

 **STATEMENT OF PURPOSE**

 **Halcyon House**

 **September 2019**

Prepared in consultation with

**Contents**

**Quality and Purpose of Care**

|  |  |
| --- | --- |
| *Halcyon Statement of Purpose.........................................................* | *Page 3* |
| *Introduction to the Halcyon Home.....................................................* | *Page 4* |
| *Ethos and Values...............................................................................* | *Page 6* |
| *Aims and Objectives..........................................................................* | *Page 8* |
| *Location and Safe Area Report.........................................................* | *Page 10* |
| *Facilities, Services and Accommodation...........................................* | *Page 12* |
| *Religious Instruction.........................................................................* | *Page 13* |
| *Equality and Diversity......................................................................* | *Page 13* |
| *Complaints Procedure......................................................................* | *Page 15* |
| *Child Protection and Bullying.............................................................* | *Page 17* |

**Views, Wishes and Feelings**

|  |  |
| --- | --- |
| *User Engagement.............................................................................* | *Page 18* |
| *Anti-Discriminatory Practice...............................................................* | *Page 19* |
| *Children’s Rights................................................................................* | *Page 19* |

**Education**

|  |  |
| --- | --- |
| *Education Promotion.........................................................................* | *Page 21* |

**Enjoyment and Achievement**

|  |  |
| --- | --- |
| *Recreation, Sporting and Cultural Activities......................................* | *Page 23* |

**Health**

|  |  |
| --- | --- |
| *Health Promotion and Protection.......................................................* | *Page 24* |
| *Therapeutic Services........................................................................* | *Page 25* |

**Protection of Children**

|  |  |
| --- | --- |
| *Electronic Surveillance.....................................................................* | *Page 28* |
| *Behaviour Management...................................................................* | *Page 29* |
| *Unauthorised Absence or Missing from Care...................................* | *Page 31* |

**Leadership and Management**

|  |  |
| --- | --- |
| *Halcyon Home Staffing Structure......................................................* | *Page 33* |
| *Staffing Numbers, Experiences and Qualifications...........................* | *Page 34* |
| *Staffing Supervision and Training.....................................................* | *Page 37* |

 **Care Planning**

|  |  |
| --- | --- |
| *Admissions Policy and Criteria..........................................................* | *Page 40* |

**Halcyon House - Children’s Home**

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Halcyon House is regulated by Ofsted and if you wish to contact them, the address to write to is:

**Address:** Ofsted

Piccadilly Gate

Store Street

Manchester

M1 2WD

**Telephone:** 0300 123 1231 - Children’s Services and General Enquires

60085 – for text messages

These help lines are available from 08.00 to 20.00, Monday to Friday.

**Email:** enquiries@ofsted.gov.uk

**Introduction to Halcyon House**

Halcyon House is an eight bedroom detached property located in the Bignall End area of Staffordshire.  Halcyon house is a specialist residential children’s home providing short-term and long-term therapeutic residential placements for young people who display Sexually Harmful Behaviours, catering for no more than 4 young people at any one time. The home and staff are equipped to support a range of young people with various complex needs, some of whom are subject to a Statement of Special Educational Needs (SEN).

Halcyon House is one registered provision, however is divided into 2 sections – the Main House and the Annex with an office at the main location and one integral to the annex side separating the sides of the home.  The Main House can accommodate up to 3 young people and the Annex can accommodate 1 young person.  The Annex consists of a young person’s bedroom with En-suite, Staff bedroom with En-suite, kitchen, lounge, and separate bathroom with its own access points to the front and rear.  The home is separated, internally, by the staff office which can be accessed from each side of the property.

The Annex is designed to accommodate one young person who is approaching independence and allows them to experience their own living space and environment in preparation for them moving on to supported living or independent living.  However, it can also act as a smaller and more contained living environment with the purpose of accommodating young people who have complex needs that requires them to have their own private space, or safe space (i.e Autism, Social Communication Disorder, ADHD) but still require aspects of communal living in order to develop their social skills.

Young People residing within the Annex will still be encouraged to interact with the young people residing within the Main House and actively discouraged from becoming isolated; however this will be done in a planned and safe way.  The ability to utilise the property in this way provides many benefits to the young people and the service delivery, providing the opportunity to;

* Allow the young person to remove themselves from the Main House should they become anxious or experience difficulties,
* Prevent the young people from the Main House having access to the Annex which is the young person’s individual living space, further promoting a sense of the Annex being a ‘safe space’ for children and young people with certain identified needs.
* Safeguarding the young people during times of emotional dysregulation
* Develop the young person’s independence skills
* Personalise and learn to maintain their own space

Staff are allocated to young people upon the commencement of shift by the Team Leader, Deputy Manager or Registered Manager and in this instance this will determine which part of the home they will be based.  At all times there will be the required number of staff assigned to each young person within the home.

Placements may be admitted direct from family homes, Foster Care, other residential homes or secure establishments. The Service works closely with a partner Therapy team (CCAT) who will provide support to both the care team and directly to the young people. We do also as an organisation work integral with G-Map services that could be offered to other young people within the home.

With support, guidance and assistance, we aim to:

1. Ensure that the objectives within the Care / Pathway Plan are met and that any changes made through Child in Care Reviews are incorporated into the homes Placement Plan.
2. Provide short, medium or long term residential care placements dependent on the needs of each individual client.

The home aims to provide a stimulating environment for young people where they can feel safe and flourish, giving them the greatest opportunity to reach their full potential. By providing nurturing, structured and supportive care we can enable the young people to establish equilibrium in their lives. Crystal Care Solutions exists to provide a high quality living environment for young people offering a child centred approach which is tailored to meet their individual needs. The Statement of Purpose follows the model shown whereby our mission and vision are translated into the actual delivery of services. Throughout this process issues of dignity, equality and individual rights used responsibly will be seen as cross-cutting elements of our delivery.

**Ethos**

Crystal Care Solutions are a specialist care provider with a strong history of delivering high quality Care and Support to children and young adults across the Midlands, North West and Wales. Our services include:

* Children’s residential homes;
* Therapeutic placements;
* Specialist placements;
* Semi independence placements;
* Supported tenancies;
* Training and Consultancy

Halcyon we have our own Ethos and vision which is Pride acronym:

**Professionalism**

**Respect**

**Integrity**

**Determination.**

**Excellence.**

Our dedicated team ensure that a young person’s emotional needs and well-being are always at the centre of our practice and our specialist child or young person-centred approach consistently achieves the best possible outcomes for our service users.

Our paramount duty to a young person entering our care is to support them to feel safe. This is achieved through the provision of a stable living environment and laying the foundations of a trusting relationship with the staff team.

We believe that in order for a young person to engage with us effectively they should have an understanding of their situation, their options and the expectations upon them.

We believe that it is only fair to support individuals in a way which reflects their own aspirations and is realistic and achievable. We support the idea that young people may change their perspectives and priorities and would support them to engage with services to express their views.

Our practices acknowledge and accept that young people can make mistakes and may need to be supported to move forward.

Through a consistent and fair approach we ensure that our young people are given the praise and encouragement needed to build confidence and self-esteem. It is our view that without improved self-confidence is key to improved behaviour and motivation and that any step in the right direction should be acknowledged. It is our hope that a nurturing and accepting environment will support young people to stabilize, to deal with past traumas and to develop the skills to live healthy happy lives.

