

Statement of Purpose

Meadow Cottage

URN 2814546

October 2024



Responsible Individual: David Drury

Registered Manager: Lisa Scales

Next Chapter Children's Care

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(1-22) SCHEDULE 1 (Regulation 16) matters to be included in the statement of purpose.

Introduction

It is a mandatory requirement set out in the Children's Home Regulations 2015 that every 'Children's Home' is to make available a written Statement of Purpose outlining how the home will function and what it is expected to provide; ensuring all matters as set out in Schedule 1 are included.

This Statement of Purpose has been produced to reflect this.

The Home issues 'The Children's Guide' to all children upon their admission. This guide is meticulously crafted from our Statement of Purpose, ensuring that its principles are tailored to the age, comprehension levels, and communication needs of the children residing in the home. It encompasses essential information such as a condensed version of the home's statement of purpose, an outline of the complaints procedure as mandated by regulation 39 and contact details for HMCI (Her Majesty's Chief Inspector).

Quality and purpose of care

1. Placement Criteria

Meadow Cottage Children's Home is registered with the following conditions.

- May provide care and accommodation for children with emotional and/ or behavioural difficulties (EBD) - TBC
- May provide care and accommodation for up to 4 Children. - TBC

Admission decisions are made collaboratively by the Responsible Individual, David Drury, and the Registered Manager, Lisa Scales. This decision-making process involves consultation with the Child's placing Local Authority/Social Worker/Multi-Agency Team and entails a thorough matching process.

While we prioritise planned admissions, we also recognise the importance of emergency placements under specific circumstances. Such placements are considered when the risk criteria align with the matching process.

2. Core Values and Philosophy

Every child is entitled to flourish within a nurturing and safe environment, receiving comprehensive support and guidance essential for their holistic development. We recognise and celebrate each child's individuality, ensuring their voices are heard and their unique needs are met at Meadow Cottage.

Through our dedicated efforts, we provide opportunities for self-discovery, enabling children to explore their potential, embrace their cultural identity, and develop their belief systems. These formative experiences lay a solid foundation for their transition into adulthood.

The Care team at Meadow Cottage is unwavering in our commitment to uphold the rights of young individuals, prioritising their physical and emotional well-being. We cultivate an environment characterised by warmth, stability, and clear boundaries,

ensuring consistency and continuity in our care. Our interactions with children are rooted in genuine care, fostering relationships built on mutual respect, dignity, and attentiveness to their needs. This approach enables children and plays a crucial role in addressing issues related to autonomy and authority.

Regular children's meetings and personalised sessions with our Care staff and designated Link Worker are integral to our approach, ensuring every child's voice is valued and their contributions respected.

By offering a structured daily routine and defining positive goals in their plans, along with the flexibility to engage with various professionals, we equip each child with the tools to make significant progress and positively impact their future. This prepares them to make valuable contributions to society.

We are dedicated to empowering children with a deep understanding of societal norms and acceptable behaviours, guiding them toward positive interactions and fulfilling relationships throughout their lives.

At Meadow Cottage, we are committed to nurturing children's needs with compassion, structure, and unwavering support. Through personalised engagement and group activities, we foster personal growth, accountability, and a sense of belonging. Our approach instils in children a belief in their aspirations and life goals, ensuring they thrive and succeed.

Children are encouraged to actively participate in the management of the home, engaging in daily operations and decision-making processes. We believe this inclusive approach fosters a strong sense of belonging, enhancing children's confidence and self-worth.

Outcomes and approach

- Offer medium to long term needs led Residential Childcare to Children.
- To gather assessment information from the placing authority or other interested parties prior to the child's admission.
- To work closely with the child's parents (where appropriate) and other significant people to ascertain information regarding a child's needs, wishes and feelings.
- Ensure that each child's care is individually assessed and tailored, monitored, and reviewed.
- Ensure that each child has an individual placement plan which defines achievable objectives and that this plan is adhered to by all care staff.
- Ensure we are part of care reviews, and that children are supported in attendance.
- To appoint a Link worker for each child who will ensure that the requirements of the plan are implemented in the day-to-day care of the child.
- To provide stability in a sensitive and structured environment where each child feels valued.

