Dickson House

(Registered Children's Home Number SC035241)

Statement of Purpose

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1 INTRODUCTION

This Statement of Purpose is produced by The Carr Fenton Foundation and relates to Dickson House and the North Flat. Together, Dickson House and the North Flat operate as one Home: under the auspices of the Foundation.

This statement sets out the aims and objectives of the Home, and provides children, parents, and others with information as to how the Home is organised and managed.

Within this document, references are made to The Carr Fenton Foundation 'Policies and Procedures' and the 'Children's Home Practice and Guidance Principles' which must be read in conjunction with this statement. Policies, Procedures and Guidance Principles are readily available to view on share point. Hard copies of relevant Policies, Procedures and Guidance Principles are available on request.

Copies of this statement are produced for Ofsted and are also available to:

- Staff at the Home
- Resident children at the Home and children for whom accommodation at the Home is being considered. (This statement can be interpreted for children where necessary)
- Parents (or those with legal responsibility for the child)
- The placement authority or agency responsible for placing the child.

We have also produced a Children's Guide; one for Dickson House and one for the North Flat, which includes a summary of this statement, as well as a summary of our complaint's procedure and the contact details for Ofsted, the Children's Commissioner for England and NYAS (National Youth Advocacy Service). Subject to the child's age and understanding, the Children's Guide is provided to each child at the point of placement (or considered placement) and the contents of the Guide are explained in a way that is accessible and understandable.

The Registered Provider in respect of the Children's Home is:

The Carr Fenton Foundation
Leger Way
Doncaster
DN2 6AY
Tel: 01302 386700

The Responsible Individual (as defined under current legislation) on behalf of the Foundation is:

Ms C A Warner BA (Hons) NVQ, CMI (awaiting Fit Person Interview)
The Carr Fenton Foundation
Leger Way
Doncaster
DN2 6AY
Tel: 01302 386700

The Manager is:

Paul Nelson- Awaiting Fit Person Interview
The Carr Fenton Foundation
Leger Way
Doncaster
DN2 6AY
Tel: 01302 386747

Key personnel with responsibilities for the Children's Home:

Mr A Johnson BA, MA, Cert Ed, NPQH	CEO, The Carr Fenton Foundation
Mrs C A Warner BA (Hons) NVQ, CMI	Awaiting Ofsted approval for Responsible Individual, The Carr Fenton Foundation
Paul Nelson	Manager, The Carr Fenton Foundation

2 Registration Details

Ofsted Registration number: SC035241

- Dickson House and the North Flat (combined) may provide care and accommodation for no more than 9 children of either sex, at any one time. Dickson House can provide accommodation for up to 6 children at any one time and the North Flat can accommodate 3 children at a time.

- The Home may provide care and accommodation for children with sensory impairments under the present registration.

Dickson House
187 Bennetthorpe
Doncaster
South Yorkshire
DN2 6AH

Tel: 01302 386744

North Flat
The Carr Fenton Foundation
Leger Way
Doncaster
South Yorkshire
DN2 6AY

Tel 01302 386734

3 Purpose of the Home

Dickson House and the North Flat were established in response to a lack of provision for Deaf children who require a 52-week care provision within an environment specialising in communication. A residential Home for sensory disabilities, the Home provides planned care on a 52-week basis and 38-week basis, for school children who attend Doncaster School for Deaf Children and for those that then move onto Yorkshire Rose College, Doncaster, or alternative local provisions.

4 Our Aims and Objectives

All residential care provided at the Home will conform to the requirements of the Children Act 1989 and 2004 (amended), the Care Standards Act 2000 Section 23 and the requirements set out in the Children's Homes Regulations 2015 including the Quality Standards. It is intended that the Home will always provide each child or young person with an individually designed care programme which will enable each child to develop skills and maximise their potential through participation in a range of activities in a stimulating, positive and safe environment.