Crystal Care Solutions work in partnership with Local Authorities and other professional organisations. We identify and address the specific needs of the young person and develop a placement plan which mirrors the aims of the young person’s care plan, setting achievable targets and goals.

We at Crystal Care Solutions believe that communication is the key to effective multi agency working, in order to ensure the needs of our young people are met. As such we ensure that all relevant professionals receive regular reports and updates ensuring a true ‘team around the child’ approach.

To support these aims all our Team Leaders and Care workers have extensive training in the impact of traumatic experiences and in sexual harmful behaviours. This training is complemented by ongoing support from qualified clinical staff who input into Supervision and ongoing development and advice on appropriate courses of action.

Crystal Care Solutions go the extra mile and will seek and engage any other services or professional support as required to meet the needs of the young people placed with us. We don’t give up and have very low instances of placement breakdown.

**Values**

We believe that: Residential care should provide children and young people with skilled support from committed staff in a safe, caring and ordered environment. We have a responsibility to ensure that children and young people in residential care are protected from abuse and neglect and that care should form part of a range of services, which combine to meet children and young people’s needs and support their families and carers.

We should recruit and support staff that are carefully selected and have opportunities in

Developing skills and professional practice through training and supervision. We have a number of values, which are important to the home and for the children and young people who are looked after.

• **Dignity and Respect**: recognising the value of young people, their uniqueness and their right to be treated with dignity and respect.

• **Equality:** ensuring that the services and facilities of the home are accessible and available to all. The service provided by our staff should not judge children and young people’s circumstances, backgrounds and lifestyles. It should not discriminate on the grounds of race, culture, language, religious beliefs, gender, sexuality or disability. Individuality will be valued.

• **Quality:** promoting quality services which are based on agreed standards and meet legal and good practice requirements. A commitment to ensure that staff working with children and young people will do what they say they do.

• **Independence:** a commitment to provide opportunities for children and young people to think and act independently whilst ensuring their safety at all times. To include a child or young person’s need for privacy.

• **Rights:** a commitment to children and young people, rights and entitlements

• **Listening:** a commitment to listen to children and young people and help them express their wishes and needs in whatever way is best suited to the individual child or young person.

• **Development and fulfilment:** recognition that young people are children first; all encouragement will be given to realise their full potential and to help children and young people achieve their hopes and ambitions and to develop their abilities in their daily lives. A commitment to ensure they have a good start in life.

• **Confidentiality:** treating all personal information in confidence

**Aims and Objectives**

*‘To provide nurturing, structured and supportive care to enable young people to establish equilibrium in their lives.’*

This aim will be supported through the following objectives;

* To provide a style of care that minimises institutional aspects of substitute living environments.
* To develop mechanisms whereby young people are fully participative in their care and educational programmes
* To use child centred approaches and provide a continuity of care in the residential settings we provide.
* To provide for the educational needs of young people through a combination of attendance at mainstream or specialised provision within the local area and individual tuition, determined by a Personal Education Plan.
* To realistically prepare young people to integrate into a family environment, or further residential provision, and/or to equip them with the practical and emotional skills for successful independent living.

**These aims and objectives are supported through:**

* The provision of a high standard of primary care within a stable environment as a medium within which to achieve the objectives of Care Plans of young people we look after.
* A policy of equal opportunities, including the consideration of positive action to ensure equality of opportunity where young people are experiencing difficulty engaging with or accessing our service because of a protected characteristic as defined by Chapter 1 Section 4, 2010 Equality Act.
* Offering a comprehensive range of activities to recognise and help fulfil the needs of the young people resident for legitimate excitement, adventure and the acquisition of developmental skills. To further promote the constructive use of leisure time through an individual activity programme
* Assisting young people in developing the skills required for their safe interaction within the wider community and to assist them in establishing and developing appropriate social networks within the community.
* Fully involving young people in their daily lives by their participation in a shared living experience
* Providing a homely and warm environment which steers away from an institutional model of care and which facilitates the learning of basic living skills
* Providing support with the recognition that young people require on-going parenting and the development of internal values as opposed to purely supplying and enforcing a set of abstract rules
* Providing a medium for the development of positive relationships with adults and peers to enable the development of the individual’s identity and self-esteem
* Building confidence to enable the young people we look after to take on the responsibility of adult life including the acquisition of appropriate parenting skills
* Providing an environment for undertaking appropriate work either inclusive or exclusive of the young people’s family
* Providing assistance to help young people come to terms with the fact that they are in residential care and understand their place within their near and extended family
* Providing an environment that values learning and promotes further education and/or vocational training that will develop young people’s skill base and subsequently enhance their life opportunities and access to employment
* In order to achieve these aims and objectives a supportive partnership is established between young people and the care team. Regular informal and formal discussions and reviews are held which enable the views and opinions of the young people to be sought and thereby taken into consideration within the daily programme.
* In certain circumstances external therapeutic input and assessment may be provided but only on condition that it is provided by suitable qualified and experienced practitioners with the support of independent supervision

**Location and Safe Area Report**

Halcyon House is an 8 bed detached dwelling located in Bignall End area of Staffordshire.

The locality of the home is very much a rural setting surrounded by fields, farm land and green space. There are neighbouring properties to both sides however they are not ‘overlooked’ due to the high hedges and trees across the property boundaries. The closest village/town centre is Audley. This is approximately a 35-40minute walk or a 5minute drive.

The home comes under the policing team of Audley and Halmerend with the local police station being in Newcastle. Crime in the area is currently deemed to be low. The most prominent crimes in the Audley and Halmerend area are:

* Anti-Social Behaviour (36.84%) –Increase on 1.22% on previous year
* Criminal Damage and Arson (13.56%) –Increase of 1.54%
* Violence and Sexual Offences (30.14%) – Increase of 5.49%

Risk Assessments have been completed for all prominent crimes within the area and it is judged that all the crimes and concerns raised can be adequate and effectively managed by the home.

From the crimes assessed, through evaluation of the Police Crime Statistics between May 2018 and April 2019, 73.74% of crimes in the area resulted in No Further Action. The home has positive links with the Police and PSCOs in the area and the home is also a member of the Staffordshire Smart Owl system for Audley which keeps us updated on local issues, concerns and informed on community events.

As well as strong links with the Police and other crime-prevention services such as Youth Offending and the PCSOs, the home also boast excellent links and professional relationships with a number of therapeutic services within the local area. This has meant that the home can effectively manage the needs of young people placed at the home. Services in the area can provide support for Mental Health, Self-Harm, Alcohol and Drug Abuse, Bullying, Mental Distress, and can offer therapeutic support through SUSTAIN, Mind and Changes YP, CAMHS.

Meeting the health needs is a vital element of the placement referral process, and fortunately Health Care provisions within the area are plentiful, and there is easy and local access to Doctors, Dentist, and opticians from the home. There is also a Walk-in Medical Centre and Accident & Emergency (Within the main North Staffordshire Hospital) within 8 miles of the home (15minutes). Registration at any of the medical provisions mentioned is simple and can be done on arrival of all new placements.

