



STATEMENT OF PURPOSE

Responsible individual: Julie Wright

Registered Manager in Delegate: Danielle Robertson

Date Statement of purpose Reviewed/Updated: 11 September 2023

'When we only look at behaviour, we stop seeing the child and only look with an intent to judge whether we need a reward or punish.'



QUALITY AND PURPOSE OF CARE

1. Statement of the range of needs of the children for whom the service is intended to provide care and accommodation.

The Statement of Purpose for our home is written in line with Regulation 22 (1a) of the Children's Home Regulations 2001 (updated 2015) and is designed to accurately reflect and service that Logwood sets out to provide for the young people we support living in the home. The Statement of Purpose is reviewed monthly and at times of change, to ensure it reflects best practice within the home.

Logwood was established to provide a warm, caring, and nurturing home environment for young people who, for a wide variety of reasons are unable to live at home, this is in line with the Guide to Children's Homes Regulations, including the quality standards (2015) GCHR). We work closely with families or primary care givers of the young people and/or the local authorities.

IDEM Living's philosophy is based on the principles of creating an environment for change, social inclusion, rights and responsibilities, choice, and an unconditional positive regard for our young people.

It is our goal to promote self-esteem through recognition, achievement, and praise. A trained and dedicated staff team assist all our young people to develop the coping strategies and the skills required to manage difficulties as they arise. This will take place in an environment that offers the correct balance between care, protection, and risk. This is in accordance with the Guide to the Children's Homes Regulations including the quality standards (2015) (GCHR) The enjoyment and achievement standard.

At Logwood we offer young people, with autism and/or learning disabilities and physical disabilities, accommodation on a planned basis. The home has been adapted to accommodate people who use wheelchairs, with permanent ramps that allow easy access and egress to the property, mobile tracking hoists and wet shower room as described in the GCHR (2015) quality standard 3.7.

We liaise with all relevant professionals to ensure all needs of our young people are met.

2. Details of the home's ethos, the outcomes that the home seeks to achieve and its approach to achieving them.

Wherever possible, following the initial referral, the young person is visited by the Registered Manager and support staff, and an assessment of their needs and IDEM Living's ability to meet those needs will be completed.

The young person will receive a 'young person's guide' to help answer any questions they may have. If it is felt that a placement at the home can make a positive difference to the life of the young person, at least one visit to the home by the young person will be encouraged prior to the placement commencing.

It is an expectation that the placing social worker and where appropriate, significant others, will accompany the young person. It is our belief that placement breakdowns are extremely disruptive to the lives of children and are less likely to occur if they are well planned and appropriately placed as stated in the GCHR (2015) standard 3.1.

3. A description of the accommodation offered by the home, including-

a) How accommodation has been adapted to meet the needs of children

The home has been adapted to accommodate people who use wheelchairs, with newly fitted permanent ramps that allow easy access and egress to the property. The home also has two tracking hoists fitted and a wet shower room.

We will liaise with all relevant professionals to ensure all needs of our young people are met.

b) The age range, number, and sex of children for whom it is intended that accommodation is to be provided

Logwood is set up to accommodate up to three boys or girls from ages 8 years to 18 + years. Logwood can accommodate a young person post 18 years

- if the young person's moving-on placement has fallen through and the placing authority is seeking alternative arrangements.
- the young person is in education and wishes to finish their course and the young person wishes to remain with siblings who are also accommodated at the home
- there is agreement, including the young person, that they are not yet ready to leave and a focused plan is in place to achieve this.

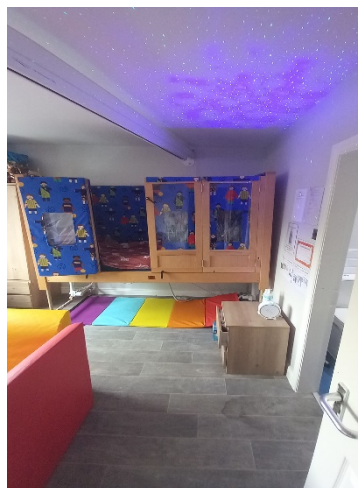
Careful consideration is given to match young people's individual needs with a carer's strengths, experience, and qualifications. If deemed appropriate to the needs of the young people, staff of both sexes will work in the home on the same shift pattern. This is deliberately intended to allow for positive role modelling of both sexes.

The staff teams are diverse and provide influences from many walks of life including old and young and they all bring experiences from different stages in human development.