- Recognise and express positive regard for each child as a unique and valued individual.
- Recognise and promote positive behaviour and address negative behaviour in a way that offers unconditional positive regard.
- Discuss and agree a programme of behaviour management and boundaries of acceptable behaviour with each child and the resident group as a whole.
- Involve children in opportunities to recognise the consequences of negative behaviour and explore alternative, constructive and more beneficial strategies.
- Ensure children are protected from neglect, physical, emotional and sexual abuse and exploitation.
- All staff members have access to Local Safeguarding Procedures
- To provide access to skilled, professional support when required.
- Be aware of local community resources available and referral processes.
- Provide a domestic environment where children are provided with the opportunities to engage in activities associated with everyday living and to become skilled and knowledgeable in all these areas.
- To ensure children gain maximum life chance benefits from educational opportunities, health, and social care.
- Ensure all staff are appropriately skilled, trained, and qualified and to promote the uptake of training at all levels.

3. (a-c)

Meadow Cottage Children's Home is a spacious, detached residence featuring four bedrooms, each equipped with en-suites to accommodate children of any age (8-18yrs) and gender, and two additional bedrooms designated for staff members. The staff bedrooms also serve as office spaces, ensuring efficient operations within the home.

The layout comprises three bedrooms on the upper floor, designated for the children, and three bedrooms on the ground floor, including one child's bedroom and two staff bedrooms. However, this arrangement is adaptable to suit the specific needs of the children placed in our care. Additionally, there is a convenient downstairs bathroom equipped with a sink and toilet. Each child accommodated in the home is provided with a personalised, tastefully decorated bedroom to enhance their sense of comfort and individuality.

The ground floor features a well-appointed kitchen that opens into a spacious and luminous day room. Adjacent to the kitchen is a formal dining area, with access to the utility room. The living room area, boasting ample space, seamlessly transitions into a smaller games room, providing versatile entertainment options for the residents.

Surrounded by meticulously maintained landscaped gardens spanning approximately 0.5 acres, Meadow Cottage offers a serene environment ideal for relaxation and outdoor leisure activities. We encourage the active involvement of children in shaping and enhancing the home, whether through gardening, recycling initiatives, or contributing their creative ideas for decoration and design.

Ample off-road parking is available at the front, side, and rear of the property, accommodating both the home's vehicle and staff members' cars without encroaching on the garden space. Additionally, a double garage with a workshop and an outdoor garden room provides practical amenities for various needs.

To ensure the safety and security of all residents, electronic door alarms are installed on all external doors, allowing staff members to monitor access to and from the home effectively.

4. Location

Meadow Cottage is nestled discreetly in the highly desirable, popular, and attractive village of North Thoresby. It has good facilities including two restaurants, a number of shops, a modern primary school, a medical centre with a pharmacy, a village hall and facilities for football, cricket, and bowls.

The church, St Helen's, dates in part from the 13th century but was extensively restored in Victorian times. The Methodist chapel with the former school and schoolhouse, were built in the mid-19th century. The school and house have been converted into a well-used community facility known as The Wesley Centre.

The centre of the village is The Square, where the village green includes a memorial to a Lancaster bomber which crashed there during the Second World War.

The village has regular bus services to the popular towns of both Louth and Grimsby and is within driving distance to Cleethorpes seaside resort.

The home is undistinguishable from other surrounding properties, creating a homely environment.

5. Equality and Diversity

The Home firmly believes in nurturing and supporting a child's cultural identity and ethnic heritage, recognising these as fundamental aspects of their character. We uphold the right of every child to develop a strong sense of identity, fostering an atmosphere of acceptance to facilitate this growth.

Our dedicated staff at The Home provide invaluable support in helping to facilitate "life story" work, assisting children in constructing a comprehensive understanding of their cultural background. Recognising that a change in location can introduce children to new cultures, our team at Meadow Cottage ensures that transitions are handled with sensitivity, offering unwavering support throughout the process.

We prioritise working closely with each child to understand and honour the cultural traditions and values of their family. Embracing diversity, we acknowledge and respect the unique cultural backgrounds of every child in our care.

Furthermore, The Home takes a proactive approach to establish connections with support groups catering to ethnic minorities, fostering a supportive network for children. We actively involve children in discussions regarding cultural requirements related to diet, dress, or social customs, while our staff continually strive to enhance their awareness of religious and cultural matters.

Regularly scheduled activities within the home offer opportunities for informal education on diverse cultures, including food, behaviours, and relationships. These

activities are designed to broaden children's perspectives and promote cultural understanding in an engaging and interactive manner.