Education providers and provisions are also plentiful within appropriate distance of the home. There are also Independent Education Providers that specialise in re-engaging young people in education who have previous been expelled or have difficulty meeting the national curriculum such as PACE, Sporting Stars, Unity, and Peak Pursuits. There are Pupil Referral Units available such as The Cedars and one to one tuition can be provided by a number of services such NT&AS. Numerous Faith schools are also available in the area including Catholic and CofE.

Staffordshire and Stoke on Trent is a very diverse area that offers a vast array of religious places of worship. Within an accessible distance there are Churches from each major denomination of Christianity, there are Mosques, Temples as well as Assemblies of God, and Kingdom Hall of Jehovah. The home would be able to provider for, and meet the religious and cultural needs of, most young people placed.

The home is able to meet the needs of Young People, from all backgrounds and cultures. Within the area there are numerous Youth Groups and Clubs which offer social interaction and also help promote and develop young people’s hobbies and interests. Staffordshire and Stoke on Trent areas can facilitate almost all interests.

**Summary**

Overall, after exhaustive research, assessment and information gathering, including responses and involvement from a range of professionals, it is judged that Halcyon House is placed in an area that remains a **Low Risk** to young people placed at the home, specifically assessing against the service and SHB. Although Young People placed at the home with Sexually Harmful Behaviour may pose risk to the community, these risks can be managed with effective mitigation. Strong multi-agency working, dedicated Staff, and effective mitigations ensure that all risks within the area are sufficiently, and effectively, managed. Facilities and services within the area ensure that the home can meet the needs of the majority of young people who may be referred to, or placed in, the Halcyon House.

Overall, Young People can be kept Safe within the area, and the home is deemed to be well placed with all concerns around its location deemed easily manageable.

**Facilities, Services, Accommodation**

 The locality of Halcyon House is very much a rural setting surrounded by fields, farm land and green space. There are neighbouring properties to both sides. The closest village/town centre is Audley. This is approximately a 35-40minute walk or a 5minute drive.

**Main House**

**3 Young People’s Bedrooms** which are all lockable and furnished with single beds, bedside cabinets, desks, drawers, televisions and wardrobes.

**3 Staff Bedrooms** are lockable and consist of single beds, bedside cabinets and drawers and / or wardrobes. There is a Staff bedroom located directly adjacent or opposite to each young person’s bedroom.

**The Lounge** is a communal area and consists of: a large television with sky package, sideboard and two sofas.

**The Kitchen / Diner** comprises fully fitted kitchen with an oven and hob, a fridge/freezer, a Microwave, dishwasher, a kettle, a toaster, all utensils and cookware that is required in a kitchen for preparing and cooking meals. There is a large dining table that can sit 8 people.

**The Utility Room** consists of a washing machine and tumble dryer, oven and gas hob.

**Annex Side**

**Young Person’s Bedroom** which is lockable and consists of a single bed, desk, bedside cabinet, drawers. Also has an En-Suite.

**2 x Staff Bedroom** 1 of which includes an en-suite facility.

**Lounge/Dining Room** compromises of 2 x Sofas, a dining table and chairs, Large Screen TV with Sky Package and DVD player.

**Kitchen** fully fitted with oven, hob, fridge freezer, microwave, toaster, kettle and all required cooking utensils.

**T**here is also good sized **Outbuilding** which currently acts as the Therapy Room and also offers private space away from the home to hold staff meetings, professionals meetings, training, etc.The outbuilding is furnished with bean bags, tables, chairs and tables.

**Religious Instruction and Observance**

We do not prescribe to a particular religious belief but great emphasis is placed upon the importance of the individual beliefs of the young people we accommodate.

Where a young person does have religious beliefs, they are seen as fundamental to the self-identity of that individual. Their chosen belief or religion will be supported and encouraged according to the individual’s needs and wishes.

Prior to and on admission the significance of religious belief in the child’s life will be established and information regarding places of worship, times of worship made available. Places of worship within the local area will also be identified and support provided to access these.

Within the home, if required, time and space will be made available to children for religious observance. Staff members will also be sensitive to any dietary or dress/clothing needs in relation to beliefs. No young person would be expected to compromise their religious observances unless there was an identified risk of harm with that observance and there was no other way of reducing that risk. The staff group is committed to the ethos of anti-discriminatory practice and will not make negative value judgements regarding the religious observance or beliefs of young people accommodated.

**Equality and Diversity**

## Equality and Diversity for Children and Young People

* We encourage children to develop respect for themselves and for others;
* We deliver services that recognise and build on the strengths of children and young people from all cultures, religions, gender, age, sexual orientation, ability and backgrounds; in ways that meet their needs and help them to achieve their full potential;
* Every effort is made to ensure that Homes are welcoming to all children and young people and others significant in their care and wellbeing; this effort is reflected in the communication around the Home, including: posters, information boards, displays and leaflets. In addition to this, resources used to develop work with children and young people are chosen for their suitability and anti-oppressive nature;
* Children are offered opportunities to try out new experiences, which are not restricted by traditional gender options;
* Staff are expected to challenge attitudes, behaviour and language that are non-inclusive and discriminatory, in a positive way;
* Managers are expected to monitor the range of children and young people placed within the Home in terms of ethnicity, gender and disability. This is to ensure the service provision is reaching all and not creating barriers to certain groups.

##  Inclusion for Children and Young People

* All children are given the opportunity to be cared for and educated. Where possible this is alongside their peers in order to develop their full potential;
* Children are encouraged and supported to understand their rights and be well-informed about ways of challenging discrimination;
* Home's managers are expected to identify local community resources that contribute to meeting the needs of individuals- these are highlighted and promoted and where they do not meet required needs alternatives are sought and suitably identified regardless of geographical location, for example hairdressers who specialise in braiding or cutting African Caribbean hair;
* Children are cared for by staff who have been suitably trained in all aspects of equality and diversity including legislation and their responsibilities;
* Home's managers ensure that assessments of the child and the families specific needs is carried out with an aim to support and develop their full potential;
* Home's managers are expected to examine ways in which diversity can be valued and activities adapted to meet the Individual child's needs including food preparation and menu choices;
* Staff are expected to acknowledge the importance of maintaining a link between the child's home and the Children's Home in meeting the individual's need;
* Staff are expected to offer appropriate support to aid inclusion and ensure that the children and young people can fully participate in the Home's activities. If necessary seek additional support in order to do this;
* Additional support is offered to staff and/or Children who are finding difficulty in understanding diverse or complex situations.

**Complaints**

Young people, parents, carers and advocates have legitimate rights to express concern or make complaints. We will always respond to complaints.

 All complaints are taken seriously. If young people are unhappy in any way at all, they are encouraged to let staff know straight away. Irrespective of the roots of the child’s feeling we do not want unhappiness to fester. Should any complaint reveal any issue for which other procedures exist, (eg Child Protection) then it will be dealt with under those procedures rather than as a complaint.

For young people, as part of our child admissions arrangements we issue a personal copy of our Children’s Guide which, in a child-friendly way explains the complaints procedure. Staff will ascertain whether a young person requires assistance to complain and support young people in the necessary and appropriate manner.

All complaints are referred to the Registered Manager.  Irrespective of any Crystal Care Solutions internal procedure the child can involve their Social Worker and external agencies, ChildLine, Ofsted, Children’s Commissioner and the Independent Person.

