



The Acorns-Innovative Solutions-Positive Outcomes”

STATEMENT OF PURPOSE

Baydale House



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www.acorncare.org.uk

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INTRODUCTION

This ***Statement of Purpose***, is written in accordance within the regulatory requirements of the Children Act 1989, the Children’s Home Regulations (England) 2015 and the Care Standards Act 2000 (updated 2014).

Reference is also made within the statement to a series of Acorn Care policy documents, which can be read in conjunction with this statement. These are all available in full at Baydale House Children's Home.

A copy of this statement of purpose is provided to the HMCI/Ofsted and is also available upon request for inspection by:-

- Each person who works at Baydale House Children's Home.
- Each child provided with accommodation at Baydale House Children's Home or a child that is being considered to reside within the home.
- All parents (or persons with parental responsibility) of any child provided with accommodation at Baydale House Children's Home.
- The placing Authority or Agency of any child provided with accommodation at Baydale House Children's Home.

Quality and Purpose of Care

1. Statement of Needs

- Baydale House provides care and accommodation for children and young people, Baydale House may also admit Children and young people on an emergency basis that may be in a crisis situation;

wherever possible all admissions will be managed in a way to minimise the anxiety to the child/young person being admitted, and for the young people already in placement at Baydale House at that time.

2a. Ethos and Values of the Home

The Staff Team work to ensure that the following ethos and values are an integral part of life at Baydale House:

- The young person's welfare and needs are at the centre of their care, providing a happy, safe and healthy environment to enable them to develop, thrive and reach their full potential.
- Treat each child / young person with Dignity and Respect
- Young people will feel nurtured and valued. Each child will be treated as an individual, and will benefit from a supportive and homely environment to enable them to express and build upon their talents, strengths, and capabilities, with a wide range of opportunities to develop life skills, learning, and to build on their aspirations for the future.
The staff teams work with the child or young person, social workers, parents and carers to help achieve this.
- Children and young people are entitled to grow up in a caring environment that can meet their developmental needs, as well as nurturing and supporting their emotional and physical wellbeing. This is paramount to our service delivery at Baydale House.
- Every young person should have their wishes and feelings listened to and taken into account. They are encouraged to have a voice at all times. Children and young people at Baydale are encouraged to attend their own children's meetings, engage in their reviews and meet with their independent reviewing officer, and to speak to the staff team at any time without judgement.
- Each young person should be valued and respected as an individual and given personalised support in line with their individual needs and background in order to develop their identity, self-confidence and self-worth
- The young people are supported with the opportunity to maintain or build relationships with birth parents and their extended family in accordance with their care plans. They are also encouraged and supported to build and sustain relationships with family, friends and the wider community.

2b OUTCOMES for Young People

- ◆ **Increased Stability in Placement** - Baydale House staff pride themselves on working closely with the young person, the placing authority, and all professionals involved in the young person's care to support their placement and prevent it breaking down.

- ◆ **Reduction in Behavioural Concerns** – Any significant change in our young people’s individual behaviour is recorded. Staff monitor and track any patterns, and work with the young people on developing coping strategies and techniques to reduce the concerns around behaviour. Children and young people all have individual behaviour management plans, and staff work closely with Acorn Care Consultant Clinical Psychologist Dr Nikki Hill, the social worker, parents and carers, and the child/young person to ensure this is a working plan which is achievable and meets their individual needs.
- ◆ **Continual Improvement with Family Contact** – Staff at Baydale House work hard to promote all contact, as agreed in the Care Plan. Staff liaise with identified family members ensuring that the dialogue is consistent, informative, and supportive, as well as supporting supervised contact where necessary.
- ◆ **To reduce episodes of young people going missing from home** – We work in partnership with the local police and the Erase team to help the young people understand the risks associated with being missing from home. We empower the young people to make the safer choice and where possible will identify triggers and possible coping strategies to prevent missing episodes. In the event that young people continue to go missing from the home, staff will follow guidance from the young person’s individual risk assessment. Staff will use all resources available to them in an effort to locate the whereabouts of the young person or convince them to return home. When the young person returns they will have a key-worker session and be offered food and drink, and medical assistance if needed.
- ◆ **Improvement in social interaction and social skills** – Baydale House will encourage and support any young person to attend groups, clubs, youth centres and activities whereby the young people can positively interact with others. Activities such as going shopping, going out for meals or taking part in sport and leisure activities alongside staff or friends, supporting and enhancing their social skills, interaction with peers and others and encouraging positive appropriate relationships.
- ◆ **Promote and improve educational attendance and attainment** – At Baydale House we believe that education is the key to better outcomes for young people. We support young people in attending appropriate education or vocational placements and link closely with their education providers. Staff will always attend parent’s evenings or other school meetings and we offer support with homework. Attendance is encouraged by ensuring that young people are ready in time and have all necessary equipment / kit. Attendance at school or college is also one of the key elements of the Baydale motivation and rewards scheme through which our young people earn additional rewards through educational achievements.
Baydale House understands the importance of education in a child or young person’s life, and will support any young person wishing to maintain their current education facility or school. For those with no provision in place, we will advocate and challenge local authorities to ensure the child or young person’s legislative requirements are being met.

Aims and Objectives

- The overall aim of Baydale is to provide a safe, structured and nurturing environment with a caring and homely atmosphere that is free from prejudices and which offers the young people the opportunity to be listened to, express their wishes, needs and feelings.

- Working with each young person, we attempt to improve their self-image by creating and making best use of safe opportunities for them to learn, develop and realise appropriate levels of self-determination. We will respond to a young person's individualism by treating them with dignity and respect and reinforcing their positive behaviour.
- We maintain and support young people in promoting and developing their health, education and emotional needs in order that they can develop to their full potential. We embrace individuality of all our children and young people at Baydale, and with this, will support and take any steps necessary to ensure cultural, linguistic and religious needs are fully met, respected and promoted within the home.
- We aim to work in partnership with the young people and all other significant and relevant people to achieve the best possible outcomes for the young people accommodated within the home.

3. Accommodation

Baydale House was built as a residential property and it continues to maintain a homely, domestic and caring environment within a residential care context. With a therapeutic and nurturing approach to supporting individuals, whilst promoting positive values alongside a wide range of activities, Baydale provides a tranquil environment for all young people 'looked after' within the home.

There is a television room with Sky TV, DVD player, computer, various other recreational equipment, books, magazines, daily newspaper and games available for young people's use. Outings and other activities are arranged on a regular basis, including swimming, ten-pin bowling, snooker, football and ice-skating. Young people may use their weekly pocket money towards further activities. Young people are encouraged to join local clubs, sports groups and maintain links and friendships with other young people in the community. If a young person moves into Baydale and they already take part in an activity or hobby we will support them to continue.

All young people's bedrooms are decorated and furnished to a high standard and all bedrooms are very spacious and well equipped. Large communal rooms are located on the ground floor for recreational activities, meals, etc. There are two family bathrooms and a downstairs w/c. Each young person has a large bedroom, which is lockable, and is given his or her own key. Young people are encouraged to have personal possessions and to take pride in their home. Portable LCD TV's with built in DVD player and Freeview are in all young people's bedrooms.