C) The type of accommodation including sleeping arrangements

Logwood is a detached four-bedroom house situated in the quiet area of Whiston. Three of the bedrooms will be for the young people and one bedroom for the staff. The children will have access to a main lounge and conservatory to undertake activities and for somewhere to relax. There is a fully fitted kitchen and a fenced garden area which is ideal for children to play in.



4. Location of the home

Whiston is accessible by rail and has good bus routes into Liverpool, St Helens, and Manchester. The Logwood staff team has a good knowledge of the local area, events, and activities available for our young people. We have built up great relationships with our neighbours, local businesses, and the local community police teams to ensure that Logwood has a large community presence.



5. The arrangements for supporting the cultural, linguistic, and religious needs of the children

IDEM Living welcomes young people, regardless of which religion they belong to and believes that diversity is to be respected and celebrated. We acknowledge the importance and the increase in resilience it can provide for young people who follow a faith.

Staff at Logwood are committed to supporting and encouraging young people to attend and fulfil their religious obligations at their place of worship on a regular basis.

We will respect the cultural and religious identity that the young people have of themselves, and further encourage the development of this. We will fully support young people who also wish to take an interest in other beliefs or cultures and are committed to furthering their learning. The home ensures the child's views, wishes and feelings are heard throughout the home as directed in the GCHR (2015) standard.

6. Details of who to contact if a person has a complaint about the home and how that person can access the home's complaints policy.

IDEM Living acknowledges that, from time to time, young people or others may feel unhappy about the service and wish to complain. IDEM Living is committed to taking each complaint seriously and attempting to resolve it to the satisfaction of the complainant. IDEM Living cares passionately that young people's rights are upheld and that their welfare is not jeopardised.

There is an internal and external complaints procedure for use by young people, or external complainants. The complaints policy is kept in the office and a copy is available upon request.

All complaints are taken seriously and are recorded in a complaints log within the home. Dependent upon the nature of the complaint it may be necessary to inform an external agency such as the Local Safeguarding Children's Board, placing authority and Ofsted. It is essential that young people are given

free access to make a complaint, if they feel unsafe, unsupported, unfairly treated, or believe they have any other type of issue that they wish resolved. Young People will be given a children's guide upon arrival to the home with details of how to complain, and to whom, should they need, including external telephone numbers of Ofsted, Children's services, child line or their designated independent person to enable them to complain externally.

For a minor issue, if possible, a young person would speak to a member of staff initially to voice their concern informally. If it can be resolved at this level, no further action would be necessary. All relevant paperwork will be held on file within the home, in a confidential manner and all relevant people will be informed. Staff are required to support young people, by being their advocate if asked.

If staff are unable to deal with the complaint or it is of a more serious nature, the young person would be encouraged and supported by staff to write their complaint down and the Registered Manager would attempt to resolve it.

If the young person were not satisfied with the outcome, the complaint would be sent to the Responsible Individual for investigation and action. If the complaint is of a child protection nature, safeguarding procedures would apply. A record of the action taken, and outcome would be recorded in the home's complaints log. The relevant people would also be notified.

External complaints are investigated and dealt with by the Registered Manager in the first instance. Action taken and outcomes recorded will also be included in the complaints log. The above is in relation to the GCHR (2015) The children's views, wishes and feelings standard.

[Details of how a person, body or organisation involved in the care or protection of a child can access the home's child protection policies or the behaviour management policy.](#)

IDEM Living is passionate about ensuring that young people in its care are protected and are safe from abuse/neglect; be that physical, sexual, or emotional. The safety and welfare of our young people is paramount and is a central consideration. We believe that all young people in our care have a right to feel safe and to be treated with respect.

The Registered Manager will ensure that all staff comply with and follow the Local Safeguarding Children Board's guidelines regarding child protection. IDEM Living will ensure that the internal policy and procedures will reflect and be in accordance with Knowsley's and all placing authorities safeguarding procedures.

Staff at Logwood remain committed to practices which protect children and young people from harm; are clear about how to recognise the signs of abuse or neglect, have a full understanding about the thresholds that apply to safeguarding and know to whom they should refer concerns or safeguarding issues. The safety and protection of the children and young people who live here is the primary concern for all staff at Logwood. This practice is outlined in the GCHR (2015) The Protection of Children standard.

Copies of policies and procedures relating to child protection and behaviour management are kept in the office and are available on request.

Logwood will also employ an independent external visitor who will carry out our Reg 44 inspections and who will arrange to meet the young people within the home monthly if the young person agrees. The time enables them to seek their individual views on the running of the home and the care they receive. If there are any issues, then these are fed back to the management for action, if required.