Our policy outlines the procedures to be followed in all complaints. First it specifies how people can complain then it involves informal and formal stages depending on the nature of complaint. Short timescales are attached to each stage to ensure that things do not drag on and that complainants have the confidence they have been listened to and that action has been taken. We will always inform the complainant how things have been resolved.

The Registered Manager daily monitors any complaints or concerns and formally reviews everything on a monthly basis. The Independent Person monitors on a monthly basis any complaints received and how they have been dealt with.

 If necessary the most senior members of Crystal Care Solutions, including Directors will involve themselves in a complaint to ensure that it is dealt with properly and that complainants know what has been done.

The Registered Manager will supply to Ofsted, at its request, a statement containing a summary of any complaints made during the preceding twelve months and the action that was taken.

Homes Managers must take all reasonable steps to ensure that children feel comfortable with the making of comments or complaints, they are enabled to make a complaint or representation and are free from reprisals if they choose to do so. Young People are advised that they may ask someone else to make the complaint on their behalf.  They will also be given information and contacts details of Advocates they may contact, who may make complaints or advocate of their behalf or assist them in doing so. Complaints Forms are readily available to the young people within their Key Worker Files and are offered after all incidents, especially those involving physical intervention.

A copy of the Complaints Policy and Procedure is available to view online at <http://www.proceduresonline.com/crystalcare/chapters/p_representations.html>

Telephone numbers of Childline, Ofsted, Children’s Rights Commissioner and the NSPCC are displayed in a prominent position in the Home. Each young person has a right to make a complaint directly to **Ofsted, Piccadilly Gate, Store Street, Manchester M1 2WD 0300 123 1231**

**Child Protection and Bullying**

Halcyon House is committed at every level to safeguarding generally, and child protection in particular, in order to promote young people’s welfare. We take seriously our duty to protect every young person from abuse and maltreatment and to prevent impairment of health or development.

All concerns of a Child Protection nature will be referred by the Registered Manager/Designated Child Protection Officer to the Local Authority. In any circumstances where Safeguarding procedures are undertaken, the young person’s social services and parents will be kept closely involved and informed as required by Working Together to Safeguard Young People

All staff receive regular training together with support and guidance in safeguarding and promoting young people’s welfare. On placement a comprehensive risk assessment is undertaken which covers all areas of safeguarding. This risk assessment is reviewed at regular intervals or immediately if the need arises.

All children and young people have a right to feel confident that this is a safe and healthy environment.

We want to ensure that all children, young people and staff remain safe from bullying behaviour and have the opportunity to thrive and prosper, emotionally and socially within and outside the Home.

When bullying is encountered we will ensure that the procedures are in place to allow:

* Reporting of the incident;
* Having incidents of bullying properly recorded;
* Having concerns or incidents of bullying properly monitored;
* Ensuring appropriate action is taken in response to incidents of bullying and that is followed up.

This will ensure that people feel listened to and understand that their concerns have been and will be taken seriously.

Within the home a culture of respect and dignity is agreed and promoted amongst the staff, children, and any visitors into the home and a set of shared standards of what behaviour and language is acceptable across the home will be advocated. Staff and children will receive guidance and training that encourages an understanding and appreciation of what bullying is and how it impacts on self and others.

Our Child Protection Policy and Countering Bullying Policy is available on request and underlines our commitment to inter agency working. This can also be viewed by accessing our online Policies and Procedures Manual at;

[www.proceduresonline.com/crystalcare](http://www.proceduresonline.com/crystalcare)

**User Engagement**

The home actively involves young people in the day to day running of the home and its development as a service.

The home adopts several forums for young people to voice their concerns or raise issues generally about the care that is provided for them. As we provide a public function, we recognise our duty to consult with and involve young people in the planning and delivery of our services.

To meet this duty the home actively involves young people in the day to day running of the home, and the development of Crystal Care Solutions in a more general context. Young people are involved in the recruitment process and attend ‘young people’s meetings’. We operate our service in a transparent way and invite those who use our service to comment and contribute through these meetings and through less formal discussion with the manager and proprietor. Feedback received from young people and their families is used when designing or developing policy and service.

At an individual level the provision of a consistent staff team and key worker supports the young person to form relationships in which they can make honest comments and express their views freely. Staff will always treat these views with importance, and support the young person to raise any concerns, or raise concerns on their behalf. The young person is proactively involved in direct consultation regarding their feelings towards the placement.

Young people are provided with opportunities to be involved in the drafting and reviewing of Placement Plans, they are encouraged to attend Placement and Looked After Children Reviews and be involved in or consulted about key decisions made in the home.

The Proprietor or designated independent inspector, who undertakes our Regulation 44 visits, meets the young people every month where possible to obtain their views, thoughts, opinions or concerns.

Crystal Care Solutions have contracted a bi-lingual (English/Welsh) independent advocacy service to be available for young people should they wish to discuss issues with someone external to the home and the company. The advocacy service provide young people with an initial visit and introduction. The service ensures that issues raised by Young People are referred on to relevant Placing Authorities and services and will monitor the outcome obtained by the young person.

Young people are provided with information about the service and contact details so that they may engage them independently. The young person will direct the advocacy service as to how and if they would like issues addressed.

The Halcyon Home adopts a Child-Centred Approach and they are heavily involved in not only their own care plans but in the development of the Halcyon Home. Young People have input on the decor, the furnishings, the rules and the running of the home in order to improve their service provided.

**Anti-Discriminatory Practice**

The Manager and staff team of the home believe strongly that an anti-discriminatory approach to their practice and equality of opportunity for young people accommodated are fundamental to good practice. Our staff are guided by the principles set out in the Equality Act 2010. To this end the home will work within all policies, procedures and guidelines laid down by Crystal Care Solutions with regard to equality of opportunity and anti-discriminatory practice.

Through training and development we will raise awareness of all forms of discrimination and the duties incumbent on employees to adhere to equality legislation. No one should face discrimination Harassment or victimisation at the home as a result of disability, gender reassignment, pregnancy, race, religion or belief, sex or sexual orientation. Our staff, through their day to day work, seek to eliminate harassment and discrimination, actively encourage the advancement of equality of opportunity, and foster good relations with those who have a protected characteristic. No one should face discrimination at the home as a result of their colour, race, culture, gender, language, and sexual orientation, disability or other characteristics.

**Children’s rights**

* **You** have the **right** to be treated with **respect**.
* **You** have the **right** to be responsible for **yourself** and **your** own actions, and to **respect** the **rights** of **others**.
* **You** have the **right** to make mistakes.
* **You** have the **right** to **privacy** and **personal space**.
* **You** have the **right** to education.
* **You** have the **right** to a **safe** and **secure** environment.
* **You** have the **right** to ask for information and advice.
* **You** have the **right** to be **listened** to and be taken seriously.

There is an organisation called **Ofsted** who make sure that homes like ours operate correctly. Postal address is, Ofsted, Piccadilly Gate,Store Street, Manchester, M1 2WD. You can contact them on: **03001231231 anytime**

Other agencies you can contact are listed below:

·  ChildLine: **0800 1111**

·  NYAS advocacy: **01782 683150**

·  Who Cares Helpline: **0500 564570**

·  Connexions: **080 800 13 2 19**

· NHS Direct: **0845 4647**

· Younger mind:www.youngminds.org.uk/contact

· Samaritans: **08457909090**

· Youth matters: **0800 107 7057**

You have the ‘**right’** to know your **‘rights’.** The Children’s Commissioner is **Ann Longfield**, website address is <http://www.childrenscommissioner.gov.uk> . The postal address is: The Office of the Children's Commissioner Sanctuary Buildings 20 Great Smith Street London SW1P 3BT

Tel: 020 7783 8330
Email: info.request@childrenscommissioner.gsi.gov.uk

 **Education Promotion**

Education is essential for intellectual, social, emotional and physical development and can be a stable factor in a young person’s life. Education nurtures self-esteem; confidence and resilience and enables integration, future choices and independence.