3a. Baydale House has very few adaptations within the home, trying to maintain original features and remain as homely as possible. All communal areas, offices, bedrooms and landings have been installed with fire safety equipment; emergency exit lighting has been fitted throughout the home along with smoke and heat detectors throughout. Televisions have been wall mounted and boxed in, in the style of the furniture, not only to safeguard the property, but to become an attractive feature.

3b. Baydale House can accommodate up to five young people aged between 11 – 17 years old, with no gender restrictions.

3c.The first floor consists of three large bedrooms for young people, an office and a spacious family bathroom. The top floor also has two generous sized double bedrooms for young people, a staff sleepover room, and a second family bathroom.

4. Location

Baydale is located in the popular West End of Darlington, close to the town and all amenities, including shopping facilities, a cinema, a theatre and the region's number one leisure venue, the Dolphin Centre; a large swimming and sports complex with an extensive range of facilities. Baydale is positioned close to the main bus routes, Baydale is within quarter of a mile of a supermarket, a post office and a bakery. The house is also within close proximity of GP surgeries, dental surgeries and local schools.

5. Supporting Religious Beliefs and Culture

Each child or young person accommodated here at Baydale will be enabled, so far as practical, to attend services, receive instruction and maintain any dietary requirements or other observances of any religion they wish to follow. Young people will be encouraged to thrive culturally, experiencing and engaging with their chosen culture and also with alternative cultures through film and music, dance and drama, art and food.

6. Complaints Procedure

The staff team supports the needs of young people and their families in their right to make a complaint about any aspect of their care. At Baydale we believe it is important to help young people and their families understand why the complaints procedure exists and how to use it should they ever feel it necessary to do so. We work with young people to empower them to make complaints whenever they feel their needs are not being met. We also strive to ensure that young people who make complaints are not made to feel stigmatised or guilty in any way.

If a young person needs to make a complaint, a member of our team offers help. It is acknowledged, however, that a young person may need help from outside of Baydale House and therefore, young people are helped to involve a children's advocacy service.

The team endorses the view that, whenever possible, complaints should be dealt with informally and we work through issues together. At the same time, however, the team acknowledges that if an informal resolution is not possible, the process for making a complaint must allow for an examination by someone who is not directly involved in the care of the young person concerned. Finally, the team acknowledges the importance of young people and their families having the right to complain to OFSTED.

On admission to the home the young people and their families are given information about the complaints procedures. The young people and their families are also made aware of their right to complain to OFSTED.

The complainant is kept up to date with their complaint and steps are taken to ensure that they understand the process involved. A record of complaints is kept at Baydale and is closely monitored by the manager. Ofsted can be contacted at the following:

Ofsted
Piccadilly Gates

Store Street
Manchester
M1 2WD

08456404040

Or you can complain to the Children's Commissioner at

The Office of Children's Commissioner
Sanctuary Buildings
20 Great Smith Street
London
SW1P 3BT

Or by Telephone

Tel; 0800 528 0731 or 0207 7838330

Email;

info.request@childrenscommissioner.gsi.gov.uk

or

advice.team@childrenscommissioner.gsi.gov.uk

If you require further information on children's rights then you can visit the website on www.childrenscommissioner.gov.uk

7. Arrangements for Safeguarding, Bullying and Missing Young People

Safeguarding

One of our main priorities at Baydale House, is to provide a safe and empowering place for young people to live. Safeguarding protection procedures are key to keeping young people safe.

A risk assessment is undertaken with each young person and this is regularly reviewed and monitored as part of the placement planning system. It covers all aspects of behavior and history that might cause a risk to the

young person or others. Each risk assessment contains a risk management plan, to be followed by staff at all times. Risk assessment and management plans are updated regularly, at statutory reviews and after specific risk events.

Staff at Baydale are familiar with and adhere to child protection protocol, and will be prompt in raising any child protection concern. The manager will be the responsible individual for Child Protection within the home.

Safeguarding and Child Protection is part of the induction training for all staff. No employee starts work at Baydale House until they have completed this essential training.

Where child protection issues identify that individual young people are at risk of significant harm, staff will follow different strategies to minimise and reduce risk as well as following the appropriate child protection procedures.

These strategies include:

- ♣ Joint working with social workers, parents, CAMHS and other relevant professionals such as drug and alcohol specialists and counselling services.
- ♣ Personalised support and attention
- ♣ Seeking advice and support from the Acorn Care Designated Safeguarding Officer
- ♣ Notification regulation 40 to OFSTED if child protection issues or significant risk events occur.

Countering Bullying

The staff teams are aware that bullying can be present in residential care and can be detrimental for victims. Bullying behavior is not tolerated at Baydale. There is need for constant vigilance and immediate action if it is happening. There is a policy on countering bullying, which is known to children and staff and is effective in practice. The team and young people have a range of literature to help with addressing and preventing a bullying culture from developing. Furthermore the issue of countering bullying is regularly discussed at team meetings and young people's meetings.

Arrangements when young people go missing

The team at Baydale believes that a young person's safety and welfare is of paramount importance. It is therefore our priority to do everything possible to ensure the safe return of a young person. Young people who go missing without authority are reported to the police and their placing authority in line with our policy. The policy requires a young person to be reported missing if they have not returned or made contact within 30 minutes of the time agreed between the young person and staff (or otherwise as stated in the young person's risk assessment). All appropriate people (e.g. family, Emergency Duty Team, Social worker) are informed of any unauthorised absence.

It is also part of the team's working philosophy that when a young person goes missing, there is a reason for this. The team therefore aims to work with the young person to prevent them from going missing in future. On

returning from a missing episode, a young person's safety is our paramount concern and staff will always check this alongside ensuring their wellbeing.

Views, Wishes and Feelings

8. Consultation with Young People

Young people are consistently encouraged and supported to make decisions and choices about their individual lives as well as the way Baydale is run. We aim to consult in ways that are sensitive and with regard to any religious, ethnic, cultural and linguistic needs. Interpreters and/or advocates can be used whenever necessary in consulting with the young people. Consultation is encouraged through, for example, key worker time and young people's meetings. The views of young people's families are also taken into account. Children and young people are supported and encouraged to participate in Ofsted inspections and biannual consultations.

9a ANTI-DISCRIMINATORY Policy, Promotion of Equal Opportunities

The Staff Team at Baydale works in ways that are consistent with and supportive of the Children Act 1989, Children's Homes Regulations and Quality Standards 2015, Care Standards Act 2000 and the Equality Action 2010.

The Staff Team at Baydale aims to be continually aware of the ways in which certain groups within society are disadvantaged, particularly in relation to age, gender, ethnicity, religion, class, disability and sexual preference. Staff members challenge inappropriate language or stereotyping by young people. The team model respectful behavior towards each other and share work and responsibilities in ways that challenge age and gender stereotypes wherever possible.