IDEM Living have engaged the services of an independent person to undertake work on Positive Behaviour Support (PBS). This involves working with both the staff and young person in placement to produce PBS and periodic service reviews which enable the staff teams to work in a unified way to provide support to the young person, focusing on the positive behaviours.

All staff will attend a minimum of Level 2 safeguarding training held by the Local Safeguarding Board.

The home operates a Whistle Blowing Policy to empower care staff to report any concerns they may have regarding a colleague's practice. To further enforce the policy, it is a disciplinary offence not to report concerns, and failure to do so can lead to dismissal without notice.

VIEWS, WISHES AND FEELINGS

7. The home's policy and approach to consulting children about the quality of their care

IDEM Living believe that the voices of our young people need to be heard on all matters in connection with their care, education and the running of our homes. We operate an inclusive service, where their wishes and feelings are always considered. This is done formally as a minimum on a weekly basis for key worker sessions and monthly for our advocacy meetings. This is a forum where all decisions regarding the home are openly discussed and agreed. The weekly menus, activities and choice of decorations are some of the topics young people are regularly consulted on.

The Registered Manager takes an active role in ensuring that young people are given a voice.

Other consultation young people can be involved in if appropriate includes, interviewing for new staff, being consulted for the appraisal system by giving feedback on staff and manager's performance etc. Every young person that comes to Logwood is consulted on what they hope to achieve both during their time with us and their hopes for the future. Staff then discuss with the young person their immediate short-term needs and help them identify and visualise the necessary steppingstones to enable them to achieve their long-term goals.

Each young person is also consulted on their views about care and control regarding behaviour management. This allows the young person to take responsibility for their behaviour management and is intended to limit the need for physical intervention.

The children are encouraged to read their daily diary sheets (if appropriate) and tell us how they have enjoyed or not enjoyed their day through daily self-evaluations. On an individual basis, their allocated

key worker consults young people, during weekly key work sessions. This worker acts as the voice of the young person (if required by them), advocating on their behalf and ensuring that their rights are maintained. Keyworkers are pivotal in ensuring that the team are adhering to the care plans and that effective communication and links are maintained with the social worker, as well as family. The key worker is also assigned to working in tandem with the identified school tutor, to ensure that any possible issues regarding the care or education, are resolved. The Registered Manager takes an active role in ensuring that young people are given a voice. Again, this is in accordance with GHCR (2015) The children's views, wishes and feelings standard.

Consultation is vital in all areas of care provided and the Registered Manager and support team will actively seek advice and feedback at regular intervals with the parents (If applicable), social worker, education tutors and anyone who has a direct input in to the care of the individual young person.

8. A description of the home's policy and approach in relation to –

- a) Anti-discriminatory practice in respect of children and their families; and***
- b) Children's rights***

Young people placed in our homes have often faced extensive discrimination and disadvantage in their lives. Logwood is committed to ensuring that diversity is celebrated and valued, while discrimination (whether direct or indirect) and disadvantage is to be continually challenged. Discrimination is not acceptable in any form. We adhere to anti discriminatory legislation, policy, and practice. This practice reiterates the importance of the positive relationships standard as stated in the GCHR (2015).

We strongly believe that young people are to be valued as individuals and treated with respect. We encourage them to respect themselves, others, and their immediate and wider environment. This ethos runs through from the expectation that all staff will be empathic, tolerant, and understanding to the home by ensuring that we recycle waste and use environmentally friendly products where possible.

Plans to counter discrimination and other forms of oppression are discussed and challenged within the team. This is worked towards and achieved on a personal level by undertaking reflective practice during supervision and team meetings. On a service user level, we ensure equality and access to services and support for all. On a professional level we challenge stereotypical views, on an organisational level we review policies and practices. On a structural level we ensure that young people's issues are on the agenda within meetings attended, and thereby seek to alter social policy.

All staff receive training in anti-oppressive practice and, through supervision, learn appropriate anti discriminatory, reflective practice.

EDUCATION

9. Details of provision to support children with special educational needs.

Each young person will be assessed prior to admission and an achievable package agreed through consultation with relevant parties and young person. IDEM Living have an educational lead who specialises in breaking down barriers with young people who have had negative experiences in the past. All young people, if applicable, are given access to a computer to help

with their schoolwork. The staff team is committed to supporting young people to ensure each child reaches their full potential as described in the child's education standard in the GCHR (2015).