We aim:

- To provide high-quality care and support to children and young people, especially those with sensory impairment within a nurturing and caring environment.
- To meet the physical, emotional and spiritual needs of each child resident at the Home.
- To provide access for children, especially those with sensory impairment, to quality educational provision.
- To promote opportunities for children, especially those with sensory impairment, to develop independent living skills and the ability to form social relationships.
- To facilitate the development of language and communication skills by the most appropriate methods.
- To ensure a safe, supportive and caring environment.

5 Ethos and Culture

The ethos and culture of the Home is founded in pedagogic practice which promotes the development of meaningful relationships between staff and children based on core values of mutual respect and good parenting. Respect is given to the values of privacy, dignity, independence, choice, rights and fulfilment.

All staff at the Home are encouraged to have an active awareness of each child's racial, cultural, religious and dietary needs and all children will receive sensitivity in practice, especially when dealing with personal issues. Information about children accommodated at the Home will remain confidential and will not therefore be disclosed to another; except when required or permitted by the law.

All Staff at the Home will actively promote family contact, as appropriate and as agreed in the children's individual Placement Plans.

6 Team Ethos

Dickson House and the North Flat staff are committed to promoting positive outcomes for children and young people placed in the Home. Partnerships with parents, placing authorities and carers guarantee that our young people have full access to a range of support, resources and the local

community. Our aim is to empower our young people to make an informed decision about their lives taking responsibility and participating fully in all aspects of their care.

The Home encourages children and young people to maintain and develop healthy and supportive relationships with their parents, carers, relatives and friends subject only to any restrictions from their placing authorities, those with Parental Responsibility for a child and any Court Orders. Contact details are included within a child's Placement Plan (see section 17 below) and children can communicate with friends and family via letters, visits, emails, video calls, text messages and where appropriate, telephone calls.

7 Location and Accommodation

The Carr Fenton Foundation is situated on the edge of Doncaster, approximately 18 miles North-East of Sheffield. The Foundation is within walking distance of Doncaster city centre, which has a large shopping centre, swimming pool, sports centres, cinemas, theatres, places of worship, museums, a railway and bus station and restaurants etc. Locally there are also youth clubs, dance classes, football teams and drama groups. Dickson House and the North Flat are a short walk away from a large leisure complex, known as Doncaster Dome.

Dickson House and the North Flat are located within the grounds of The Carr Fenton Foundation where children have access to a range of facilities set in six acres of playing fields. Doncaster School for Deaf Children and Yorkshire Rose College provides specialist education for the children accommodated within the Home who have hearing impairments and/or additional needs. For children who require post 16 support and who are engaged in further education, there are opportunities to support the development of practical life skills within the home.

Dickson House, a detached house with its own garden, has 6 bedrooms. The home has a variety of spacious communal areas including a playroom with access to computers and games, a lounge with a large TV, a dining room, and a spacious garden. In addition, a well-equipped kitchen provides young people with the opportunity to follow an Independent Living Programme to develop their skills for the future.

The North Flat is a first floor flat, located above the school building. The North Flat has a lounge / dining room area that provides comfortable accommodation for young people to relax in. It has access to a playroom with a pool table and computers, a well-equipped kitchen that provides opportunities to develop independent skills, a communal bathroom and three bedrooms.

Each bedroom in Dickson House and the North Flat has suitable beds and bedding, a desk and seating, storage for clothes, safe storage for personal possessions, a window with curtains, lighting and heating. Bedroom doors have locks on them, which can be opened by the turn of the handle from the inside. There is adequate space and facilities for private study. Children are not required to share bedrooms.

Visitors are welcome at reasonable times during the day and evening, but preferably not when children should be at school, or after the Home has settled in the evening (usually 9pm). All visitors must sign in using the Visitors Book and will be appropriately chaperoned.

8 Admission to the Home

The Home provides long term care for children who need a permanent placement and for whom a family-based placement has either been assessed as not appropriate or has not yet been identified. The Home also provides planned residential care for termly boarders who attend Doncaster School for Deaf Children.

In compliance with our registration criteria, up to nine children or young people can be accommodated on a planned residential basis, either permanent or termly, in line with their educational placement. They must attend education on site, or have done previously, to remain within the Home.