Dignity, Respect and Equality

We recognise the value of young people, their uniqueness and personal needs. We are committed to respond to young people with dignity and respect. We aim to ensure that services are accessible. The services provided by staff at Baydale will not judge young people's circumstances or backgrounds and will support and help young people make positive choices in their lives. We will challenge, support and encourage other people not to discriminate against others on the grounds of age, ethnicity, language, culture, gender, religious beliefs, disability, sexual preference or sexuality.

9b Rights and Responsibilities

All children and young people living at Baydale House have a right to feel safe. They also have the right to know that their views and feelings are listened to and will be acted on as long as this is consistent with their overall welfare. Staff continually promote and support this on a daily basis.

Rights

We have a commitment to young people's rights and adhere to the values of the UN Convention on the Rights of the Child which promotes fair and equal treatment and participation. We aim to meet or exceed all the Children's Homes Regulations and quality standards 2015.

At Baydale the young people have a right:

- ♠ To be treated fairly
- ♠ To be physically well cared for in relation to, for instance: their health, food and warmth, and a clean and safe home
- ♠ To have contact with their family
- ♠ To make mistakes and to expect new chances
- ♠ To have their views encouraged and considered
- ♠ To be supported in following any religion they choose
- ♠ To have choices about their own lives wherever possible
- ♠ To read what we write and record about them
- ♠ To receive care which is planned and reviewed regularly
- ♠ To complain if unhappy with the care received or offered
- ♠ To be included in and have access, with the help of staff, to their daily living files and care documents
- ♠ To have their own copies of their placement plan, statutory review and the reports from social workers and care staff, and a safe place to keep them, should they wish
- ♠ To have their own copies of other documents by negotiation

With rights come responsibilities and therefore the team here at Baydale expect young people:

- ♠ To work with us towards identified goals
- ♠ To treat themselves, other young people and staff who reside and work at Baydale with respect
- ♠ To value and look after the physical environment of Baydale House
- ♠ Not to bring into Baydale House any drugs, alcohol or other items, which may be perceived as physically or psychologically threatening to others
- ♠ Not to hurt, threaten, bully or frighten anyone at Baydale House
- ♠ To take part in house routines and respect house rules, for instance about bedtimes, use of TV, sharing chores
- ♠ Attend the young people's meetings
- ♠ To take responsibility for any actions, learn and rectify this where at all possible

The team also expects parents:

- ♣ To work with us towards achieving their child's goals.
- ♣ To continue to offer care, support and encouragement to their child
- ♣ To attend meetings about their child's life and support the home and identified workers in ensuring that the child's care remains appropriate

Education

10. Supporting Special Educational Needs

At Baydale House we may have young people who have educational requirements that affect their ability to learn. For example:

- behavioural/social (eg difficulty making friends)
- reading and writing (eg dyslexia, other learning needs)
- understanding things
- concentrating (eg Attention Deficit Hyperactivity Disorder)
- physical needs such as: hearing loss or visual impairment

This may result in them having special educational needs, and require an Educational Health Plan (EHP). In the event that our young people have such a Plan, staff will support educational provision and liaise with the SENCO (Special Educational Needs Coordinator), to ensure needs are being met.

11. If the Home is registered as a School

Baydale House is not registered as an education provider; we have developed links with the Local Education Officer for Looked after Children, who is informed when a young person is admitted to the home. If required a meeting will be arranged to share information and risk assessment with the Local Education Officer who will liaise with placing authority and local schools to source appropriate provision.

12. Arrangements and Promotion of Education

The young people accommodated at Baydale will have a Personal Education Plan (PEP). The young people's needs and aspirations will be recorded within their placement plan if appropriate. We acknowledge the importance of education within young people's lives and we will work in ways that support and help young people to reach their potential. We acknowledge that continuity within young people's education is of paramount importance and we will, whenever possible, help young people to continue at the same school, college or training program. We recognise that the school may have developed an understanding of the

particular issues of the young person and therefore may form an important part of the support for an individual young person. A representative from school is always invited to attend a young person's statutory review, in order to give feedback about a young person's educational attainments. Each child is given full access to educational facilities in line with their age, aptitude, needs, interests and potential. Children have a study area in the home with resources to undertake homework tasks and are actively encouraged and supported by staff when doing so.

Enjoyment and achievement

13. Promotion of Leisure

Here at, Baydale House young people are provided with a range of opportunities and finance to take part in a variety of both group and individual activities and leisure interests, which not only take into account their ethnicity, culture, language, religion, interests and abilities, but also help to widen and deepen a young person's experience of diversity. For instance, we encourage young people to experience foods, festivals, films and books from different cultures.

If a young person moves into Baydale House and they already take part in an activity, club or hobby, we will endeavor to support them to continue this.

Young people are encouraged to join the library and buy books and magazines. Newspapers are purchased weekly.

All children have ongoing access to activities, games, books, music and age appropriate DVD's and computer games. During school breaks, holidays and outings are planned with the young people. Birthdays, Christmas and other Festivals, as appropriate, are celebrated with young people by having birthday parties in the home, or for special birthdays, special outings can be arranged. Young people can be involved in the Duke of Edinburgh Award Program, which encourages teamwork, personal and social development and the acquisition of new skills.

Health

14a Details of any therapeutic techniques used and how supervised and monitored

Baydale strives to use therapeutic approaches with all young people in placement. The staff team are able to consult with Dr Nikki Hill, Consultant Clinical Psychologist who is commissioned to support and advice in the plans for the young people's placements. This consultation provides the team with guidance and support in Nurturing Attachment Theory; helping staff to understand that young people may have experienced trauma, abuse and neglect in their early lives, as well as having to cope with multiple placements following removal from their families. Dr Hill supports staff to understand the impact of these issues, and the child's initial inability to form healthy attachments with their carers. Such understanding can help us look beyond the behaviors in young people, in an effort to try and find the underlying cause more quickly, which in turn will help to calm and de-stress the young person, whilst building a more positive nurturing relationship. The consultation provides a forum for discussing and agreeing how best to respond to young people and any negative or worrying behavior

they are presenting. Importantly, it also provides a forum in which to understand any particular therapy that a young person may be receiving from CAMHS. We can also consult with a member of the Child and Adolescent Mental Health Service (CAMHS) if required.

Further specialist help for young people is identified, in partnership with the young people and their social workers in order to ensure that young people gain access to the support they need. This includes drug and alcohol counselling, careers advice, sexual health guidance and offending prevention services.

14b Information on effectiveness of the approach and the evidence to demonstrate.

Any attachment work conducted by Dr Hill or staff, as well as any outcome data, is recorded in each of the young person's "Clinical Care Packs". The packs contain information and evidence to support and demonstrate the effectiveness and progress of any therapeutic approaches carried out with the young people. It also contains comprehensive information around the young person's feelings and thoughts about their future, a "pen picture" of the young person, strengths and difficulties of the young person, both the young person and the carers' moods and feelings, an emotional and well-being plan, and any Psychology Consultation Summaries. Such recording gives Dr Hill the opportunity to monitor the progress of both the young people, and support the staff team to continue to build their understanding and experience in developing the young person's ability to form healthy attachments

We regard health protection and promotion of young people as an important part of our role at Baydale House. We promote good health by ensuring all children have clear written individual health care plans, which set out all their identified health needs and what has been implemented to meet their needs. The plan covers the whole range of potential health needs, including physical, emotional and sexual health.