The staff and management team believe that young people should be provided with a level of educational opportunity that allows them to develop to the best of their abilities and enable them to attain the highest level of academic achievement they can.

The home will provide suitable facilities for home study, materials to support young people’s education and offer support up to the level of their own academic ability.

We will provide links with schools and other education providers and encourage the involvement of vocational and work experience.

We will work collaboratively with the Placing Authority and Local Educational Authority in developing and maintaining the Personal Education Plans, this includes young people with a statement of educational needs (SEN) with a view to one of the following options being available for the provision of education:

* Local Mainstream Provision
* Local or Regional Special Educational Provision
* Individual Tutoring
* Specialist small group education provision
* Modern Apprenticeship / work based learning

For young people who have completed their statutory education, individual full or part time tuition, access to further educational establishments and vocational training can be provided.

At Halcyon Home we:

* Believe that all young people are of equal value and should be given equality of opportunity and access to resources, regardless of their sex, race, religion, ability or background.
* Endeavour to ensure that our residents gain maximum life chance benefits from educational opportunities by helping them to achieve more at school.
* Ensure that this home provides an environment and culture that value education and learning and that adult support and model this.
* Endeavour to develop the emotional, physical, spiritual, social and intellectual growth of its pupils and to encourage and assist them in overcoming their difficulties for their individual benefit and for the benefit of society.
* Aim to provide a parenting environment that helps promote learning and achievement that spreads throughout the day involving young people.
* Where applicable endeavour to reintegrate all young people into mainstream education wherever possible, or failing that to facilitate their reintegration into society by the provision of appropriate experiences and support.
* Provide the opportunity for all young people to reach their full potential through the National Curriculum in line with all up to date recommendations and the provision of relevant work experiences and post under 18 courses.
* Strive to improve the quality of both school and home life, staff and resources by a policy of on-going self-appraisal and by providing opportunities for staff to expand and develop their own skills and knowledge.
* Ensure that all key workers are actively involved in supporting the young person’ attendance and educational achievement.
* Ensure attendance at all relevant school meetings, such as parent’s evenings, PEP meeting, exclusion meetings.
* Ensure that we have quality educational resources within the Home.
* Liaise with appropriate professionals within the Education Department where there are particular issues with a pupil’s attendance and educational progress.
* Encourage Key Workers to liaise closely with the Designated Teacher/Class Teacher and actively support the child’s/young person’s progress.
* Ask Key Workers to contribute to and to become fully involved in educational meetings to inform the PEP plan and Care Plan and reviews.
* Ensure the young person’s learning at school is followed up and supported at home.
* We support the young person’s participation and achievement in SATs, GCSEs, Vocational courses and other qualifications.
* Ensure the child/young person is up and ready for school on time, with all necessary resources.
* Ensure (where applicable) the child/young person has a clean, full school uniform.
* Ensure regular attendance where possible and actively contribute to the culture
* Respond appropriately to fixed-term exclusions, by ensuring that adequate and suitable work is provided for young people.

In Stoke-on-Trent, schools provide a wide range of extra support for children with special educational needs. This is matched to their level of difficulty. Most children's needs will be met by their school, through a range of interventions known as School Action and School Action Plus. This is called the graduated approach.

This 'graduated approach' is described in more detail in the Special Educational Needs Code of Practice. This is a guide for schools and local educational authorities and provides information about how they help children with special educational needs. By law, the guidance in the code of practice should not be ignored

**Facilities at Halcyon Children’s Home**

Each young person has access to facilities that will enable them to do their school homework. Each young person has space within their bedrooms dedicated to school work, each have a desk and provided with stationary and required workbooks/notebooks. Young people can also access information from the staff team when possible. Staff would endeavour to obtain relevant up to date information to enable the young person to do their schoolwork.

**Recreational, Sporting and Cultural Activities**

The home is fully committed to the perspective of social inclusion.

To this end we will actively support young people in their particular interests both at the home and in the wider community. Where young people are admitted with little or no previous involvement in activities, a varied program will be constructed that exposes them to a range of diverse activities that are both challenging and educational. The programme will provide opportunities for the acquisition of skills, knowledge and excitement. From these “taster activities” young people will be encouraged and supported to make choices as to which if any areas they wish to pursue on an on-going basis.

We will support young people to foster good relations with their communities and in particular, for individuals with protected characteristics we will promote equality of opportunity.

We encourage young people to participate in physical exercise and choose activities that they will enjoy doing. We appreciate that all young people have different individual needs with different skills, experience and abilities thus will have varying likes and dislikes. We will attempt to help young people meet these needs in an age appropriate way.

|  |  |  |
| --- | --- | --- |
| CinemaIce skatingAlton Towers | SwimmingTen pin bowlingLaser Quest | Alton TowersVideos/MoviesShopping |
| Dry Slope skiingTheatreYouth ClubsRacquet SportsPaintballing | Computer gamesGuides, ScoutsFootball ClubsHorse RidingSnooker/Pool Clubs | Cycling, WalkingBoxing Club Sea/Army/Air CadetsCricket ClubsOutdoor Pursuits |

The home values the self-esteem of young people and will actively celebrate religious, cultural and special occasions. Young people are encouraged to celebrate and participate in religious observance, e.g. Ramadan, Eid, Divali, Christmas, Birthdays and other religious festivals. The weekly menus also reflect the specific religious celebrations.

**Health Promotion and Protection**

The health of young people accommodated is of the utmost importance. Young People are encouraged and taught to develop the knowledge, skills, attitudes and values to care for their own Health and Wellbeing. We will actively encourage young people to monitor their own health by way of a regular programme of healthcare checks with their GP, Dentist and Optician.

On admission there will be an undertaking to ensure registration or confirmation of previous registration of GP, dentist and opticians. If possible, we will make arrangements for young people to maintain registration with their own medical practitioners.

Any appointments made in respect of a child’s health will be discussed with the parent(s) or those with parental responsibility. Where the Placement Plan deems it appropriate, parent(s) or those with parental responsibility are to be invited to accompany young people to appointments.

If a young person were to become chronically sick or disabled whilst placed at the Halcyon Home, we would aim to make provisions for their continued accommodation through the consideration of additional registration, adjustments to the physical environment and additional staff training. Where it is not possible continue the placement we would make every effort to ensure smooth transition of the young person to another, more appropriate service.

All Halcyon Staff are trained in First Aid and also in the Safe Handling and Administration of Medication. First aid boxes are available within the home to treat minor injuries. Staff are instructed to make immediate use of the GP surgery and the emergency services at the local hospital in the case or suspicion of more serious injuries. Travel First Aid Bags are also available for taking on activities or day trips.