Care is provided for children and young people of both sexes up to their eighteenth birthday who have sensory disabilities and or other disabilities associated with sensory loss. However, the Home will consider an extension of care arrangements beyond a young person's eighteenth birthday if;

- agreed in advance by Ofsted
- a full Risk Assessment has been carried out; and
- the request is part of a clear transitional plan with a specific end date.

Emergency provision for any child or young person will be considered, if possible, after fulfilling four specific criteria:

- There is a clear service requirement;
- They attend Doncaster School for Deaf Children
- The Home will be able to respond to the needs of the young person; and
- The child or young person being admitted will not impact negatively on the other children and young people already accommodated.

The range of disabilities will usually be at the profound level i.e. a combination of sensory and or associated disabilities. The needs of all children and young people accommodated in the Home will be fully assessed prior to admission and will be based on a planning meeting/review decision. A planned introduction will take place unless a referral comes via an emergency or a crisis.

Admission to the Home is by way of direct referral or application. Referrals are in most cases connected with a request for an educational placement at Doncaster School for Deaf Children, on occasions, also Yorkshire Rose College. All referrals are assessed by Senior Managers for the School/College and the Registered Manager for the Home. All possible care is taken to ensure that the children accommodated in the Home meet all of the criteria for registration; placement continuation and eventual transition, as appropriate.

In respect of all admissions, the assessment and approval process will always consider the needs of any new child concerned, and the likely effects of his/her admissions upon the existing group of residents. This 'best-fit' matching for all children ensures that no one child admitted presents a known significant risk likely to compromise the safety or developmental opportunities of any other. The Home aims where possible to follow a model of admission which:

- Informs the child concerned, along with any person with parental responsibility of the pre-admission assessment;
- Considers all information provided by placing authorities and parents involved with the child;
- Provide opportunities for the child to visit the home prior to admission and arranges home

visits prior to admission when requested and where appropriate; and

- Sets out agreed tasks, preferred outcomes and the time limits of the placement, as outlined in the care plan.

9 Consultation with the Children

All children at the Home will be actively encouraged to become involved in making decisions about the day-to-day routines and practices within the home.

The Foundation recognises the value in creating opportunities for children to develop by promoting participation in cultural activities, sport, recreation and decision making. Children are actively encouraged and supported to influence their care and the way the Home is run. No child is assumed to be unable to communicate their views or participate at some level in decision making.

All children at the Home will be given the opportunity to actively engage in and influence the planning and delivery of a wide variety of leisure activities which may include holidays and access to appropriate opportunities sometimes involving calculated risk. All children at the Home will also be encouraged to form part of the interview process for new staff.

Children are consulted and encouraged to participate in several ways. Children's meetings and 'get togethers' are regularly held at the home. By engaging the children in discussion and decision making about activities or developments within the home, the children are able to gain an understanding of cost and choice. Decoration and colour schemes are discussed with the children to reach an agreed choice which makes the home environment comfortable for all.

10 Promoting good behaviour

The Home understands that rewards can be more effective than punishment in motivating young people and the Home is committed to promoting and rewarding good behaviour. We have an effective Behaviour Management Policy in place which all children and staff are familiar with. Behaviour management and risk assessment feature prominently in our 'toolkit' for managing behaviour.

Children who are accommodated at the Home typically display a wide range of behaviours that require supervision and guidance from the staff group. From time-to-time, behaviours will be displayed that are unacceptable. It is widely understood by staff that these behaviours can be attributable to the child's past, their upbringing, or their particular disability. The Home will make reasonable adjustments for managing behaviour which is related to a young person's disability.

In accordance with our Behaviour Management Policy, staff at the Home use techniques for managing children's behaviour based on rewarding positive behaviour and avoiding punitive measures in reaction to negative behaviour(s), so that children can understand and learn from their mistakes. The Home uses only approved, reasonable and fair sanctions as a means of discipline. Staff receive training on promoting good behaviour within the Home and the appropriate use of sanctions.