Baydale House evidence the effectiveness of its approach to health care via the young people's Health Care Plans, which are reviewed and updated on a regular basis, along with auditing via an 'Independent Person' – Regulation 44 and monthly managers reports carried out and contributing to the Regulation 45 report. Both of which are regularly sent to HMCI/Ofsted and are available upon request to identified parties, along with copies provided in each young person's individual file.

Each child accommodated in our home is registered with a GP and provided with guidance, advice and support in relation to health and social issues. Each young person will visit one the local dentist practices every six months or more frequently if required. A local optician will see each young person annually. Staff will ensure immunisations are up to date in consultation with the LAC nurse, as well as ensuring an annual LAC medical is completed.

Here at Baydale House we take an active role in promoting all aspects of healthy living. We are proactive ensuring the young person eats healthily and regularly, develops and maintains a good level of hygiene, develops appropriate waking and sleeping routines and takes regular exercise, which is monitored in both the daily evaluation and monthly report sent to social workers and parents (where appropriate) in consultation with the young people.

Whilst respecting young people's rights and privacy they are supported in getting help with any illnesses or health issues that they experience.

Smoking is not permitted in any part of Baydale House to protect all who live and work in the home.

Positive Relationships

15 Contact Arrangements with Family, Friends and Significant Others

At Baydale House we will work in partnership with young people to ensure that contact arrangements with families, as outlined in their care plan and placement plan, are adhered to. We will give as much constructive support as possible to maintain contact. Young people will be encouraged, when appropriate, to keep their family at the centre of their lives. Families, friends and significant others will always be made welcome, as long as they conduct themselves in a safe and appropriate way whilst visiting. We will ensure that, when there are contact restrictions, young people understand the reasons why these restrictions are in place. We will also facilitate supervised contact when needed.

Protection of Children

16 Electronic and other Surveillance Techniques

Baydale House works to its ethos offering a homely environment to all in placement, however in order to protect and safeguard, the home does have electronic monitoring devices fitted to all internal bedroom doors and all external doors. The activation of these devices on the young people's bedroom doors can only be put in place if it is felt that the young person is at, or poses a significant risk to themselves or others. Use of door alarms must be built in to the young people's risk assessment and be time limited. These devices will not be used to monitor the whereabouts or gain compliance of young people.

External door alarms may be activated at night in line with domestic security measures which many families choose to take. The use of this measure is included in the homes generic risk assessment.

17a Baydale House Approach to Physical Intervention (restraint)

At Baydale House we believe that it is the responsibility of all staff to communicate with young people about what is acceptable and unacceptable behavior. Furthermore, it is the responsibility of staff to maintain safe and appropriate boundaries with and between staff and young people. Consistency and fairness are key ingredients to developing a safe and positive atmosphere.

We also believe that methods of control, restraint and discipline can only have the desired impact within the context of positive relationships existing between staff and young people. Communication, negotiation and mediation are important skills that the teams use to help young people to address unacceptable behavior. Within this overall context, the emphasis and aim of the team is to promote, acknowledge and reward positive behavior. As a young person is more likely to behave in an acceptable manner if they can see that they will gain in return for effort, an individual point system has been developed for young people at Baydale House. The system is reward based and not punitive.

The use of physical intervention on a child or young person is never part of sanctions or punishment. There are occasions when the use of physical intervention is necessary but this is only used if the young person is likely to cause harm to self or others. All use of physical interventions is clearly recorded and monitored by the manager. The staff team in Baydale House is trained to practice physical interventions as safely as possible and to prioritise the welfare of the young person throughout any such incidents or situations.

17b Training and competency in the use of Physical intervention and Restraint

The team at Baydale House are trained in using 'Silvermill Physical Intervention Techniques' prior to undertaking any shift work. Staff achieve a BTEC Level 2 Intermediate award for Intervention Practice. This is a formally assessed qualification that focuses on non-harmful methods of control and preventing serious harm to self, others and property. Staff have refresher training annually.

This is a formally assessed qualification that focuses on non-harmful methods, preventing serious harm to people or property. Staff have refresher training annually.

Leadership and Management

18a Contact Details

The registered provider for Baydale House Children's Home is;

Acorn Care (NE)
33 Kellow Road
Darlington
Co Durham
DL1 4YA

Tel: 01325 466525

18b Responsible Individual

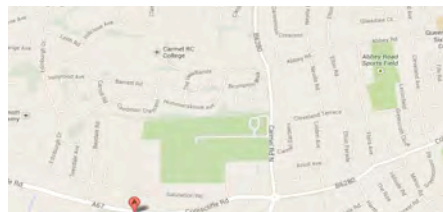
The 'Responsible Individual' (as defined under current legislation), on behalf of Acorn Care (UK) Ltd, responsible for the service at Baydale House Children's Home is:-

Julie Anne Foxton
C/O 33 Kellow Road
Darlington
Co Durham
DL1 4YA

18c Registered Manager

The 'Registered Manager' (as defined under current legislation), on behalf of Acorn Care (UK) Ltd, for Baydale House:-

Jayne Bogan



Ofsted Registration Number: URN SC390751

STAFFING ARRANGEMENTS

19. The staff team and their qualifications and experience

The diverse nature of the team in terms of age, gender, ethnicity, experience, skills and qualifications will provide the opportunity to promote a positive view of difference to young people. We are committed to continually building on and extending diversity through our recruitment process.

All workers employed will have an Enhanced Disclosure and Barring Service check (formerly CRB) which is updated regularly. A record of this is kept in their personnel file.

20. Staffing Structure

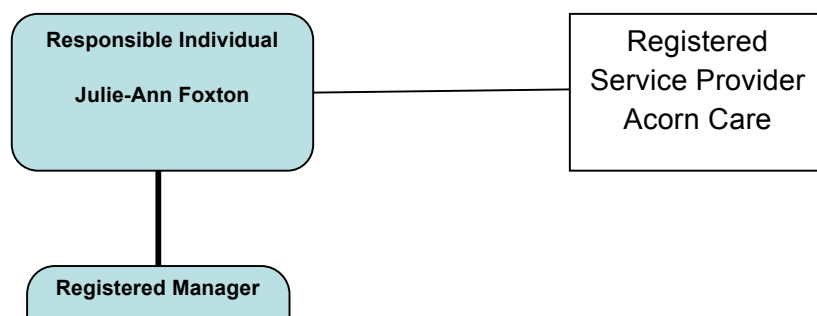
A minimum of two staff are in the home between 08:00 and 20:00. Efforts are made to ensure the staff team on duty represents a range of experience, gender balance and qualifications. Where identified as beneficial or through risk management, staffing levels are increased to meet the young people's needs, for instance in the evenings, at weekends, during holidays or when specific young people have a greater need for attention.