6. Complaints

At Meadow Cottage Children's Home, we are committed to upholding the rights of children and ensuring their voices are heard. We recognise the importance of listening to children and providing them with the necessary support to voice their concerns or complaints.

Process/Procedure:

1. Open Communication: We encourage children to freely express their thoughts and feelings. Our staff members maintain an open-door policy, providing children with opportunities to discuss any issues or grievances they may have.
2. Children will be encouraged to express their thoughts and feelings by filling out Thoughts and Feelings postcards. These postcards will be carefully logged, reviewed, and responded to promptly, ensuring that children are kept informed of any outcomes.
3. Complaints Procedure: If a child wishes to make a more formal complaint, they can do so by speaking with a member of staff they trust or by submitting a written complaint. All complaints will be taken seriously and handled promptly.

Anyone wishing to complain or make any representation about staff, or services at the home can do so to the Registered Manager, or Responsible Individual.

Contact details as follows:

Homes Manager, Lisa Scales. Tel: 0799085266, Email: lisa.scales@nccc.ltd

Responsible Individual, David Drury. Tel: 07990850074, Email: dave.drury@nccc.ltd

4. Confidentiality: We respect the confidentiality of children who make complaints. Information regarding complaints will only be shared with individuals directly involved in the resolution process.
5. Supportive Environment: Children will receive support throughout the complaints process. Our staff members are trained to handle complaints sensitively and with care, ensuring the child feels heard and supported.
6. Resolution: Upon receiving a complaint, we will investigate the matter thoroughly and work towards finding a resolution that is fair and satisfactory for all parties involved.
7. Feedback: We value feedback from children and will use their input to improve our services and policies. Children will be informed of the outcome of their complaint and will have the opportunity to provide feedback on the resolution process.
8. External Support: If a child feels uncomfortable raising a complaint within the home, they have the right to seek support from external organisations such as advocacy services, child welfare agencies, Ofsted or Children's Commissioner.

Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

Call: 0300 123 1231

Children's Commissioner for England, Sanctuary Buildings, 20 Great Smith Street, London, SW1P 3BT

Email: info.request@childrenscommissioner.gov.uk or call 020 7783 8330

9. **Review:** We regularly review our complaints procedure to ensure it remains effective and in line with best practices in child welfare. Any necessary updates or improvements will be implemented promptly.

At Meadow Cottage Children's Home, we are dedicated to providing a safe and supportive environment where children feel empowered to speak up and have their concerns addressed promptly and effectively.

Views Wishes and Feelings

8. Consultation Regarding the Quality of Children's Care

At Meadow Cottage Children's Home, we prioritise the involvement of children in decisions regarding the quality of their care. We believe that consulting children about their experiences is essential for providing person-centred care and ensuring their well-being.

Policy and Approach:

1. **Regular Consultations:** We regularly schedule meetings with children to discuss their experiences, preferences, and concerns regarding their care. These consultations are conducted in a safe and supportive environment, allowing children to express themselves freely.
2. **Varied Communication Methods:** Recognising that every child is unique, we employ various communication methods to ensure that all children can effectively participate in consultations. This may include face-to-face meetings, written surveys, or digital platforms, depending on the child's preferences and needs.
3. **Age-Appropriate Engagement:** We tailor our approach to consulting children based on their age, maturity level, and communication abilities. For younger children, we may use visual aids or storytelling techniques to facilitate their participation, while older children may prefer more direct discussions or online surveys.
4. **Respect for Opinions:** We value and respect the opinions of children, recognising their right to be heard and taken seriously. We create a culture where children feel empowered to share their thoughts and ideas without fear of judgment or repercussion.
5. **Actionable Feedback:** The feedback provided by children during consultations is taken seriously and used to inform improvements to our care practices. We ensure that children are kept informed of any changes made as a result of their feedback, fostering a sense of ownership and accountability in the care process.
6. **Confidentiality:** We uphold strict confidentiality standards during consultations, ensuring that children feel comfortable sharing their experiences

and concerns. Information shared during consultations is kept confidential and only shared with relevant staff members on a need-to-know basis.

7. **Ongoing Monitoring and Evaluation:** We continuously monitor and evaluate our consultation processes to ensure they remain effective and responsive to the needs of children. Feedback from children is used to refine and improve our approach over time, ensuring that we consistently deliver high-quality care that meets the needs of every child in our care.