Medication and home remedies will only be made available to young people if prescribed or approved by a medical practitioner. All drugs and medicines are to be kept in a locked cabinet and a precise record of their use is made. Young people will only be allowed to administer prescribed drugs and medicines themselves with the permission of the Registered Manager who will, in turn, agree this course of action with the GP and the placing authority.

Arrangements are put in place to monitor, and if appropriate restrict, the use of household substances that may be harmful e.g. Bleach, Disinfectant, Aerosols etc in keeping with COSHH and other relevant standards.

A programme of Health Education will be provided for young people as part of their on-going care and educational plan. This will involve both internal and external inputs. Particular features of this programme will be HIV awareness, sex education, smoking, alcohol, drugs, and healthy eating and exercise. The Halcyon Home follows the Food Safety Standards, ‘Eat-Well Plate’ and also encourage young people to prepare meals using the Department of Health’s ‘Be Food Smart’ Meal Planner. Healthy eating is promoted within the home.

**Therapeutic Services**

The home can employ various therapeutic techniques if commissioned by the Placing Authority and where appropriate to meet the needs of the young person.

The home measures the effectiveness of its approach to health care and therapy by regular meetings with health providers/bodies. In addition to this internal monitoring measures are completed, this includes regular key work sessions, young people’s meetings, manager’s monthly audits (regulation 45) and the ‘outcome monitoring table’. This information is stored within the home and can be accessed by the relevant bodies. As a home we have used G-Map services and they will provide training and also the home is currently using CCATS Therapeutic services.

**CCATS Therapeutic team-**

CCATS are based in Blackpool and they are a therapeutic provider that work alongside the Halcyon Staff team and work relating with the young people to support rehabilitation.

Individualised psychological and behavioural assessment services are provided.

CCATS provide a comprehensive psychological assessment service. There individualised assessments focus on developing an enhanced understanding of the difficulties that may be preventing a positive and productive life for an individual. Ultimately, this aims to identify a supportive care pathway. The psychological assessments undertaken are varied and bespoke based on need.

Some examples include:

Cognitive functioning, deliberate self-injury, General aggression, General psychological well-being, Harmful sexual behaviour, Risk assessment, Sexual exploitation, Stress and coping and Substance misuse. CCATS also provide formulation meetings that formulate a understanding of the young person’s past trauma and allows plans to be put in place.

 **Senior Practitioners- CCATS**

Katie Lambert-

Katie is a Chartered and Registered Forensic Psychologist employed by Coastal Child and Adult Therapeutic Service (CCATS), an independent provider of specialised assessment and therapeutic services for children, adolescents and adults. Her role is to conduct psychological assessments and therapy with clients who present with various difficulties, including trauma, attachment difficulties, harmful sexual behaviour and aggression. In her previous roles, Katie has worked in high secure mental health services whereby I have been involved in psychological assessment and individual and group intervention with sexual and violent offenders with mental illness and/or personality disorder. Katie has supported staff team to understand their client’s needs and provided guidance on management in line with their risk and protective factors. Katie has also delivered training in the areas of self-injury, management of aggression and attachment. Katie is a Chartered Member of the British Psychological Society and part of the Divisions of Forensic and Clinical Psychology. Katie is registered with Health Care Profession Council (HCPC).

**Tom Nally-**

Is a Forensic Psychologist in Training and a graduate member of the British Psychological Society (BPS). I have a Psychology (BSc) and a Forensic Psychology (MSc) and Is currently studying a PhD with the University of Central Lancashire (UCLan).

Tom has worked with adults and young people in a psychiatric hospital as a support worker for three years, who demonstrated a range of challenging behaviours such as aggression and sexualized behaviours. Tom currently work with CCATS with young people who have engaged in Harmful Sexual Behaviour (HSB) and/or aggression. Tom also work within a secure psychiatric hospital, where Tom conducted assessments and deliver interventions with adult males who have histories of significant aggression or sexual aggression. Tom is trained in a range of assessments including the SAPROF, J-SOAP, HCR-20, SCID and IPDE and trained to deliver the Life Minus Violence - Enhanced © intervention.

 **Electronic Surveillance**

The home has 11 CCTV cameras situated around the building to allow staff to scrutinise visitors to the home and monitor for potential intruders on the property. There are electronic gates at the entry to the grounds to prevent unauthorised entry. There are motion sensors fitted on the upstairs landing areas to monitor against intrusion during the night. The home additionally has alarms on the entrance doors to warn against intruders. The home also has some external gates on the property.

Halcyon House staff are issued with an alert badge (Qualitel). The badge is linked to a specialist Alarm Receiving Centre in which staff can deploy the necessary response including emergency services if needed.

In the interest of supporting lone working with individual young people badges can also be electronically tracked by using i-tels’s tracker software and this allows lone worker managers to co -ordinate and monitor.

* Lone workers, through their device, have direct contact with a 24/7 Alarm Response Centre which complies with BS5979 Category 2 – the highest BSI security standard
* Lone workers can be accurately and quickly be located should danger arise
* Lone workers have peace of mind and are thus completely focused on their role
* Accurate knowledge of lone worker locations

**Door Alarms**

The home is equipped with door alarms to young persons’ bedrooms. Due to the home being a specialist provision for young men who display sexually harmful behaviour, this is deemed necessary to safeguard all young people placed in the home, particularly during the evening and overnight. The bedroom door alarms will be disabled when not required.

Prior to young people being placed, consent for the use of bedroom door alarms will be sought from the young persons’ placing authority (and where the young person is accommodated – Section 20, consent will be sought from parents). The procedure for use of bedroom door alarms for each young person will be included in their placement plan and a risk assessment will also be implemented, detailing the use of such alarms.

**Behaviour Management**

Our goal is to support young people to reduce inappropriate, damaging and destructive behaviour, and to develop healthy and socially acceptable behaviour.

We use a range of proven methods and techniques to achieve this.

* Setting reasonable and achievable expectations with the young person’s involvement and understanding
* Acknowledging and rewarding positive behaviour
* Procedures and individual programmes designed to encourage, promote and celebrate achievement.
* Provide encouragement and support to recognize difficult and unacceptable behavior, and to respond proportionately
* To allow for mistakes and give opportunities for moving forward
* We also use some restorative work with the young people so that they can feel
* Empowered within their home and can take pride on some tasks such as painting.
* PACE parenting styles used by the care team to support the best outcomes for young people.

**Use of sanctions:**

Any sanctions are agreed upon admission following a period of assessment and incorporated into the Placement Plan. Appropriate sanctions may be revised by the management of the home in response to specific behavioural issues as circumstances change or as necessary. In every event the Placing Authority will be kept updated.

They are implemented only when it is proportionate, appropriate and where the use of the sanction is likely to achieve an identified outcome.

The sanction implemented will be the least restrictive possible to achieve the identified outcome. The home is supportive of a much more restorative approach working with young people as this supports better long term outcomes.

Sanctions are recorded and signed off by the Registered Manager in accordance with Children’s Homes Regulations 2015

**Crisis management and the use of Physical Intervention**:

All staff undertake certificated behaviour management training prior to commencement of work within the home and complete refresher training at least every 12 months.

Physical intervention is used as a last resort in extreme circumstances, where it has been identified as the only means and least restrictive option available to ensure the safety of, and minimise the risk of injury to the young person and/ or others, or where there is a risk of significant damage to property.