IDEM Living pride themselves in rewarding the academic achievement of the young people in their care. This

IDEM Living is dedicated to ensuring that young people in its care receive a good standard of education. We aim to reduce the social inequalities and empower young people to achieve the same level educationally as their peers, who are not living away from home. We acknowledge the importance of education within young people's lives, and we work in ways that support and help young people to reach their potential within their education. We therefore ensure that we support and contribute to the young person's Personal Education Plan and that we have a clear strategy.

ENJOYMENT AND ACHIEVEMENT

10. The arrangements for enabling children to take part in and benefit from a variety of activities that meet their needs to develop and reflect their creative, intellectual, physical and social interests and skills

At Logwood we recognise the value of young people taking part in community activities. There are multifaceted benefits for young people including the raising of self-esteem, lessening isolation, learning to appropriately socialise, gaining an increase in levels of physical fitness, learning new life skills, and having age-appropriate fun whilst taking some risk in achieving new experiences.

Young people are actively encouraged to join and attend local sports facilities, clubs, and community activities. Inclusion in cultural events and activities are essential ingredients to young people positively valuing their own heritage and identity. These are in line with the health and well-being standard as described in the GCHR (2015).

A wide variety of activities, which are risk assessed, will be made available to young people on a weekly basis. Support, to gain a sense of mastery in a favoured hobby or leisure activity, will be given by staff.



HEALTH

11. Details of any healthcare or therapy provided, including

a) Details of any qualifications and professional supervision of the staff involved in providing healthcare or therapy.

Maintaining the health and well-being of children and young people is an essential component of the care we offer. We are committed at Logwood to promoting a healthy living culture within our home.

Prior to admission, a full medical history is gained, which formulates our assessment and subsequent care plan. We aim to ensure that each young person (if placed from outside the area), will be registered locally with a doctor, optician, and dentist, within one week of admission. Appointments will be made for regular check-ups or follow up appointments and young people will be supported in accessing these. Young people will be encouraged to attend their yearly medicals. All young people will have an Individual Health Care Plan which is regularly reviewed as part of the health and well-being standard as described in the GCHR (2015).

IDEM Living employs an independent health/psychologist who supports the young people and staff to implement a Positive Behavioural Support model. This is undertaken utilizing the Institute for Applied Behaviour Analysis approach; a multi linear approach to positive behaviour strategies.

Young people's medication will be stored and administered in accordance with the Royal Pharmaceutical Society's Guidelines on Medication in Care Homes and Children's Homes. Permission for administering prescribed and non-prescribed home remedies and medication will only be given, following authorisation from the Placing Authority or person with parental responsibility prior to admission. We aim to ensure that all staff hold a current First Aid Certificate, to enable them to respond appropriately. It is expected that young people who are on long-term medication, will have their medication reviewed at regular intervals by their G.P. Comprehensive health records are maintained within the home.

The Registered Manager will ensure that weekly menus planned in conjunction young people, are nutritious and well balanced, taking account of any medical, cultural, or religious requirements.

b) Information about how the effectiveness of any healthcare or therapy provided is measured, the evidence demonstrating its effectiveness and details of how the information, or the evidence can be accessed.

The main theoretical model, from which we practice, is based upon a Cognitive Behavioural Approach, where positive behaviours are rewarded, thus reinforcing them and appropriately challenging negative behaviours. This is undertaken with the support of a health psychologist utilising the Institute for Applied Behaviour Analysis approach.

The care teamwork alongside the young person and those responsible for their care to assess and identify issues and behaviours, which are limiting them. There are some life skill areas where we set out the skills, which we believe are required to enable young people to progress, develop and fulfil

their full potential within our care. These are focused on daily, with individual behaviour support plans that are linked to the risk assessment.

Positive role modelling and 'parenting' is undertaken by the staff to facilitate young people to fully experience appropriate attachments. These relationships empower young people to build possibly for the first time a trusting relationship, which impacts on all areas of their development and future progress. A securely attached young person learns trust and reciprocate, which serves as a template for all future emotional relationships. It allows them to explore their environment with feelings of safety and security, which leads to healthy cognitive and social development.

Young people develop the ability to self-regulate, which ensures effective management of their impulses and emotions, thereby reducing unsociable and harmful behaviours. A secure attachment with our carers enables young people to also gain empowering feelings of self-worth and develop a better balance between dependence and autonomy. We believe furthermore that it enables their pro social moral framework to be developed, where empathy and compassion towards others is developed. By working closely with the young person, this also provides a defence, resourcefulness and resilience against current and future stressors and trauma. This will also help to build up positive relationships as described in the GCHR (2015) The positive relationships standard.