At Meadow Cottage Children's Home, we are committed to consulting children about the quality of their care in a meaningful and respectful manner, empowering them to play an active role in shaping their own experiences and well-being.

9. Anti-Discriminatory Practice

Meadow Cottage Children's Home is dedicated to upholding principles of equality, inclusivity, and respect for children and their families. Our policy and approach regarding anti-discriminatory practice and children's rights form the foundation of our commitment to providing a safe, nurturing, and supportive environment for all.

(a) Anti-Discriminatory Practice:

1. **Zero Tolerance for Discrimination:** We maintain a zero-tolerance policy against discrimination of any form, including but not limited to discrimination based on race, ethnicity, religion, gender, sexual orientation, disability, or socio-economic status. Discriminatory behaviour or language is not tolerated within our home, and appropriate measures are taken to address and prevent such occurrences.
2. **Promoting Inclusivity:** We actively promote inclusivity within our home, celebrating the unique backgrounds, cultures, and identities of all children and their families. Our staff members receive training on equality and diversity to ensure they provide culturally sensitive and inclusive care to all children.
3. **Respecting Individual Identities:** We respect and affirm the individual identities of children and their families, recognising that each person is unique and deserves to be treated with dignity and respect. We create an environment where children feel valued and accepted for who they are, free from judgment or prejudice.
4. **Challenging Stereotypes and Biases:** We challenge stereotypes and biases that perpetuate discrimination and inequality, both within our home and in the wider community. Through education and awareness-raising activities, we encourage children to question stereotypes and biases and develop empathy and understanding towards others.
5. **Partnering with Families:** We actively involve families in our efforts to promote anti-discriminatory practice, recognising that families play a crucial role in shaping children's attitudes and beliefs. We work collaboratively with families to create an inclusive and supportive environment that respects and values diversity.
6. **Continuous Improvement:** We regularly review and evaluate our policies and practices related to anti-discriminatory practice to ensure they remain relevant and effective. We seek feedback from children, families, and staff members to identify areas for improvement and make necessary adjustments to promote equality and diversity within our home.

(b) Children's Rights:

1. **Respect for Rights:** We are committed to upholding and promoting the rights of children as outlined in international conventions and laws. We recognise that children have inherent rights to safety, protection, education, healthcare, and participation, among others.
2. **Empowering Children:** We empower children to exercise their rights and actively participate in decisions that affect their lives. We provide opportunities for children to express their opinions, preferences, and concerns, and ensure that their voices are heard and respected.
3. **Providing Information:** We provide children with age-appropriate information about their rights and encourage them to advocate for themselves when necessary. We ensure that children understand their rights and responsibilities within our home and the wider community.
4. **Safeguarding Rights:** We take measures to safeguard children's rights and ensure that they are protected from harm, exploitation, and abuse. We have clear procedures in place for reporting and addressing any violations of children's rights, and we prioritise the well-being and best interests of the child in all decisions and actions.
5. **Advocacy and Awareness:** We advocate for children's rights at the local, national, and international levels, raising awareness about the importance of respecting and protecting children's rights. We collaborate with organisations and stakeholders to promote policies and practices that uphold children's rights and ensure their well-being.

At Meadow Cottage Children's Home, we are committed to promoting anti-discriminatory practice and upholding children's rights in all aspects of our work. We strive to create a nurturing and inclusive environment where all children and their families feel valued, respected, and empowered to reach their full potential.

Education

10, 11 & 12. Educational Arrangements

Our utmost priority is to ensure that a child's education remains uninterrupted upon their admission to the children's home. We are committed to working closely with the placing local authority, local schools, and the Virtual School Head (VSH) to provide comprehensive support tailored to each individual's needs.

In cases where a child is not currently enrolled in education upon admission, we will immediately engage the relevant VSH during the placement planning meeting to address this matter promptly. Our staff members will provide support and encouragement, assisting in the development of interim educational plans until a stable routine is established. We understand that some children may have experienced poor school attendance in the past, may be resistant to change, or may struggle with the transition into a daily school or educational setting.

Education within the home will be fostered in an engaging and creative manner. Each child will be provided with personal workspace and access to a computer. Additionally,

we will supply necessary educational resources such as textbooks and stationery, and offer assistance as needed to support educational plans effectively.

The Home will ensure the Education Teams play an active role in the lives of children within our home. Collaborating closely with our staff, to ensure that we achieve the best possible outcomes for each child's education.