Any use of restraint by staff will be reasonable, proportionate and lawful. Restraint will be used in exceptional circumstances and only when immediately necessary and for the minimum time necessary to prevent a child from doing or continuing to do any of the following:

- injuring themselves or others
- causing serious damage to property, including their own, if it will cause harm

Restraint is never used as a punishment and is always a last resort. Where restraint is used by staff, this is recorded in writing and children are given the opportunity to be examined by a health professional.

11 Countering Bullying

Bullying is not tolerated at the Home. Staff and children understand that bullying is not acceptable. The Home strives to maintain a positive and supportive culture among all young people and staff throughout the Home and school.

The Home operates a countering bullying policy (guidance and practice principles) which works in conjunction with the Schools Anti-Bully Policy, which has procedures designed to support resident children if they encounter bullying problems.

Staff are trained to recognise and deal with any indications of bullying and are proactive in intervening positively.

12 Child Protection

The Home operates a well-developed Safeguarding Policy designed to protect children from harm and neglect and to help them to stay safe. This Policy is available to all staff on One Drive and [a summary] is provided to all of our children in the children's guide. The policy sets out the procedure to be followed in the event of any allegation of abuse or neglect.

At the Home the welfare and protection of the children from abuse is paramount. Managers and staff at the Home work closely with the local Safeguarding board and LADO in terms of prevention and resolution of child protection issues and when required, the investigation of allegations against workers at the Home.

All serious incidents involving the protection of children resident in the Home and concerns over members of staff are notified to all relevant agencies as required and necessary. We hold [regular] Child Protection and Safeguarding Committee Meetings and copies of the minutes are held on file.

All incidents are recorded and monitored by the Care Manager and Executive Managers of the Foundation. CPOMS is also used to support the use of recording and monitoring further.

The staff are aware of the safeguarding implications for our children with regard to dangers involved with the internet and other electronic technologies. Consideration is always given to the individual circumstances of children in watching videos and television, and in using computer games and accessing the Internet. Videos, games consoles, and computer games may be watched / played only by children of an appropriate age. Safe systems are employed at the Home to ensure the appropriate use of Internet facilities at all times (Monitoring System).

All potential new staff at the Home are recruited and selected using the Foundation's Safer Recruitment Policy. Staff are not permitted to work in the Home unless they have a current DBS check in place within the Foundation Personnel Department. All visitors to the Home are appropriately supervised and required to sign the visitor's book.

All staff at the Home are trained in child protection and receive update training every year. The Home has a designated person responsible for child protection. This is currently the Care Manager who can be contacted on 01302 386747

13 Missing Children

The Home has a clearly defined procedure for dealing with the unauthorised absence of any resident child. In the event of unauthorised absence staff will follow Foundation procedures which include informing the Police within a set timescale. In circumstances where the child is considered to be vulnerable or at high risk then this information will be passed to the Police immediately. Families, care workers and others connected with the child are also informed as necessary. Providing that other resident children can be adequately supervised; a search of the immediate area will take place.

14 Being Healthy; Including Recreational, Sporting and Cultural Activities

The Carr Fenton Foundation through the School, College and the Home have developed good working relationships with local health services and professionals which has facilitated a comprehensive referral and recording system for supporting the physical and mental health needs of our children.

As part of the admissions process, staff at the Home, in partnership with parents and others, if required, ensures that each resident child is registered with a local GP, Dentist and Optician. Arrangements are also made through the Trust NHS Nursing Service for the children to have necessary visits and periodic tests. Details are held confidentially and recorded in children's files.

As part of the admissions process, those who have parental responsibility for the child are required to provide consent for the emergency administration of medication and drugs or anaesthetics. Thereafter, decisions regarding administering or consenting to emergency medical treatment will be taken after consultation with medical professionals, senior managers and those with parental responsibility.

At Dickson House and the North Flat all medication (including non-prescribed medication) is stored in a locked cabinet in accordance with the Children's Homes Regulations and 'the misuse of Drugs Act (Safe Custody) Regulations 1973. It is also recorded on individual medical records. All staff are professionally trained in administering and recording medications.