POSITIVE RELATIONSHIPS

12. Promoting contact between children and their families and friends.

We believe family contact is essential for young people (if not prohibited by Court) and Logwood is committed to promoting positive visits between the young person, their families and significant others if deemed appropriate within their care plans. Relationships between young people and their families are often difficult. Visits are not always a positive experience for either party. Staff are dedicated to help and support both parties, by facilitating visits and working through issues identified with the young people. The home believes in promoting the positive relationship standard with the young people's families if acceptable GCHR (2015)

Young people will be encouraged to maintain regular communication by telephone or letter, if permitted. Young people are encouraged to make regular visits with family and friends. Where welfare is a concern, visits may need to be supervised and this is agreed prior to admission to the home. Logwood will facilitate transporting young people to and from home visits and provide supervision where required. Family members are welcome to visit the home, but this will need to be planned and agreed in advance. However, we expect all visitors to behave in a responsible manner and reserve the right to ask visitors to leave the home should their behaviour be deemed detrimental to the young person or any other young people.

The monitoring of telephone calls or letters because of fears for the safety of the young person will only be permitted if the appropriate authorisations are gained.

PROTECTION OF CHILDREN

If a child goes missing.

A vital component of keeping a young person safe is to recognise what level of risk they present to themselves and others. This determines the level of supervision required and the reporting procedure for each individual young person. It is essential that should a young person go missing all efforts are made to locate them immediately and call the police and reporting procedures are in place to ensure that the relevant people (Police, Children's Services or the Emergency Duty Team out of hours), parents are notified as a priority and the correct missing person's procedure, as well as police protocol, are followed. The welfare of the young person is paramount as stated in the GCHR (2015) The protection of children standard. If a young person is likely to be at risk, we will share information, which may help to ensure their safe return promptly with the police.

On the return of the young person, all those notified of their absence will be notified of their return. A key work session will be held with them to identify the reasons why they went and look to support them, in order that this should not be repeated. It is recognised that staff show sensitivity to the possible reasons why the young person went missing and alert a line manager, should they believe it is because of issues in house. Behaviour management and risk management plans will be reviewed and updated—if required—after any incident.

In the event of a fire.

IDEM Living feel it is very important that there are proper fire precautions and that everybody knows what to do in the event of fire. In our homes we try to prevent an institutional atmosphere and staff are made aware of the danger of fire, of what to do in the event of fire and of maintaining fire exits properly. The families of our young people will also practice such fire precautions ensuring that all family members know what to do. Fire drills will be held monthly and recorded in the Fire Precautions logbook. Each young person has a Personal Emergency Evacuation Plan which is catered to their individual need.

All homes are 'non-smoking'.

Each home and has a fire drill statement and all occupants should regularly be reminded of it. Details should be recorded. This drill should instruct occupants in means of escape, places of assembly and who to inform in the event of fire by day or by night. An approved smoke alarm system is installed and regularly checked by a competent person. Fire equipment (extinguishers, blankets etc.) are serviced according to instructions and all visitors or contractors will be made aware of what the home's fire procedures and precautions are. All homes will have electrical appliances and installations regularly checked by a competent electrician. This is in line with The Protection of Children Standard GCHR (2015).

13. Details of the home's approach to behavioural support, including information about –

a) The home's approach to physical intervention in relation to children.

At times, young people are placed with us who are experiencing crisis within their lives and display unacceptable behaviours. IDEM Living believes that it is important that clear boundaries and explanations of acceptable and unacceptable behaviours are given. Ensuring consistency, with firm but fair boundaries, which are maintained and reinforced, allows the young person the opportunity to alter their behaviours, thereby regaining control over themselves.

IDEM Living is committed to developing a positive culture. This encourages young people to feel a sense of belonging, have pride and ownership of their surroundings, to feel physically and emotionally safe, develop moral responsibility and learn to live in harmony with others. It is important that young people understand that there is a consequence for all their behaviours, both positive and negative. An atmosphere of mutual respect between both staff and young people helps to develop relationships based on positive experiences and empowering young people to develop self-control, thus minimising the potential for incident.

IDEM Living believes that the purpose of all human behaviours is to have a need met. Subsequent to a negative incident, there will be a debriefing with staff, where the young person will be encouraged to identify which need, they believed was not being met. This will then be unpicked to allow young people to come up with future alternative solutions and actions, in order that the same is not repeated. This is in line with the GCHR (2015) The positive relationships standard.

b) How persons working in the home are trained in physical intervention and how their competence is assessed

There is an expectation that staff will role model positive behaviours and provide consistency of care, management follow the leadership and management standard as described in the GCHR (2015). We believe good communication is key to de-escalating incidents. Staff have received training in behaviour management and will use their knowledge of the young person, alongside proven verbal, non-verbal and deflective techniques, to diffuse situations wherever possible.