Our staff members are committed to attending education reviews and parent evenings, maintaining regular communication with education providers to monitor progress and provide support for the pastoral care of children. We also actively participate in school functions such as sports days and awards evenings.

Celebrating the individual successes of children living in our home is paramount. We believe in recognising and rewarding their achievements appropriately, fostering a positive and motivating environment.

Furthermore, we recognise the value of educational activities and visits beyond the classroom. These experiences enrich the daily lives of children and contribute to their future educational needs.

Enjoyment and achievement

13. Arrangements for enabling children to participate in and benefit from a variety of activities that meet their needs and foster the development of their creativity, intellect, physical abilities, and social skills are carefully planned and implemented at Meadow Cottage Children's Home.

1. **Individualised Activity:** Each child's interests, abilities, and preferences are considered when creating individualised activities. Activities are tailored to meet the unique needs and developmental goals of each child, ensuring a personalised approach to their growth and enrichment.
2. **Diverse Activity Options:** A wide range of activities spanning creative arts, intellectual pursuits, physical exercises, and social interactions are offered to children. These activities may include art and crafts sessions, educational workshops, sports and outdoor games, social outings, and community engagement opportunities.
3. **Access to Resources:** We provide access to resources and facilities necessary to support children's participation in various activities. This includes art supplies, books and educational materials, sports equipment, and transportation arrangements for outings and excursions.
4. **Encouraging Exploration:** Children are encouraged to explore new interests and hobbies in a supportive and nurturing environment. Staff members provide guidance and encouragement as children explore different activities, helping them discover their strengths and passions.
5. **Skill Development:** Activities are designed to promote the development of key skills, including creativity, critical thinking, problem-solving, teamwork, and communication. Through engaging in diverse activities, children have the opportunity to enhance their skills and abilities in various areas.
6. **Flexibility and Adaptation:** We recognise that children's interests and needs may evolve over time. Therefore, activity plans are flexible and adaptable, allowing for changes based on children's evolving interests and developmental stages.

7. **Participation and Engagement:** Children are actively encouraged to participate in activities and engage with their peers. Staff members facilitate participation by creating a supportive and inclusive atmosphere where children feel valued and encouraged to express themselves.
8. **Monitoring and Evaluation:** We regularly monitor and evaluate the effectiveness of our activity programs to ensure they continue to meet the needs and interests of children. Feedback from children and staff is sought to identify areas for improvement and adjust as necessary.
9. **Celebration of Achievements:** The achievements and progress of children in various activities are celebrated and recognised. Whether it's mastering a new skill, completing a project, or participating in a successful outing, children are praised for their efforts and accomplishments, fostering a sense of pride and self-confidence.

At Meadow Cottage Children's Home, we are committed to providing children with enriching and fulfilling experiences that promote their holistic development and well-being. Through a diverse range of activities and opportunities for exploration, we aim to nurture the unique talents and interests of each child, empowering them to thrive and succeed.

Health

14. Healthcare and Therapy provided

At Meadow Cottage Children's Home, we prioritise the provision of comprehensive healthcare services for the children under our care. Our approach to healthcare encompasses both physical and mental well-being, recognising the importance of addressing emotional and mental health needs alongside physical health concerns.

Every child residing at the home will receive personalised healthcare tailored to their specific needs. Typically, children will continue to be under the care of their family's General Practitioner, Dentist, and Optician. However, in instances where proximity becomes a concern, it may be necessary to register children with local healthcare professionals. The precise arrangements for each child will be determined during the Placement Planning meeting, ensuring that their healthcare needs are addressed effectively and in accordance with their individual circumstances.

To ensure the effectiveness of our healthcare provision, we employ a systematic approach to measurement and evaluation. This includes regular assessments of children's health status, tracking their progress over time, and seeking feedback from children, families, and staff members.

Additionally, we recognise the value of engaging qualified therapists on a weekly or monthly basis to provide specialised support for children with emotional and mental health challenges. These therapists work closely with our staff team to consult, advise, and provide tailored interventions based on the individual needs of each child. By adopting a needs-led approach and incorporating the expertise of qualified therapists, we strive to create a supportive and holistic healthcare environment that promotes the well-being of every child in our care.

Information regarding the qualifications of therapists and the supervision provided to

the staff team, in compliance with GDPR regulations, will be accessible for review as needed.