Night duties between 20:00 and 08:00 are met by one member of staff sleeping in and one on waking night duty. The home can amend this staffing structure to two staff sleeping in when risk assessments for the young people allow and the home is settled.

The Registered Manager and Deputy Manager will work 9am-5pm Monday to Friday to ensure that there is sufficient management cover. Outside these times there is an on-call management Rota to ensure that all staff have additional support.

Where short term gaps in Rota occur due to training, sickness, vacancies or leave, these will be covered by existing staff or other staff employed as sessional workers within the Acorn Care group. If it becomes necessary to use temporary 'agency staff' these will never form a majority of the staff on any shift.

The Organisational Structure of Baydale House



Responsible Person: Julie-Ann Foxton

Julie-Ann is one of the founding Directors of Acorn Care, and was instrumental in the recruitment and setting up of Baydale House. Julie-Ann is a regular visitor to the home, attending staff meetings to listen to and discuss issues with staff, and supports the Registered Managers on a day-to-day basis. Julie-Ann has personal experience of living within a residential placement as a young person, which was a significant factor in her motivation to work with her fellow Directors to establish Acorn Care. Julie-Ann meets monthly with the home's nominated employee representative, as well as attending meetings between the staff and Directors to discuss operational issues. Meetings are also held between the Directors and the young people, so that they can help shape the way they live within the home.

Qualifications:

MSc Management, Pg cert in Business Management, HND in Business & Finance, CIMA Intermediate, Sage Computerised Accounting, Sage Payroll, Scotvec NVQ Level 1,2 & 3, ECDL computer driving licence. Supervision for Social Workers, NSPCC Designated Safeguarding Officer training

Courses:

Level 2 Safeguarding, Solicitors Accounting Rules, HMRC year-end audits NTRAC Supervising Complex Practice Professional Boundaries,, Kim Goulding attachment training, Child sexual exploitation, Teenage brain Training. Sensory Loss

Registered Manager: Jayne Bogan

Jayne has worked with Children and Young People for over 25 years, 15 of those being within a residential setting. The young people have been of mixed gender with diverse needs and abilities: ADHD, Learning Difficulty, Autistic Spectrum Disorder, Socialised Conduct Disorder, Attachment Disorder, Self-harm, eating disorder and aged between 8 years old & 18 years old. She has established her role as a corporate parent initially undertaking the role of keyworker working closely to develop incentives, active management strategies, participating in LAC Reviews, Education meetings and working closely with clinical teams. Her skills, attributes and knowledge continue to be enhanced through professional development attained via internal and external and accredited training, work based experience and the knowledge, support and professionalism of colleagues and supervisions.

She believes that every child is of paramount importance and therefore their individual needs and requirements are taken into consideration whilst strategies are set up to enable them to develop and make positive steps to move forward. This is supported by the structure and consistency given to each individual to enable this move.

Qualifications:

Post Graduate Diploma Careers Advice and Guidance, Qualification Careers Guidance, NVQ Level 4 Learning development and support services for children and young people, NSPCC Designated Safeguarding Officer, TROCN Level 3 Substance Misuse & the Law, NVQ Level 3 Advice & Guidance, NVQ Level 3 Children & Families. Level 5 Leadership and Management in Residential Care. IOSH Certificate, HS 3047 Level 3 Medication. IOSH, NCFE Infection control level 2, NCFE mental health Level 2.

Courses:

Health & Safety, Fire Marshall, Equality & Diversity, Conducting Supervision & Appraisals, Confidentiality & The Law, CAMHS, Self-Harm, Autism, Working together to safeguard, Boots Medication training, Dealing with complaints, Disciplinary Investigation Training, Tackling Bullying in workplace, Solution Focused Therapy, Food Hygiene. NTRAC Supervising Complex Practice, Professional Boundaries, Kim Goulding Attachment training, Child Sexual exploitation. Self-harm, Social Media, , Choices and consequences, PACE Child sexual exploitation refresher, Erase Missing from Home and Child sexual exploitation. Teenage brain Training. First Aid, Silvermill Physical Intervention, Safeguarding, Health & Safety, Fire Training, and Food Hygiene, Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Sensory Loss, Challenging behaviours,

Deputy Manager: John Dent

Jonathan has worked in a children's residential setting since May 2009 and was promoted to Senior Residential Support worker in Jan 2011. Since this promotion he has continually striven to develop both his understanding of the environment and the young people's ability to believe in themselves. Prior to this Jonathan spent twenty two years serving in the British Army including tours in Iraq, Northern Ireland and The Falkland Islands. His work within the UK involved recruitment and training of the younger soldiers, those between the ages of 16 and 18, before they were legally allowed to do active service. This involved bringing structure and discipline to the young people in an environment that was initially alien to them.

Jonathon believes that consistent boundaries alongside structure, respect and building self belief will develop the young people within Baydale and enable them to fulfil their potential in life.

Qualifications

Diploma Level 5 Leadership & Management, City & Guilds NVQ3 Children and Young People, BTEC Level 2 in Physical Intervention, NCFE Level 2 Safe handling of Medicine. 3-Day First Aid at work, NEBOSH, Food Hygiene and Mental Health Level 2, Advanced Apprenticeship Management 487 Diploma. NSPCC Designated Safeguarding Officer, Level 5 leadership and management in residential care, Administering medication level 3, Infection control level 2. IOSH, NCFE Mental Health level 2

Courses:

2 Day course in Solution Focused Approach, Safeguarding Children, Appointed First Aid, Manual Handling, Countering Bullying, Fire Safety Regulations, Conflict Management, Health & Safety, Fire Warden. NTRAC Supervising Complex Practice, Professional Boundaries, Child Sexual exploitation. Self-harm, Social Media Self-harm, Choices and consequences, PACE. Child sexual exploitation refresher, Erase Missing from Home and Child sexual exploitation, Kim Goulding nurturing and attachment. Teenage Brain Training, Roles and responsibilities. First Aid, Silver mill Physical Intervention, Safeguarding, Health & Safety Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Challenging behaviours,

Senior Residential Child Support Worker: Stephen Brown

Stephen started as a Sessional Residential Childcare Support Worker in September 2014 and has since secured a permanent position. Stephen has worked within residential care for 15 years as a support worker to adults with disabilities and is fully versed on the challenges of working to good standards of care. Stephen decided to enter into working with Children and Young people and felt this was a natural progression and would enable him to face a new challenge in his career and also add to his skills, knowledge and qualifications. Stephen has a very natural rapport with the young people and has built up good relationships with them in a short time through activities. Stephen believes this is paramount to supporting the young people onto independence and meeting their needs.

