide residential care and bespoke independence steps to children and young people aged 13+ years old.

All staff are also trained in behaviour de-escalation, which is delivered by Intelligensa. All staff hold up-to-date certificates in this.

At Khaya home we will:

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

The Founders of Khaya Home Ltd come with a vast range of experience and qualifications within education, Youth work, mental health, Learning needs 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.

The founders 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. They also comes with a vast knowledge of mental health and substance misuse, behaviour management and are also trained in self-harm, trauma and safeguarding.

Khaya has access to a variety of Consultants, including a psychotherapist, SENDCO, Occupational Therapist, behaviour experts and practitioners to support behaviours that challenges, Emotional Literacy, well-being and mental health.

Weekly meetings, Reflective practice sessions. Strategic intervention meetings, MDT alongside daily hand-overs inform the staff about what needs the young people have, and how they are supported within these. The Khaya family considers communication between its team extremely important and are aware that every team member needs regular and up-to-date training and supervisions. 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 young people. The staff team within Khaya uses secured database to ensure evidence and reporting procedures are adhered to and these details can be accessed securely.

The directors 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/ASD diagnoses, and is very aware of the struggles that autism can present in young people and specialises in Neurodiversity and assessments.

She 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 Director Netho Fuzane, originally trained as health and safety officer and worked for several years within the community and youth support. He comes with a vast knowledge of children and young people development and has a vast understanding of safeguarding, health and safety, people management and behaviours that challenge.

He has worked with several organisation including children services, youth offending services, schools and the police and recently as a Deputy manager.

Our Director Thando Mguni, comes with years of experience in children's home and adult mental health where she excels in mental health and assessing. Thando is also a qualified social worker and previously worked as a Home manager and Mental health practitioner. Her ability to use her transferable skills allows her to capture the essence of the children through play and social skills.

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

Our team leaders come with experience within care, working with young people within the community, Well-being experience, Swimming instructor qualifications and catering qualifications, teaching qualifications, ASDAN and therapeutic approach qualification. They specialise in well-being 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.

Khaya offers a team of 16 fantastic individual whom are keen to support and care for the young people who will be residing within their homes and calling it their home.

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

The staff within the Khaya family are fully informed by both the Fundamental Standards and the Khaya Home Regulations and Quality Standards and will ensure that all the 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.

We are fully informed by the OFSTED Fundamental Standards, ensuring that all of the Khaya staff team are adhering to these and are updated with relevant and compulsory regular training.

We believe that any behaviour is a form of communication that must be understood, and we adopt this mechanism throughout the company.

Khaya's Objectives Through its Placements are to:

- Meet the day-to-day needs of all young people, to keep them safe from harm and neglect, and from physical, emotional, and sexual abuse.
- Contribute positively to planning for young people, thereby improving their life chances and opportunities.
- Work with young people and any relevant voluntary and statutory organisations around the young person.
- Offer support and guidance to our young people in education 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 adolescence.
- Provide support and guidance for young people living away from their home.
- Respect an individual's identity and to accept and support the young people with their culture and heritage.
- Support young people in preparation for permanency and/or independence.
- Encourage our young people, according to their age and understanding, to participate in planning and decision-making affecting their lives.
- Listen to what young people say, to help them achieve positive outcomes.
- Improve the level of care provided by Khaya through active consultation with staff and young people.
- Provide Careers, advice and guide following the Gasby's benchmark.
- Promote work related learning and accessing work experience.

All young people will receive support with:

- Hygiene routines
- Maintaining a clean and safe living environment
- Food preparation and healthy eating
- Food and grocery shopping and budgeting
- Joining and attending leisure and health activities
- Accessing and registering with health services
- Healthy relationships and safe sexual health
- Training or employment
- Family contact
- Taking care of their emotional and mental health
- Religious and cultural needs/preferences
- Reducing substance and alcohol abuse
- Safety and self-harm reduction
- Appropriate conduct and behaviours/reduction of offending behaviour
- Managing emergencies
- Socialising and community integration
- Attending appointments
- Independence skills development
- Bill payments, banking, savings and money management
- Obtaining independent accommodation and accessing a tenancy
- Self-esteem and confidence in order to reach their full potential
- Support with attending legal appointment regarding criminal matters

The Khaya family seeks to work closely and collaboratively with Local Authorities, Social Workers, CAMHS, 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.

Khaya is committed to working in partnership with other organisations to safeguard young people 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 secure log in.

Our residential properties are designed to model family style home, which consist of bedrooms and communal areas, as well as a garden and large driveway.