Children are not permitted to smoke/vape. In keeping with Next Chapter Children's Care policy, the building is a non-smoking site.

Positive relationships

15. Contact Arrangements

Information concerning contact with parents, relatives, and friends will be incorporated into the children's placement plan. The aim is to facilitate and encourage contact, ensuring that children and their family members can enjoy meaningful time together. This endeavour seeks to rebuild and strengthen relationships, preparing the children for their transition into adulthood. The impact of contact arrangements will be closely monitored and addressed during individual sessions with the Link Worker. Additionally, contact arrangements will be discussed and reviewed during Looked After Child (LAC) reviews, where the Independent Reviewing Officer will engage with the team surrounding the child.

The residential home offers facilities for young individuals to receive visitors, either privately or with supervision and support.

Protection of Children

16. Monitoring and Surveillance of Children whilst in the home

The Home employs various surveillance measures to ensure the safety and security of the children under our care:

- Electronic door alarms are installed on all external doors, enabling staff to monitor access to and from the premises.
- Electronic monitoring is available for all children's bedroom doors. This system remains on standby mode unless a multi-agency agreement is reached, aligning with Safeguarding and Deprivation of Liberty Safeguarding laws, policies, and procedures. Activation of this system can be tailored to individual rooms based on risk assessments or extended to cover all rooms, if necessary. These measures are implemented to uphold the security of the home and safeguard the residents.
- Exterior video monitoring equipment is installed as a precautionary measure. The camera's positioning is carefully arranged to avoid infringing upon the privacy of neighbours and is not directed towards their property.
- The Home is equipped with a fire detection system, which activates alarms in the event of a fire within the premises.

These surveillance measures are implemented to maintain a safe and secure environment for the residents whilst respecting their privacy and rights.

Safeguarding Children

All staff undergo comprehensive training as part of our induction and mandatory training program, facilitated by competent providers, to ensure they are well-versed in child protection issues within our facility. Additionally, staff receive regular refreshers and updates on these matters. It is expected that all staff promptly report any child protection concerns to their supervisor, home's manager and, if necessary, to the police and relevant agencies.

While recognising the importance of monitoring internet and social media usage, our staff also prioritise educating children on safe internet and social media practices. Given the prevalence of smartphones and tablets, effectively monitoring, and regulating their usage can be challenging. Therefore, staff place trust in the children to responsibly utilise these resources and remain vigilant about keeping themselves safe from harm. Staff possess the necessary knowledge and skills to identify any signs indicating that a child may be at risk of harm.

Balancing supervision with respecting privacy is crucial when caring for children. The Home is dedicated to fostering positive relationships with the young individuals under our care, promoting a culture of openness and trust between them and the staff. This environment encourages children to voice any concerns they may have, knowing they will be listened to, respected, and addressed with sensitivity.

Our priority is to ensure that children in the home feel safe and are safe. Staff actively support children in understanding and managing their safety both within and outside the home, mirroring the approach of any caring parent.

Missing From Care

Upon admission, Missing from Care plans will be agreed for each child in partnership with their social worker. These plans will continuously evolve as additional information becomes available. Each plan is tailored to the specific needs of the child and will outline the designated individuals to be notified in the event of their disappearance, along with the required reporting timescales for each individual child.

Staff monitoring actions to prevent a child going missing:

1. **Vigilance:** Staff will maintain constant awareness of children's whereabouts and activities.
2. **Secure Environment:** Ensure all entry/exit points are properly monitored and secure.
3. **Regular Check-ins:** Regularly check on children, especially during periods of heightened vulnerability or distress.
4. **Communication:** Maintain open communication with colleagues to share information and updates about children's whereabouts and any concerning behaviours.

If a Child Goes Missing, Staff will action the individual agreed missing plan within the relevant timescales, this will usually include:

1. **Search:** Conduct a thorough search of the premises and surrounding areas, and friendship groups.

2. **Alert Authorities:** Notify the police and relevant agencies, providing all necessary information about the missing child within the agreed timeframe.
3. **Inform Management:** Notify the home's management team promptly about the situation.
4. **Record Keeping:** Keep detailed records of the incident, including the circumstances leading up to the child's disappearance and any actions taken.
5. **Contact Guardians:** Inform the child's guardians or designated contacts about the situation.
6. **Support:** Provide support to other children in care who may be affected by the incident.
7. **Follow-Up:** Cooperate fully with authorities in their investigation and follow any further instructions or protocols established by the organisation.