Qualifications:

NVQ Level 3 Health & Social Care, NCFE level 2 Medication Handling, Level 3 diploma in children and young people, Leadership and management level 2, Infection control level 2. NCFE Mental Health level 2,

Courses:

First Aid, Silvermill Physical Intervention, Safeguarding, Health & Safety, Fire Training, and Food Hygiene, Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Food Hygiene, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, PACE, Child sexual exploitation, roles and responsibilities,

Senior Residential Child Support Worker: Brendan Phillips

Brendan started working for Acorn Care in January 2011 having previously worked with young people of varying ages and different behaviours in youth work. He is originally from Northern Ireland, moving to England in 2005, where he gained additional skills and knowledge in relation to understanding young people's needs. Brendan has worked for Acorn Care for over 2 years now and as a long standing member of the team his progression and development is apparent and with that he is now a shift leader and also a mentor for new staff.

Qualifications:

B-TEC level 2 physical restraint, OCR level 1 & 2 for youth workers, Level 2 safe handling of medicines, Level 2 sport for all, NIOCN level 3 equality & diversity, Level 2 food and hygiene, Level 3 Diploma/NVQ in Children and Young people. Level 3 Administration of Medication, Leadership and management Level 2

Courses:

Silver Mill physical intervention Safeguarding Children Level 1&2, Risk Assessment, Complaints, Emergency First Aid, Equality & Diversity, Health & Safety (including Infection Control), Confidentiality, Bullying,

Challenging Behaviour, and Fire Awareness/Marshall. Professional Boundaries, Kim Goulding Attachment training, Child Sexual exploitation, , Social Media, FGM, Radicalisation, Food Hygiene, health and safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, PACE, Roles and responsibilities. Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment refresher, Self-harm, Choices and consequences, Sensory Loss, Challenging behaviours,

Residential Child Support Worker: Lyn Hope

Lyn commenced at Baydale on 1st October 2015, having many years' experience of working within a residential care setting mainly with young adults with disabilities. Lyn has also supported her daughter with her business for some years, who is a child minder, and having gained experience and knowledge accompanied with supporting children, Lyn chose at this point to diversify her skills and knowledge by deciding to have a change of direction. Working with children and young people, she felt she could combine her skills, knowledge and qualifications to supporting children and young people and felt this was a natural progression for her.

Lyn has a bubbly personality which during her shadow shifts the children and young people in the home reacted positively to straight away. She also likes to cook and has already established herself with the young people as the resident baker, which the young people engage in with Lyn.

Qualifications:

NVQ Level 3 health & Social, Independence & Supported living for young people, QCF level 2 Team leading, EDI infection control level 2, Maybo award SAFERcare, Foundation health & Safety, Appointed Person First Aid, Level 2 Supporting people with learning Disability. NCFE safe administering of medication. Level 2 infection control, Level 3 Diploma in residential care children and young people NCFE Mental Health level 2

Courses:

Fire Safety, Manual Handling, and Medication administering, Safeguarding, Silver Mill Physical Intervention. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Food Hygiene, Health and Safety, Recognising Safeguarding. Self-harm, Choices and consequences, PACE, Kim Goulding Nurturing and attachment, Child sexual exploitation Professional boundaries, roles and responsibilities, infection control, Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Challenging behaviours,

Residential Child Support Worker: Mark Peacock

Mark commenced at Baydale House as a residential childcare worker on 18th January 2016. Mark has had previous experience in dealing with the community in some crisis situations, as he joined Acorn Care after previously being a community support officer for Durham police for 10 years. Mark has a sound knowledge base around the law, community cohesion, de-escalation techniques and supporting behaviour, and experience of multi-agency working and working as part of a team to achieve positive outcomes.

Qualifications:

Enrolled on Diploma Level 3 Children and young people, NCFE Infection control level 2, NCFE medication administering level 2,

Courses:

Silver mill Physical intervention, Fire Safety, Manual Handling, First Aid, Safeguarding, Child Sexual exploitation. Self-harm, FGM, Radicalisation, Food Hygiene, Health and Safety, Recognising Safeguarding. Self-harm, Choices and consequences, PACE, Child sexual exploitation, NCFE Medication administering, Professional boundaries, roles and responsibilities Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Challenging behaviours,

Residential Child Support Worker: Angela Brennan

Angie has worked with Acorn Care for 10 years having previously worked her way up to manager within the company due to personal circumstances, Angie relinquished this role and decided to take up a position as a senior residential worker at Beechwood and more recently a position at Baydale as a residential support worker, Angie has many years of experience and qualification in children and young people and will be an asset to Baydale already skilled and diverse team of staff.

Qualifications:

Diploma Level 5 Leadership & Management, City & Guilds NVQ3 Children and Young People, NCFE Level 2 Safe handling of Medicine. 3-Day First Aid at work, , Food Hygiene and Mental Health Level 2, NSPCC Designated Safeguarding Officer, Level 5 leadership and management in residential care, Infection control level 2.

Courses:

Silver mill Physical intervention, Fire Safety, Manual Handling, First Aid, Safeguarding, Child Sexual exploitation. Self-harm, FGM, Radicalisation, Food Hygiene, Health and Safety, Recognising Safeguarding.

Self-harm, Choices and consequences, PACE, Child sexual exploitation, NCFE Medication administering, Professional boundaries, roles and responsibilities

Residential Child Support Worker: Peter Moody

Peter Joined the team in late November after working in a residential setting with children and young people with disabilities for a year, Peter had been a foster carer for several years previous to working in residential care, Peter has a good rapport with children and young people and has fit in straight away as part of the team, his skills and personality will be an asset to the staff team at Baydale

Qualifications:

Enrolled on Diploma level 3 children and young people residential care, enrolled NCFE level 2 medication administration.

Courses:

Silver mill Physical intervention, Professional boundaries, Roles and responsibilities, Safeguarding, Fire Safety, Manual Handling, First Aid, Safeguarding,. Self-harm, Radicalisation, Food Hygiene, Health and Safety. Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Sensory Loss, Challenging behaviours,

Residential Child Support Worker: Elizabeth Noye

Elizabeth (likes to be known as Libby) joined the team on 14 November 2016, prior to joining us Libby was a stay at home mother and worked in an office as an administrator, Libby has good communication, IT and customer service skills which are apparent within her personality, Libby is keen and enthusiastic and her aspirations for a career in working with Children and young people in very clear, focusing specifically on residential care having had some experience of this herself.

Libby's personality and enthusiasm shines through and we are sure she will be a great asset to the Baydale team.

Qualifications

NCFE level 2 medication, Enrolled in Diploma level 3 children and young people residential care. NCFE Mental Health level 2

Courses:

Physical intervention, Safeguarding, Fire Safety, Manual Handling, First Aid, Safeguarding,. Self-harm, Radicalisation, Food Hygiene, Health and Safety. Teenage Brain Training. Nurturing and attachment. Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Sensory Loss, Challenging behaviours,

Residential Child Support Worker: Leanne Milner

Leanne has been with us since June 2017 she originally gained a post a Beechwood house but has moved over to Baydale after a 6 weeks, Leann had no previous experience of working in residential setting or with children and young people, however does have her own family and life experiences which have given her skills she can utilise and develop, Leanne has a bubbly personality, is keen to learn and develop skill to enable her to be a good residential worker, Leanne has a natural persona with young people and this will enable her to build positive relationships.

Qualifications

Leanne has no formal qualification in health and social care or children and young people, however is completing a robust induction which will incorporate his Children workforce development course.