Incidents of physical intervention are always followed by de-briefing opportunity whereby the young person is encouraged to talk about the incident, the triggers and the staff responses. This model is intended to reduce any possible trauma experienced by a young person during a restraint or intervention and allows for a learning process around self -control and personal safety. This helps to assess staff competency and recording of using and recording approved physical intervention, in addition to supervision, Regulation 44 and 45 (England) Regulation 33/81 (Wales) inspections/monitoring and internal QA Audits. Staff undertake a refresher course a minimum of every 12 months.

All incidents of use of restraint or physical intervention are recorded in accordance with Children’s Homes Regulations 2015 and Quality Care Standards (England), and in our Welsh homes; The Children’s Home Regulations (Wales) (2002), Care Standards Act (2000) and The Regulated Services (Service Providers and Responsible Individuals) (Wales) Regulations (2017) as applicable.

**Behaviour Support Plans**

As part of the assessment and planning process for all children, Behaviour Support Plans based on BCT models are devised for each young person residing at the Halcyon Home.

The Behaviour Support Plan will be different for each child, depending on the child’s background and needs. However, it is expected that any behaviours which give rise to concern about the following will result in a Behaviour Management Plan; for example:

1. Absenting behaviour;
2. Anxiety or withdrawal;
3. Bullying or other similar behaviours;
4. Challenging behaviour;
5. Drug or substance misuse;
6. Lack of awareness of person safety;
7. Offending or offensive behaviour;
8. Sexual Exploitation;
9. Self -harming behaviour;
10. Sexually exploitative or inappropriate sexual behaviour;
11. Violence or aggressive behaviour.

Behaviour Support Plans summarise the young person’s behaviours that cause concern, and highlight the strategies adopted by the Staffing team to effectively manage these concerns. The young person is encouraged to be involved in creating and reviewing their own support plans to help them to understand and recognise their behaviours as well as having their say on how Staff can deal with incidents of challenging behaviour.

 **Unauthorised Absence Or Missing From Care**

Our goal is to support and advise each young person to them understand the risks and dangers involved with becoming absent from the home, and to advise each young person of how to seek help should they run away from the home.

Halcyon House has in place Missing from care protocols which will be tailored to each young person who resides at the home, which is compiled with guidance and reference from relevant protocols and legislation such as *‘Statutory guidance on children who run away or go missing from home or care’, ‘Local Authorities, Joint protocol on children who run away or go missing from home or care’* etc, which will ensure that the home’s procedure take into account the views of appropriate local services and have regard to police and local authority protocols for responding to missing person’s incidents in the area where the home is located.

Where there is a possibility of a young person who resides at Halcyon House will run away or go missing from the placement, the home will consult with the placing authority to introduce and include strategies to minimise the risk within the young person’s care plan.

Incidents of missing from the home are always followed by de-briefing opportunity whereby the young person is encouraged to talk about the incident, the triggers and the staff responses. This will allow for a learning process around self -control and personal safety.

All incidents of absence or missing from the home are recorded in accordance with Children’s Homes Regulations 2015 and Quality Care Standards.

Social workers are informed and that young people, staff and others have the opportunity to talk through and learn from their experiences.

Upon the young person returning to the home following absence of missing from the home, Halcyon staffing team will ensure that the young person is provided with food, drink and warmth, and will ensure that the young person is offered medical attention, should this be required and opportunity to discuss any issues or concerns.

If a young person who resides at the Halcyon House persistently runs away or engages in other risky behaviours, such as frequently being absent from the home to meet with inappropriate adults, the home will consult with the child’s placing authority to convene a risk management meeting to develop strategies for managing risks to the young person. The strategy should be agreed between the home, the placing authority, the local authority where the home is located and the local police.

 **Child Sexual Exploitation**

The sexual exploitation of children and young people has been identified throughout the UK, in both rural and urban areas … It robs children of their childhood and can have a serious long-term impact on every aspect of their lives, health and education. It damages the lives of families and carers and can lead to family break-ups…. Children who are sexually exploited are the victims of sexual abuse and should be safeguarded from further harm. Sexually exploited children should not be regarded as criminals and the primary law enforcement response must be directed at perpetrators who groom children for sexual exploitation. (p 4)

Any child or young person may be at risk of sexual exploitation, regardless of their family background or other circumstances. This includes boys and young men as well as girls and young women. However, some groups are particularly vulnerable. These include children and young people who have a history of running away or of going missing from home, those with special needs, those in and leaving residential and foster care, migrant children, unaccompanied asylum seeking children, children who have disengaged from education and children who are abusing drugs and alcohol, and those involved in gangs (p 17). (Safeguarding Children and Young people from Sexual Exploitation, 2009)

Child sexual exploitation takes different forms - from a seemingly ‘consensual’ relationship where sex is exchanged for attention, affection, accommodation or gifts, to serious organised crime and child trafficking. Child sexual exploitation involves differing degrees of abusive activities, including coercion, intimidation or enticement, unwanted pressure from peers to have sex, sexual bullying (including cyber bullying), and grooming for sexual activity. There is increasing concern about the role of technology in sexual abuse, including via social networking and other internet sites and mobile phones (see also Correspondence, Communication and Social Networking Procedure). The key issue in relation to child sexual exploitation is the imbalance of power within the ‘relationship’. The perpetrator always has power over the victim, increasing the dependence of the victim as the exploitative relationship develops.

Many children and young people are groomed into sexually exploitative relationships but other forms of entry exist. Some young people are engaged in informal economies that incorporate the exchange of sex for rewards such as drugs, alcohol, money or gifts. Others exchange sex for accommodation or money as a result of homelessness and experiences of poverty. Some young people have been bullied and threatened into sexual activities by peers or gangs which is then used against them as a form of extortion and to keep them compliant.

Children and young people may have already been sexually exploited before they were admitted to the home; others may become targets of perpetrators during their placement. They are often the focus of perpetrators of sexual abuse due to their vulnerability. The manager and staff in the home should therefore create an environment which educates children and young people about child sexual exploitation, involving relevant outside agencies where appropriate. They should encourage them to discuss any such concerns with their key worker or other member of staff, and also feel able to report any such concerns about their peers to staff.

**Staffing Numbers, Experience and Qualifications**

We anticipate that all young people will be placed at Halcyon on a planned basis, which will enable us to undertake sufficient amount of Risk Assessments to determine behaviour management, there compatibility to be placed with another young person and other plans and ascertain the most beneficial staffing and other arrangements.

Changes in staffing arrangements will be a result of agreements made within Placement and Review meetings and with Local Authority Commissioning teams and must be in the best interests of Young People and staff working within the home.

Staff will have 24/7 access to a manager for support. Arrangements will be made for the home to be visited at least monthly in accordance with Regulation 44 Children’s Homes Regulations 2015 on an unannounced or announced basis by a Proprietor or designated independent inspector.

Our staff team consists of a (Registered) Care Manager, a Deputy Care Manager and eight full time permanent Residential Care Workers, as well as a pool of residential care workers who can be called upon.

The most senior member of staff on duty at any time automatically deputises for the Registered Manager, and Deputy Care Manager, when these persons are absent.

**Responsible individual - James O’Leary.**

James joined the company in 2008 after working for our sister organisation since 2005. James holds an NVQ4 CCYP, NVQ4 LMA, NVQ4 Business and has a NEWI4 Youth Work qualification. James has many years’ experience of a range of roles, settings and service user groups in the care sector.