However, serious cases of unacceptable behaviours, which include violence by the young people towards others, themselves, or causing serious damage to property, will not be tolerated. At these times, physical intervention is used as a last resort, if the young person will not desist from their actions. IDEM Living firmly believes that the use of positive physical intervention, applied in a safe and controlled manner, allows the young person to regain control with dignity.

Staff will only use the minimum amount of force necessary, to prevent immediate injury, harm or damage coming to the young person or others. It should only be used for the above reasons and not as a form of punishment, or to ensure compliance with a request.

All staff are trained in Safety intervention n-crisis intervention) which is designed to maximize the safety of everyone involved in a crisis.

However, the real intent of training is for staff to learn a system of verbal and physical intervention techniques that can help them recognize and address escalating behaviour at its earliest stages before it can escalate further.

Only staff trained in Safety intervention, de-escalation techniques will be permitted to physically intervene, using approved methods only. This will be updated in accordance with recommendations or as required and will be an ongoing programme with new staff.

Following the use of any physical intervention, staff are required to complete an incident report. This will indicate the reasons why this course of action was necessary and what was attempted prior to this. The report will also include, how exactly the young person was held, with length of time defined. Outcomes including whether debriefing with the young person was completed, and if medical attention was offered or received. This report will be sent to the Placing Authority, parent (if required) and the Registered Manager informed. Staff will also ensure the homes physical intervention logbook was completed satisfactorily. The Registered Manager will conduct debriefing with staff after an incident and if appropriate risk assessments and plans amended.

Any injuries sustained by staff or young people involved will be recorded in the accident book maintained in the home and appropriate medical attention given.

COVID 19

As an organisation we ensure to follow the government guidance on COVID 19. The home as an up-to-date risk assessment and contingency plans are implemented as they are required to ensure the service can run effectively as the pandemic peaks. Staff undertake regular LFT's and PPE is available for use as required.

LEADERSHIP AND MANAGEMENT.

The Registered Provider: Idem Living 6 The Stables Water Lane L35 1RD	Company Director Rob Gillespie Idem Living 6 The Stables Water Lane L35 1RD	Responsible Individual Julie Wright Idem Living 6 The Stables Water Lane L35 1RD	Registered Manager: Danielle Robertson 12 Windy Arbor Brow Whiston L35 1RA
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a) Details of the experience and qualifications of staff including any staff commissioned to provide education or health care

Job description	Number	Qualification	Group experience
<p>Rob Gillespie</p> <p>Managing Director</p>	<p>1</p>	<p>Diploma In Social Work (Residential Child Care Initiative)</p> <p>Diploma In Higher Education</p> <p>MAP and PATH Facilitator</p> <p>Person Centred Planning</p> <p>Supervisory Management</p> <p>PBS</p> <p>Safeguarding</p> <p>Recruitment and Selection</p> <p>Business Development</p> <p>Managing Budgets</p> <p>SAFTEY INTERVENTION</p> <p>Medication Management</p> <p>CSE</p> <p>ABCD</p> <p>(Abuse of Children with Disabilities)</p> <p>SRV</p> <p>All Mandatory Training.</p>	<p>Rob has worked in social care for over 37 years with both children and adults who have learning disabilities and, or Autism.</p>

<p>Julie Wright</p> <p>Responsible individual</p> <p>Head of children Services</p> <p>Designated Safeguarding Lead</p>	<p>2</p>	<p>Social Work Degree</p> <p>NVQ Level 3 in promoting independence.</p> <p>All mandatory training; first aid, child protection, health and safety, manual handling, food hygiene, administering medication CPI safety intervention training</p> <p>Safer recruitment</p> <p>Safeguarding Level 3</p> <p>Child Exploitation level 3</p> <p>DoLs/MCA</p> <p>Level 5 Management and Leadership within Residential Childcare</p> <p>Independent mentoring in Leadership and Management.</p> <p>Diploma Level 4 Expert Practice in Working with Traumatized Children and Young People</p>	<p>Julie has 20 years of experience of working within Health and Social Care with children, young people, families, Adults with learning disability and Mental health, including five years as a safeguarding social worker.</p>
<p>Danielle Robertson.</p> <p>Registered Manager</p>	<p>3</p>	<p>NVQ Level 3 in Health and Social Care CYP</p> <p>Enrolled onto NVQ level 5 leadership and management.</p> <p>All mandatory training; first aid, child protection, health and safety, manual handling, food hygiene, administering medication SAFTEY INTERVENTION</p> <p>Safer recruitment</p>	<p>Danielle has 12 years of experience in supporting young people and adults with autism, challenging behaviour, and severe learning disabilities. Danielle has been promoted to Deputy Manager, she has been enrolled on her Level 5 in management and leadership.</p>