Meadow Cottage Staff will complete a debrief with the child as will an independent person. This information is then used to look at patterns and establish how we can support the child to reduce the amount of times that they are missing from our care.

17. Behavioural Support

Staff at the home use clear and consistent boundaries to support children's behaviour.

A Positive Handling Plan will be compiled by the link worker and where appropriate, children will be involved in identifying strategies to be used when behaviours are managed by the staff. The Positive Handling Plan used is part of the Team Teach framework and identifies the following.

- Background information
- Known cues and triggers.
- Presenting behaviours.
- Working with children to support them managing their own behaviours, future strategies.

Strategies are then recorded for staff to use; these include both de-escalation techniques and in the event of physical intervention, recommended Team Teach Holds. Such Plans are reviewed regularly. Sanctions may be given as a result of negative behaviour however they will be restorative in nature and are reviewed regularly to monitor the effect.

Rewards and Incentives

Positive behaviour and achievements are acknowledged and encouraged through rewards and incentives. This is the responsibility of the child's link worker to work with the child to identify an appropriate scheme that is realistic and achievable.

(a & b) Physical intervention

When managing Children in crisis, physical intervention must be seen as a last resort that is used for the minimum amount of time and is specifically for the purpose of preventing injury to any person and preventing serious damage to the property of any person.

All staff are trained in the use of 'Team Teach' which includes recognising triggers, de-escalation and as a last resort physical intervention. This is a nationally recognised accredited course which is refreshed every 2 years or before if necessary.

Leadership & Management

18 a.b.c.19.20.21

Registered Provider Next Chapter Children's Care	Responsible Individual David Drury
Address: Little Houghton House, 53 Bedford Road, Little Houghton, Northampton, NN7 1AB	E-mail: dave.drury@nccc.ltd Telephone: 07990850074
<p>David serves as the Responsible Individual for Next Chapter Children's Care - Meadow Cottage.</p> <p>David has over 26 years in social care settings, bringing invaluable expertise to his role. For fourteen years, he served as a Registered Children's Homes Manager, consistently delivering services recognised as Good and Outstanding by Ofsted.</p> <p>More recently David has successfully worked in the private sector consulting and supporting failing provisions turning them around providing invaluable guidance to facility managers and staff, assisting them in navigating complex regulatory frameworks while prioritising the safety, well-being, and development of the children under their care, aligning organisation policies, procedures, and operational protocols with legal requirements, industry best practices, and the unique needs of the children.</p> <p>David holds a NVQ Level 4 in Health and Social Care award, alongside an ILM Level 5 Diploma in Leadership and Management.</p> <p>In his role, David oversees the supervision and professional growth of the Registered Manager.</p>	
<p style="text-align: center;">Registered Manager Lisa Scales</p>	
<p>Telephone: 07990852266</p> <p>E-mail: lisa.scales@nccc.ltd</p>	

Lisa serves as the Registered Manager for Next Chapter Children's Care – Meadow Cottage.

With more than 20 years of experience in social care settings, Lisa has demonstrated her expertise. Initially focusing on Looked After Children in Education, she led a successful team of Teaching Assistants, significantly enhancing their performance. This resulted in improved educational outcomes for Looked After Children under her care.

Transitioning into children's residential care, Lisa served as a Registered Manager, where her impact was equally notable. She implemented effective strategies that led to marked improvements in inspection judgments and professional standards within the homes she managed.

Lisa has recently excelled in the private sector, consulting and bolstering a struggling service, offering indispensable guidance to facility managers and staff. She adeptly navigates intricate regulatory landscapes, emphasising the safety, welfare, and growth of the children in their care. Lisa aligns organisational policies, procedures, and operational strategies with legal obligations, industry standards, and the specific requirements of the children, ensuring a comprehensive turnaround.

Lisa holds a Level 5 Diploma Management Qualification, Level 4 Certificate in Further Education Teaching Stage One & Two and is working towards a Level 5 Children, Young People & Families Manager qualification.

If the Homes Manager is not available due to annual leave or sickness, a Team Leader will be available to deputise in their absence.

Lisa is responsible for the supervision and professional development of The Team Leaders.

The Team Leaders are responsible for the supervision and professional development of The Residential Support Workers.