Leanne successfully completed her induction and has been enrolled on his level 3 diploma Children & young people's residential care.

Courses

Physical intervention, Professional boundaries, Roles and responsibilities, Safeguarding, Fire Safety, Manual Handling, First Aid, Safeguarding,. Self-harm, Radicalisation, Food Hygiene, Health and Safety, NCFE level 2 medication. Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Sensory Loss, Challenging behaviours,

Residential Child Support Worker: Audrey Henderson

Audrey has joined us as a sessional member of staff, Audrey is a qualified social worker and also has 13 years residential experience.

Having worked for many year for Darlington authority within their in house Childrens home and then for the private sector.

Audrey has a wealth of experience and knowledge and will be an asset to the team at Baydale

Qualifications

Diploma in Social Work, Medication level 3

Courses

Physical intervention, Professional boundaries, Roles and responsibilities, Safeguarding, Fire Safety, Manual Handling, First Aid, Safeguarding,. Self-harm, Radicalisation, Food Hygiene, Health and Safety. NCFE Medication, Self-Care, Equality and Diversity, Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Sensory Loss, Challenging behaviours,

Sessional Residential Child Support Worker: Melissa Renahan

Melissa joined us on 29th February 2016, Melissa has vast experience, skills and knowledge of working in residential care with adults, children and young people. Melissa has chosen specifically to concentrate on children and young people over the past 5 years as this is where she feels her passion to develop and support young people is, through transition in their lives is where Melissa feels her skills and knowledge are most effective. Melissa has extensive knowledge on legislation regarding children and young people having qualified as a social worker in 2012 and uses this effectively within her current role. Melissa has now gained full time employment in her role as a social worker however has remained on a sessional basis with us at Baydale which we are very happy about.

Qualifications:

Diploma in social work, First Aid, NCFE Level 2 Medication administration.

Courses:

Fire Safety, Manual Handling, First Aid, Safeguarding, Child Sexual exploitation. Self-harm, FGM, Radicalisation, Food Hygiene, Health and Safety, Recognising Safeguarding. Self-harm, Choices and consequences, PACE, Child sexual exploitation

Sessional Residential Child Support Worker: Moira Gibson

Moira joined the staff team at Baydale house on 20th June 2016 and has a wealth of knowledge and experience in working within residential care with children, young people and adults, over the past couple of years she has been working within the new personal budgets and agency work which she has gained further skills and knowledge from, Moira has additional skills and knowledge around independence which will be an additional asset to the team and skill set currently in Baydale house, Moira has also lived in Spain and ran her own restaurant for several years where she gained skills and became more culturally aware of environments she is in, Moira has a strong value about supporting young people to achieve their aspirations using a person centered and therapeutic approach

Qualification:

CCSW (certificate in community social work) First Aid at work. Safeguarding Level 1 & 2 Safe handling of medication.

Courses:

Silver mill physical intervention, Physical intervention, Professional boundaries, Roles and responsibilities, Safeguarding, Fire Safety, Manual Handling, First Aid, Safeguarding,. Self-harm, Radicalisation, Food Hygiene, Health and Safety. NCFE Medication, Self-Care, Equality and Diversity Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Sensory Loss, Challenging behaviours

Sessional Residential Child Support Worker: Julie Smith

Julie has joined us on a temporary contract covering maternity leave, Julie had been working with us for some time through the agency so her transition in to Baydale house was smooth and less disruptive for the young people, Julie has been working with adults and young people for the past 4 years through an agency gaining experience and developing her skills and felt that her passion for working with Children and young people was where she was at her best. Julie is very enthusiastic about training, works well in a team and has a good rapport with the young people in Baydale house and has fit in very well within the home.

Qualifications:

NCFE level 2 Administering medication, CWDC, First Aid Enrolled on Level 3 diploma in children and young people, Level 2 Infection control

Courses:

Safeguarding level 1, Silver mill Physical Intervention, Fire safety, food hygiene Modern slavery, equality and diversity, health and safety, prevention of radicalisation, FGM, self-harm, choices and consequences, PACE, Child sexual exploitation, NCFE medication administering. Nurturing and attachment. Professional boundaries, roles and responsibilities, sensory loss

Sessional Residential Child Support Worker: Elizabeth Hughes

Elizabeth has worked for Acorn Care since the company was established in 2009 and she is currently employed as a Senior Residential Care worker. Prior to joining Acorn Care Elizabeth worked as a residential child support worker for a Local Authority care provider, working with young people with a range of behavioural and emotional difficulties, ADHD, learning difficulties and who fall within the autistic spectrum. These young people have been of a mixed gender and between the ages of 12 and 18. From this she worked as a Skills Trainer working with young people in specialist foster care whose extreme behaviours have resulted in numerous placement breakdowns. Within the social setting Elizabeth also promoted social skills by encouraging the young people to positively engage in age related activities. She has a strong commitment to helping young people achieve their full potential through consistent nurturing and support, placing great emphasis on promoting social and emotional development. She believes this in turn will give them the skills and confidence to become valued members of the community and form positive peer relationships.

Qualifications:

Access to HE, City & Guilds NVQ3 in Children and Young People, NCFE Safe Handling of Medicines Level 2. BTEC Level 2 in Physical Intervention, NCFE Level 2 Equality and Diversity, Level 1 BSL, NCFE Working with People with Mental Health Issues, NCFE Safeguarding Children and Young People, NOCN Drug and Alcohol Knowledge and Understanding, City & Guilds NVQ 3 Promoting Independence, Btec GNVQ 3 Health and Social Care, Certificate in Professional Development from Teesside University, Introduction to Working with Children and Young People who may have Emotional Mental Difficulties, Advanced Apprenticeship Management 487 Diploma Level 3, Level 3 Medication Administration. Self-harm.

Courses:

Level 1 BSL, Level 1 Deaf Awareness, Level 1 Communication Tactics with Deaf People, Safeguarding young people, Health Awareness, Neglect, Administration of Medication, Practitioner in Restorative Approaches, Manual Handling, two day course in Solution Focused Approach, Fire Safety Regulations, Countering Bullying, Conflict Management, Appointed Person First Aid, Teaching Basic Literacy and Numeracy, Certificate in Community and Health Care, Certificate in Caring Skills. Sexual Exploitation Training, NTRAC Supervising Complex Practice, Professional Boundaries, Child Sexual exploitation. Self-harm, Social Media, FGM,

Radicalisation, Food Hygiene, health and safety, Recognising Safeguarding, Choices and consequences, PACE, Kim Goulding Nurturing and attachment, Child sexual exploitation refresher.

Sessional Residential Child Support Worker: James Rhymer

James joined us as a sessional member of staff in November, James was a full time member of staff at Beechwood house prior to its closure for a year and has taken decision to go back in to engineering but has remained on register as a sessional staff member, James has good knowledge of staff team and young people in Baydale as he has completed a few shifts in the home whilst he was a member of staff for Beechwood, James has a bubbly personality and has always fit in well at Baydale and is liked by staff and young people.