All children living in at the Home have access to specialist therapeutic and counselling services from the local Children and Adolescent Mental Health Services for Deaf Children (CAMHS) once a referral has been submitted and a case has been opened.

Children are encouraged to maintain a healthy diet and to participate in activities that encourage exercise. Children are encouraged and supported to participate in recreational, sporting and cultural activities which are made available to the children by the Home and by The Carr Fenton Foundation. Examples include swimming, football and dance. Cultural and medical dietary needs are incorporated into Placement Plans. Children are involved in planning menus and choosing activities to participate in. All staff at the Home share a common responsibility in promoting the health and welfare of all children accommodated.

Regular meetings are held with children, staff and other professionals to discuss issues affecting children's health. Typically, this may include personal hygiene, diet, smoking, alcohol, drug and solvent misuse, personal safety and general health. Where health issues relate to children's developing sexuality which may involve education and guidance in respect of contraception, promiscuity, sexuality, HIV/Aids and sexually transmitted diseases, the approval of those with responsibility for the child will be sought in advance.

All children at the Home are actively discouraged from smoking or vaping. Smoking or vaping is not permitted within the Home. Staff are not permitted to smoke or vape anywhere in or near the Home or School site or in front of children at any time, or to provide any assistance for children to smoke or vape.

15 Health and Safety; Including Fire Precautions and Monitoring & Surveillance

Dickson House and the North Flat are fully compliant with all relevant fire safety legislation. Fire safety equipment is serviced, inspected and if necessary repaired, as prescribed by the manufacturers. The fire alarm system is regularly serviced and maintained by ADT Fire and Security. The alarm system is tested weekly. Maintenance Records are available on site. All children and staff are made aware of the fire evacuation procedure and assembly point should fire occur. A fire drill is performed monthly and recorded appropriately. Premises are fully fire risk assessed using The Carr Fenton Foundation's documentation. These are subject to regular inspection by the local Fire Safety Officer.

Carbon Monoxide detectors are linked to the Bellman system, which notifies Deaf staff if the alarm is activated, by flashing and vibrating on the house mobile phone. The alarms are serviced and tested by the maintenance team.

Dickson House and the North Flat uses motion sensor alarms throughout the night when required. Motion sensor alarms notify staff (either by sound, to the house mobile phone or by a flashing light/vibrating pillow pad) of any movement, to which the staff respond. These alarms are in the communal hall/landing. The purpose of these alarms is to further safeguard young people in a non-intrusive way. Permission is sought from funding authorities and or parents/carers to agree to this. Moreover, each bedroom has an automatic locking door which once closed, can only be opened from the outside with a key (they open as normal from the inside).

Health and Safety risk assessments, including Safeguarding Risk Assessments, are reviewed on a regular basis. All activities, both on and off the campus are risk assessed to ensure that appropriate staffing levels and qualified person's are in place to monitor the safety of the children and young people.

16 Education

The Carr Fenton Foundation has provided specialist education and training in Doncaster for many years. The Foundation therefore recognises that education, in all of its forms, is the cornerstone of personal growth and development. All children are actively encouraged to engage in formal and informal educational and learning opportunities appropriate to their needs.

Children at the Home are educated at Doncaster School for Deaf Children which is operated by The Carr Fenton Foundation and is a Registered Specialist School, or Yorkshire Rose College, Doncaster. Whilst undertaking their education the children are supported by specialist teaching staff, Care Workers from the Home, Social Workers who visit from the child's home area, Special Needs Services where appropriate, Educational Psychologists and careers advisors. All efforts will be made for the child at the active planning stage for admission, to secure educational provision at Doncaster School for Deaf Children. This is a requirement for an agreed placement.