Team 1	Team 2	Team 3
Team Leaders		
TL (Full Time)	TL (Full Time)	TL (Full Time)
Residential Support Workers		
RSW (Full time)	RSW (Full time)	RSW (Full time)
RSW (Day Staff)	RSW (Day Staff)	RSW (Day Staff)
RSW (Day Staff)	RSW (Day Staff)	RSW (Day Staff)
Domestic Assistant		
(Part time)		

To ensure The Home upholds its commitment to delivering high-quality care, we employ a select group of Casual Residential Support Workers. These individuals undergo rigorous security checks identical to those for contracted staff and receive comprehensive induction, supervision, and training.

No staff member is permitted to commence work at The Home until they have undergone a thorough vetting process, including obtaining a Full Enhanced Disclosure from the Disclosure and Barring Service, verifying references both in writing and through telephone confirmation, and presenting all relevant qualifications.

Our staff undergo training in a diverse range of disciplines to equip them with the skills necessary for caring for the children in our facility. This includes training in areas such as Team Teach, Child Protection, Trauma-Informed Practice, PACE, Attachment Theory, Child Sexual/Criminal Exploitation, Equality and Diversity, Bullying, First Aid, Fire Warden, Food Hygiene, and various other relevant courses.

Upon joining the service, staff undergo a six-month probationary period during which they receive a formal induction. Throughout this period, they receive information and guidance on Quality Care Standards, Children's Home Regulations, The Home's Policies and Procedures, child protection guidelines, and regular consultations from qualified professionals such as psychologist and therapists. Additionally, they benefit from mentoring by experienced staff to ensure they meet the expected standards of performance.

All staff are required to either possess or begin pursuing qualification at QCF Level 3 in Residential Childcare, a nationally recognised standard that thoroughly covers all aspects of the role. The knowledge necessary for QCF assessment is primarily gained through practical experience on the job, supplemented by continuous training sessions. Should the assessment highlight additional developmental areas, these will be addressed through constructive discussions during supervision sessions, and tailored plans will be devised to facilitate growth.

The Home advocates for the employment of staff from diverse genders. While we cannot always guarantee a specific mix of male and female staff on duty, we endeavour to achieve this whenever feasible. Each day, four staff members are scheduled for duty (dependant on placed children) and there will be two staff members present during sleeping hours.

Staff follow a rotating rota pattern of two days on duty followed by four days off. Each shift typically begins at 8:00 AM and spans two days, totalling 48 hours. During this time, the shift includes one Team Leader and three Residential Support Workers (placement of children dependant). There are three teams in total to cover all shifts.

Outside of regular hours, an out-of-hours service is accessible, offering access to a designated Social Worker, additionally the homes manager and senior leadership team will be available on call for emergency advise and decision making. The child's placement risk assessment identifies, and addresses factors related to lone working, including medical concerns, challenging behaviours, and staff gender, in case a lone working situation becomes necessary.

Care Planning

22. The home adopts a stringent approach to placements, ensuring that children's needs can be effectively met and the potential impact on the existing group of children is thoroughly considered before accepting any placements, including emergency ones.

Upon arrival, children are warmly greeted by both adults and their peers living in the home. The introduction process is tailored to the individual's needs, ensuring they

receive essential information about life in the home and what to expect from their care, presented at a suitable level and pace.

Each child receives their own copy of the Children's Guide upon admission, allowing them to familiarise themselves with its contents at their own pace. Staff also offer guidance to ensure their understanding.

Before admission, a pre-placement risk assessment is conducted, drawing upon insights from various sources knowledgeable about the child. This assessment covers numerous areas, including:

- The home's location,
- The well-being of other children in placement,
- Challenging behaviour
- Medical conditions,
- Contact
- Absconding
- Substance misuse,
- Threats/ actual self-harming behaviour
- Eating disorders
- Emotional and mental health wellbeing
- Sexualised behaviour
- Criminal and anti-social behaviour
- Health and safety
- Lone working
- Education and activities
- Bullying

The assessment is periodically reviewed and amended as necessary.

After four weeks in placement, a Placement Risk Assessment is established by the Care Team, leveraging their increased knowledge, and understanding of the child. This assessment is subsequently reviewed on a regular basis.

Consideration is given to children with mild to moderate learning difficulties, including those on the Autistic Spectrum, for placement.

The home actively supports children in preparation for departure, collaborating with relevant agencies to ensure a well-planned transition that addresses practical and emotional needs. The Registered Manager and Care staff play pivotal roles in this process.