Courses

Physical intervention, Professional boundaries, Roles and responsibilities, Safeguarding, Fire Safety, Manual Handling, First Aid, Safeguarding,. Self-harm, Radicalisation, Food Hygiene, Health and Safety. NCFE Medication

Kim Goulding Nurturing and attachment

Sessional Residential Support worker: Neil Campbell

Neil joined us a sessional member of staff in November 2018, having over 15 years working as a post man for the royal mail, Neil is looking to look at a change of career and this is the ideal opportunity for him to achieve this alongside his current job, Neil has also spent a number of years coaching a local football team his passion for working with children has evolved from there

Courses

Physical intervention, Professional boundaries, Roles and responsibilities, Safeguarding, Fire Safety, First Aid, Safeguarding,. Self-harm, Radicalisation, Food Hygiene, Health and Safety. NCFE Medication, Self-Care, Equality and Diversity

Residential Child Support Worker: Audrey Henderson

Audrey has joined us as a sessional member of staff, Audrey is a qualified social worker and also has 13 years residential experience.

Having worked for many year for Darlington authority within their in house Childrens home and then for the private sector.

Audrey has a wealth of experience and knowledge and will be an asset to the team at Baydale

Qualifications

Diploma in Social Work, Medication level 3

Courses

Physical intervention, Professional boundaries, Roles and responsibilities, Safeguarding, Fire Safety, Manual Handling, First Aid, Safeguarding,. Self-harm, Radicalisation, Food Hygiene, Health and Safety. NCFE Medication, Self-Care, Equality and Diversity Professional Boundaries. Child Sexual exploitation. Self-harm, Social Media, FGM, Radicalisation, Health and Safety, Recognising Safeguarding, Nurturing and attachment, Self-harm, Choices and consequences, Sensory Loss, Challenging behaviours,

Consultant Clinical Psychologist: Dr Nikki Hill

Dr Nikki Hill's services have been secured to give support to the young people and staff of the homes in a number of ways from direct work with the children and young people using a range of evidence based models and approaches alongside offering regular consultation and advice to the staff teams. Nikki is able to offer the staff teams an opportunity to increase their psychological thinking around the young people and support the development of person centred risk assessments and care plans. Nikki delivers specialist training to the staff teams around attachment, trauma, emotional well-being and other relevant topics to enhance the knowledge and skill base of the staff teams. Nikki is available to attend reviews and education meetings and liaise with other professionals involved in the young person's care, to promote the shared psychological understanding and provide advice and support on how best to support the young people in developing their emotional, social and cognitive needs. Nikki also works with the staff teams to monitor and evidence improved outcomes for the young people.

Qualifications:

Doctorate in Clinical Psychology (2009), Masters and Bachelor of Science degrees in Psychology (2004 and 2001 respectively).A member of the HCPC and BPS and receives regular clinical supervision from a Consultant Clinical Psychologist

21. Staffing Mix

Baydale House staffing mix is approximately 60% male and 40% female. Having a male and female staff member on each shift pattern enables balanced role modeling of mixed gender. Staffing levels are based around the needs of the young people and can vary to accommodate closer observation or interaction level should this be required. During holiday periods cover will be sought around the needs of the home at that time, taking into consideration mix of staff and activities. There may be occasion where particular shifts are all one gender but these will be limited wherever possible.

22. Supervision and Appraisal:

Supervision is a vital part of supporting, managing and developing the staff team. It is a requirement that Baydale House staff receive and take part in the supervision process. Supervision is provided by the appropriate line manager in conjunction with current legislation. Supervision sessions are recorded and staff are required to read and sign their notes, which are then placed on the staff member's file. Sessional staff will be supervised on a regular basis, approximately every 8 shifts. If there are any disagreements these are recorded.

All staff undertake a performance appraisal with their line manager every 12 months, which sets reviews, progress over the past 12 months and sets personal work targets and actions for the coming 12 months. The actions are reviewed within the staff members' monthly supervisions.

Induction

All staff are introduced, as part of their induction training, to child protection procedures, fire safety and drill training, medical procedures and the recording of information, prior to starting work in the home.

The CWDC (Children's Workforce Development Council) induction standards impact on training and induction. Although the CWDC has ceased to exist, the material is still available and will continue to be used as part of our induction process until further guidance becomes available. Completion of the "CWDC Workbook" is to be achieved within the 6 month induction period and is monitored by the manager through a mixture of training and other learning activities.

In line with the Children's Homes Regulations and Quality Standards 2015, all staff that have completed their induction, basic training and successfully passed their 6 month probationary periods are registered for the Diploma Level 3 Children and Young People, or another qualification which matches the competencies.

Each member of staff will receive mandatory training in line with current legislation and other training identified within their yearly appraisal or monthly supervision. Training needs will be discussed, agreed and monitored through the supervision and appraisal process. These are recorded in a personal development plan, which forms part of the performance appraisal system.

Development:

Staff development is seen as an ongoing process that includes:

- ♣ Training and Supervision
- ♣ The team meeting forum
- ♣ Working as part of a team
- ♣ Key working and joint working with colleagues within the team
- ♣ Joint working with other professionals and agencies
- ♣ Extra duties and responsibilities, which are delegated to staff as they become more skilled and confident within the team.
- ♣ Team development plan
- ♣ In house and external training courses
- ♣ Performance improvement Plans(a monitoring system which high light short falls and improve working practice)

Care Planning

23. Admission (Inc. Emergency)

- ◇ Social worker/ placement officer contacts us to enquire about vacancies
- ◇ Discussions follow regarding the appropriateness of referral with regard to the needs of the young person and the dynamics of the current group. Matching for all young people ensures that no young person admitted presents a known significant risk likely to compromise the safety or developmental opportunities of any other.
- ◇ The Manager will meet with the young person's social worker and arrange preliminary visits, followed by a further discussion with the placing authority regarding timescales and any particular requirements or issues.
- ◇ Visits may involve overnight stay depending upon the need of the young person. The young person will be allocated an interim key-worker (this may change during the placement to best suit the young persons need), they will be shown round and give them a copy of the children's guide (which will be explained fully on admission day).
- ◇ Bedroom will be prepared in a homely and comfortable manner, which can later be personalised.
- ◇ Risk Assessments and Residential Placement Plan will be prepared from referral paperwork.
- ◇ Where possible, all appropriate paperwork should be received from the placing authority 24 hours prior to the placement commencing.
- ◇ A placement meeting will be held within 72 hours of admission and the local authority for the area in which the home is located will be notified.
- ◇ The consideration of crisis situations/emergency placements is possible and will be considered dependent upon the needs of the young person being referred and the stability of the resident group.
- ◇ If an emergency placement is under consideration, as much of the above preparatory work as is practical will be carried out at the time to ensure the best possible start to the placement.
- ◇ If the young person is placed on an emergency basis at the planning meeting (held within 72 hours) all outstanding documentation must be presented for the placement to continue. At the planning meeting tasks will be agreed along with preferred outcomes and the time limits of the placement, as outlined in the care plan with their Social Work teams.