All children will receive encouragement and assistance from staff to attend School or College regularly and educational achievements will be celebrated. All LAC children will have a '*Personal Education plan*' (PEP) which will be reviewed termly, and all children will have an Education and Health Care Plan (EHCP). Care workers at the home will support the children in terms of resolving

any issues and/or difficulties within the School, or College, attend School functions, parent evenings and provide the conduit for information shared between the home, the school and college.

The Home has a wide range of reading materials online, art and craft equipment, computers and internet access for all the children to use. Homework is actively encouraged each evening Monday to Friday and if no specific work is set then children are encouraged to read in order to incorporate a period of study time into their daily routine. Children are also encouraged to attend after school/ evening and social clubs/ groups to further develop their skills, interests, social contacts and independence.

17 Placement Plans

All children at the Home will be subject to care planning and review which will track developments for each child and ensure that service provision most appropriately meets the health, education and social needs of each child. All children at the Home will be provided with direct support, guidance and information about how to influence decisions and actions regarding their health, education and emotional wellbeing.

For most children accommodated at the Home, other than those in crisis situations, arrangements will be made subject to a pre-placement planning strategy. For LAC children, a review of arrangements will be held within one month of placement (or sooner if required or requested). Further reviews will be held no later than three months and then six months later as a minimum. It is the responsibility of the key-worker, under the guidance of the Home's Manager, to monitor and ensure that the requirements of the Care Plan are implemented in the day-to-day care of each child. The Home Manager will maintain a record of all reviews held in confidential files. Those residing in Dickson house for educational placements only, will have a school review, annually.

Children are cared for in line with their Placement Plan, and children are helped to understand the purpose and content of their plan and reasons behind any decisions made about their care. Each child is consulted in the reviewing of the Placement Plan.

Each child also has a Progress Tracker which is agreed with the child soon after admission and is designed to assist the child in developing the necessary skills for future life. Children resident at the Home are encouraged to become involved in local community groups e.g. Scouts and local Youth and sports clubs.

18 Religious Instruction and Observance

Children and young people in the Home will be supported in practicing their own religious observances. This includes attending religious services, the provision of an appropriate diet if required and the wearing of suitable clothing/dress where this is required.

19 Equality and Diversity

The Home practices equality of opportunity and aims to eliminate unlawful discrimination in all aspects of the work at the Home.

In the working environment and the care and education of young people, every effort is made to maintain awareness of discrimination and to avoid discrimination whether conscious or inadvertent, direct or indirect, express or implicit.

The Home operates using the Foundation's Equal Opportunities Policy which is available to all staff, parents and children.

20 Organisational Structure and Staffing of the Home

The Home(s) have a full-time Manager and a team of two Shift Leaders and 4 Residential Care Workers. Staffing shortfalls are covered by the team in the first instance, followed by the Foundation's bank staff which supplies staff to the wider organisation, or agency staff. Bank and agency staffing are kept to a minimum to preserve continuity for the children and are only used as a last resort. The Home also has access to a wide range of professional staff who are employed by the Foundation. These include Speech and Language Therapists, Audiologists, occupation therapists and Teachers.

Name	Title	Qualifications	Experience at The Carr Fenton Foundation
Carr Fenton Foundation	Registered Provider	Various - see below	Established 1829
Mr A Johnson	CEO	BA, MA, Cert Ed, NPQH	Commenced 2019
Ms C Warner	Responsible Individual	BA Hons, NVQ 4 in Care, CMI 5 & CMI 7 in management, BSL 1,2 & 3 Awaiting Ofsted approval to become Responsible Individual	Commenced 07.01.02
Paul Nelson	Children's Home Manager	Children & Young People's Workforce Diploma-social care pathway – completed, BSL 1,2 & 3 Awaiting Fit Person Interview	Commenced 14.07.14. Deputy manager role commenced 29/4/24 Children's Home Manager commenced 2.9.26
Donna Elliott	Shift Leader	NVQ 3, BSL 2	Commenced 19.05.03. Shift leader role commenced 1.10.16
Donna Dodds	Shift Leader	NVQ 3, BSL 2	Commenced 20.02.06
Zoe Hebden	Care Worker	Children & Young People's Workforce Diploma-social care pathway – completed, BSL 6	Commenced 01.07.14
Julie Greenwood	Care worker	Induction standards completed, NVQ 3, BSL 2	Commenced 05.05.17
Teresa Jones	Care worker	Induction standards completed, NVQ 3, BSL 1 & 2, working towards level 3	Commenced 12.07.17
Rebecca Lyle	Care worker	NVQ level 3. Enrolled on BSL level 1 course	Commenced 03.09.2024