**Specialist Therapeutic Services Manager – Phil Killen**

Phil Killen currently holds operational responsibility for all homes within the therapeutic services portfolio. Phil commenced his employment with the organisation in January 2019 coming from a background of senior operational management and business development positions with some of the largest national providers of health and social care services for both adults and children. Phil now has over 25 years’ experience within social care, thirteen of which have been in senior management positions. Phil currently holds NVQ Level 4 Health and Social Care (Children and Young people) and also NVQ Level 4 Management and Leadership. Phil has also successfully completed numerous courses relevant to this role including IOSH managing safely and Therapeutic Crisis Intervention.

**Kaylee Owens (Registered Care Manager**); Kaylee joined Crystal Care in 2015 having previous worked for a Children’s Residential Care company for 4 years where she progressed to the position of Acting Manager, Kaylee also carried out training within this organisation in areas such as report writing and record keeping. Kaylee has experience of working with a wide variety of children with complex needs including mental health issues, attachment disorders, CSE, and sexualised behaviours. Kaylee holds a degree in Therapeutic Childcare and also a Diploma Level 3 in Children and Young People. Kaylee now holds her Level 5 in Leadership for Health and Social Care (Children and Young People). Kaylee has experience of working with G-Map therapeutic teams and is now currently working alongside CCATS therapeutic services. Kaylee is now a BCT PPR trainer for Crystal Care and also delivers training workshops for the company such as self-harm and ligature training.

**Staff Supervision and Training**

**Supervision**

We believe that supervision is central to effective practice and service delivery.

All staff employed in the home, including temporary staff and ancillary staff, will receive one to one supervision in line with regulatory requirements and in response to the staff and management’s needs. Supervision takes place fortnightly for the first six months in the case of newly appointed staff, which is integral to the induction process. Supervision will take place on a monthly basis following successful completion of probation periods.

Details of supervision sessions will be kept in writing, with copies held securely by the Registered Manager at the Head Office with a copy provided to the supervisee.

CCATS also work with the Staff at Halcyon House and provide key working with staff as well reflective practice which is really beneficial. These Supervisions are kept confidential and not shared with the Homes Manager unless CCATS re permitted/asked to do so.

CCATS also have another session with Halcyon staff where they carry out reflective practice with staff regarding incidents in the home to improve practice and allow staff to share their views on concerns.

**Training and Development.**

# All staff will receive training and development opportunities that equip them with the skills required to meet the physical, emotional and developmental needs of the young people accommodated in the home. The training of staff will be in conjunction with the statutory requirements as defined within The Quality Standards and in response to the needs of our service users.

All newly appointed staff will not start working with young people until they have undertaken basic training, including a Non-violent Physical Crisis Intervention programme and basic training around the organisation’s Whistle-blowing, Complaints and Child Protection procedures. This initial induction programme is designed to familiarise new staff with key policies, procedures and practices prior to the commencement of work. Thereafter all new employees are enrolled on the SCIF induction programme and all mandatory training courses in accordance with regulatory requirements. Employees must have completed all the above within six months from the date of employment. During the initial six month probationary period they will receive supervision fortnightly, culminating in a probationary review at the end of six months. Probationary periods may be extended for an additional three months should this be required.

Thereafter staff will be expected to undertake a range of training opportunities and, if they have not already done so, enrol on a QCF Diploma Level 3 CCYP within the first six months after appointment.

Those staff who have previously achieved an NVQ Level 3/ QCF Dip Level 3 will go on to undertake further training specific to their interests and the needs of the business including QCF Dip Level 4/5.

Each staff member has a Personal Development Plan which is monitored and managed by the organisations Human Resources Department.

**Halcyon House Specific Training**

All Staff employed by Crystal Care Solutions complete an extensive range of Mandatory Training. These are completed upon their employment and are monitored through the homes Training Matrix and renewed when required. Mandatory Training is as followed;

* BCT PPR (Physical Intervention)
* Food Hygiene
* Health and Safety
* Fire Training
* Medication Training
* Child Protection Awareness
* Equality & Diversity
* First Aid

As well as the Mandatory Training, Staff at the Halcyon Home are also trained in specific areas that are often a result upon the acceptance of new placements, or are identified through the behaviours displayed or the recognised needs of the young people during their placement. The Halcyon Team have undertaken the following additional training:

* G-Map Attachment and Trauma
* G-Map Good Lives
* G-Map Sexual Harmful Behaviours and Risk
* Self-Harm Awareness
* Radicalisation
* Drug and Alcohol Awareness Training
* Psychoactive Substances
* Risk Assessments
* Effective Teamwork
* Child Neglect
* Child Sexual Exploitation
* Child Sexual Abuse
* Record Keeping
* Data Protection/GDPR
* Personal Safety
* Autism, ADHD and ODD
* CEOP Online safety training.
* County -Lines training.
* Self-Harm and ligature training.
* CCE training.
* Knife crime.

Kaylee Owens

Some Individual Staff also have the following Training;

* Safer Recruitment
* GMAP Management implementation of Good Lives
* Radicalisation
* GDPR Training
* Supervision Training.
* ASD/Forensic CAMHS Training.
* Safeguarding training Level 1 and level 2.
* Fact find training.

**Admissions Policy and Criteria**

Our paramount duty to a young person entering our care is to support them to feel safe. This is achieved through the provision of a stable living environment and laying the foundations of a trusting relationship with the staff team.

We believe that in order for a young person to engage with us effectively they should have an understanding of their situation, their options and the expectations upon them.

We believe that it is only fair to support individuals in a way which reflects their own aspirations and is realistic and achievable. We support the idea that young people may change their perspectives and priorities and would support them to engage with services to express their views.

Our practices acknowledge and accept that young people can make mistakes and may need to be supported to move forward.

Through a consistent and fair approach we ensure that our young people are given the praise and encouragement needed to build confidence and self-esteem. It is our view that without improved self-confidence is key to improved behavior and motivation and that any step in the right direction should be acknowledged.

It is our hope that a nurturing and accepting environment will support young people to stabilize, to deal with past traumas and to develop the skills to live healthy happy lives.

Initially we expect to receive and assess the suitability of a young person’s referral in collaboration with a local authority social worker. This would normally include obtaining up to date copies of the Care Plan and Personal Education Plan including, if appropriate, a copy of any existing statement of Special Educational Needs. The home will always look to take planned placements however does also take emergency placements.

We would also obtain relevant background, any specialist assessments or reports that are available and we would hope to visit the young person in their current placement before making a decision about placement. We would attempt to talk with current and past carers

Assuming it is agreed in principle that we could cater for the needs of the young person, we would normally arrange at least one visit for him/her to the home to establish the level of co-operation, to establish if the young people have similar interests and needs sufficient to suggest a safe and appropriate environment. This would include consultation with the current residing young person.

We would then agree whether or not a placement would be suitable. We would hope that parent(s) would be involved in this process but this would not be an expectation. If a placement were agreed, the arrangements for admission would be specific to the young person but would not normally occur until a Placement Plan had been drawn up and signed off by the social worker and young person concerned.

At Halcyon we have a key worker agenda which is outlined from the placement plan and we link this in to the sessions therefore we aim to meet objectives of placement plans.