<p>Rebecca Halliday Deputy manager</p>	<p>4</p>	<ul style="list-style-type: none"> • Level 3 diploma in children’s and young people’s workforce. • Enrolled on to level 5 diploma leadership and management. • Intensive interaction training • Safer recruitment • All mandatory training courses including safeguarding, health and safety, first aid, autism, manual handling and many more. 	<p>Rebecca has 5 years’ experience within children’s residential settings. Supporting children and young people with complex medical needs, autism spectrum disorder, learning disabilities along with emotional and behavioural difficulties.</p>
<p>Victoria Lamb Team leader</p>	<p>5</p>	<ul style="list-style-type: none"> • Victoria is enrolled on level 4 diploma children and young people’s workforce. • mandatory training courses including safeguarding, health and safety, first aid, autism, manual handling and many more. 	<p>Victoria has worked has over 16 years’ experience young people and adults, in residential settings she has worked with those with autism, LD and challenging behaviour.</p>
<p>Barbara Fletcher RSW</p>	<p>6</p>	<ul style="list-style-type: none"> • NVQ level 3 in Health and social care Children and Young Peoples workforce. 	<p>Barbara has over 11 years of experience supporting children and young people in a residential care setting, she has also been in the position of senior support worker and has been an active key worker.5</p>

Ray Williams RSW	7	<ul style="list-style-type: none"> Ray will complete a NVQ Level 4 CYP after his 6 months' probation 	Ray has worked for the NHS in his previous employment. Ray was a technical officer, working in recovery procedures for post op patients, and in the decontamination room.
Phil Slavin RSW	8	<ul style="list-style-type: none"> Level 5 Management and Leadership. 	Phil has several years' experience working with children and young people with Autism, learning difficulties and EBD.
Lorna Robinson RSW	9	<ul style="list-style-type: none"> Childcare Level 1 and 2 Teaching assistant NVQ level 3 	Lorna has over 12 years' experience working in a school setting with children with complex needs
Nicola Fletcher Waking night RSW	10	<ul style="list-style-type: none"> Nicola will be enrolled on NVQ level 4 once 6-month probation completed. 	Nicola has personal experience with autism and LD within her family. She also has 10 plus years' experience in an early year's settings.
Jennifer Shacklady Bank RSW	11	<ul style="list-style-type: none"> BA (hons) business and information PGCE business education with QTS 	Jennifer has several years' experience working with children in classroom settings. She has also had experience supporting children out in the community.
Charlie Williams RSW	12	<ul style="list-style-type: none"> Level 4 diploma in children and young peoples workforce. mandatory training courses including safeguarding, health and safety, first aid, 	Charlie has 2 years' experience supporting children and young people with complex needs including autism and sexualised behaviours.

		autism, manual handling and many more.	
Charlotte Grindley Part time RSW	13	<ul style="list-style-type: none"> All mandatory training: first aid training, health and safety, manual handling, food hygiene, fire safety, administering medication, SAFTEY INTERVENTION, Autism Awareness safeguarding 	Charlotte has personal experience with autism and LD within in person. She also has 10 plus years' experience in an hospital setting working with dementia.
Natalia szulc	14	<ul style="list-style-type: none"> All mandatory training: first aid training, health and safety, manual handling, food hygiene, fire safety, administering medication, SAFTEY INTERVENTION, Autism Awareness Safeguarding 	Natalia has 3+ plus years' experience in an early year's settings. Working with children with Learning disabilities and complex needs.
Kyle Russel PBS Lead	15	<ul style="list-style-type: none"> All mandatory training: first aid training, health and safety, manual handling, food hygiene, fire safety, administering medication, SAFTEY 	Kyle has over 10 years of experience of working within Health and Social care with Adults and Children with Learning disability, Autism and Mental health. I have worked for IDEM Living for 7 years.