The Home is registered to be fully operational 7 days per week, 365 days of the year. The Home operates with at least 1 member of staff on duty during the day and more staff during the evening shifts, taking into consideration the gender balance wherever possible. Nights are covered by either one waking night staff alongside one sleeping in staff, or two staff sleeping in staff, depending on the needs of the young people present. On occasions one staff member may work solely with a young person, but this is fully risk assessed on an individual basis. Staffing rotas provide flexible arrangements to meet the needs of the children and to provide activities. All staff have full telephone access to senior staff for consultation and for emergencies.

21 Staff Supervision

Supervision takes the form of one-to-one dedicated sessions at a frequency of once per month for staff at the Home. Other forms of supervision are deployed including regular team meetings and direct observations. All supervisions are conducted by senior staff. The Registered Manager receives regular supervision using an independent consultant.

22 Staff Training and Development

All staff at the Home are required to undertake regular training which is provided by the Foundation using a combination of in-house and externally provided training programmes designed to aid their development. All staff are expected to achieve qualifications in the use of British Sign Language (BSL) and have regular training in Safeguarding, First Aid, Food Hygiene, and Health and Safety. Additional training includes Manual Handling, Equality and Diversity and a range of other specialist subjects.

Staff in the Home are required to keep and update personal training records which contain details of all previous training and development. Development requirements for all staff are identified at supervision sessions and within the Annual Appraisal System. Staffs are provided with at least 5 paid training days per year. Appropriate staff are provided with post-qualifying and management training as part of Foundation succession planning.

23 Inspection and Review

There is a system in place whereby procedures and records are monitored by the Registered Manager and reported to the Responsible Individual and Ofsted at appropriate intervals. A copy of the report is available on request to placing authorities. The children in the Home, their parents, and the relevant placing authorities are involved in this review system.

An independent consultant visits the Home once a month and this visit may be unannounced. The independent consultant will carry out interviews with children, parents, relatives and staff as appears necessary and will inspect the premises and records of any complaints. The independent consultant will then prepare a report on the home and provide this to the Registered Manager, the Responsible Individual, the Executive Managers of the Foundation and Ofsted. Action Plans to address issues found are devised and implemented and accurate records are kept of this.

The Home is also inspected by OFSTED at least once annually. OFSTED is a government organisation that inspects children's homes to make sure they are run well and follow the children's individual care and placement plans.

24 Concerns and Complaints

The Foundation and the Home recognise that children, parents and others need to know how to raise their concerns. The Home has a Complaints Procedure which works in conjunction with the Foundation's Complaints Policy which sets out the detailed procedures that the Home has in place for dealing with concerns and complaints.

Children are made aware of their rights to make complaints within the Home, to their family, their placing authority, OFSTED or Childline. The Home employs a ground level format, where children are routinely and actively encouraged to express their views about their daily care (positively and negatively), verbally or in the complaints book. This book is checked regularly for any entries made which are presented to the Care Manager for an appropriate response.

The Home also arranges regular reviews for each young person, which the children are involved with as far as is practicable.

LAC children are also allocated an Advocate by their funding Authority and the staff within the home help to facilitate their meetings as required. Children have the opportunity to email or text them independently, if they wish to do so.

All complaints made, the actions taken and the outcomes are monitored by the Registered Manager.

25 Review of this Statement

The Registered Individual has approved this Statement of Purpose and Function, as well as the Children's Guide. The Registered Individual conducts an annual review of this statement. Any revision which is made to this statement is notified to Ofsted within 28 days.

The next Annual Review is due September 2027