		<p>INTERVENTION, Autism Awareness</p> <ul style="list-style-type: none"> • BILD PBS Coach • PBS Diploma level 5 • CPI Trainer <p>NVQ Level 3 Health and social care</p>	I am IDEM Living's PBS lead and CPI trainer.
Lamorna Lindfield Psychology Associates	15 Service development director.	Clinical psychologists and occupational therapists.	Offering external psychological support and consultation. They will undertake individual work with YP and functional analysis, they also provide attachment and PACE training to the wider organization

b) Details of the management and staffing structure of the home including arrangements for the professional supervision of staff, including staff that provide education or health care.

The registered address for both the Responsible Individual and Registered Manager is: Idem Living, 6 The Stables, Water Lane, Tarbock Green, L35 1RD.

Company Director – Rob Gillespie

Responsible Individual – Julie Wright.

Registered manager – Danielle Robertson

Deputy manager – Rebecca Halliday

The Responsible Individual has operational responsibilities for the overall management of Logwood. She is responsible for defining policy, care practice, providing support and direction to the Registered Manager and their team.

The Registered Manager for Logwood is responsible for the day-to-day management of the home. The Registered Manager will ensure the care provided within the home complies with and exceeds statutory and regulatory requirements.

The deputy manager for Logwood is responsible for supporting the registered manager in the day-to-day running of the home. The deputy manager will support the manager in ensuring the standard of care and support provided at Logwood meets the statutory and regulatory requirements.

Julie is responsible for liaising with placing authorities and external bodies, as well as appropriately admitting young people to the home whilst the Registered Manager has management responsibility for the development of a comprehensive care plan for each young person, as well as overseeing the

implementation of this, to ensure needs have been met. Julie takes responsibility for Health and Safety requirements within the home and is supported with this by the larger organisational team.

Each member of staff receives individual supervision at least once a month. Additional supervisions are held if necessary either at the request of the individual or the Registered Manager.

During supervision, an agenda covering the following is planned: work performance, training requirements, personal development, the young people, staff team and personal issues.

As we expect our young people to learn and thrive, IDEM Living ensure their staff feel valued and supported to reach their full potential by being presented with opportunities to continuously update their knowledge and skills.

Each member of staff takes part in an annual appraisal process. This is a record made of each staff member's current level of performance, targets for the coming year and agreed training needs to be met as part of the individual's personal development programme for the next twelve months.

At IDEM Living outside agencies are also used to assist with training and development of the staff to meet the needs of individual young people using our services. Specific training includes global Development delay, Manual handling and personal care.

CARE PLANNING

c) Any criteria used for the admission of children to the home, including any policies and procedures for emergency admissions.

Careful consideration will be given to match young people's individual needs with the other young people and the staff's strengths, experience, and qualifications. Staff will undertake a thorough assessment which will be analysed from the moment he/she wakes in the morning, throughout the day and right through the night to assess their sleep pattern. From this we will be able to put together a care plan that is accurate and person centred.

Logwood can consider most referrals made to them when accommodating children with autism. From the information we receive through the assessment process, we are able understand how to adapt the environment for the needs of the children.

Transitions

IDEM Living recognise that change is very difficult for young people and that transitions, both moving in to and leaving the home, potentially will have a lasting, emotional impact if not facilitated well by all who have a responsibility for this process. IDEM Living will always strive to make any transition a positive and quality experience that is tailored to individual needs.

We operate a very robust information gathering and assessment process for every young person potentially matched to our homes. This is an ongoing, cumulative process for the duration of the individual's time in our care. The collated, relevant information that future placements would need, should the child move to another placement, will be made available in an accurate and timely manner when the child or young person eventually leaves our care.

Planning for the eventual move from our care is considered at the point of initial referral and is an integral part of consultation of all stakeholders and the young person.

We believe that the young people in our care should, from arrival, begin working towards their transition into adulthood and prepare for living independently. Our staff team will help each young person to prepare for any move from the home whether they are returning to another placement, moving into adult care, or living independently. Our staff team will support each young person in developing emotional and mental resilience to cope without the homes support and, where they are moving to live independently, are provided with practical skills such as cooking, housework, budgeting, and personal self-care. Young people should have access to all educational or employment opportunities that are available to their peers at transition and during their care and should, therefore, not be disadvantaged either academically or socially.

For young people moving into our homes, the length of transition will depend on the availability of the information required to accurately match the young person's needs to the home. We would also seek, wherever possible, to provide the young person, his carers, and his Social Worker opportunities to familiarise themselves with both the staff team and the home environment to facilitate a quality admission that contributes to the best possible care experience for that child or young person. IDEM Living will provide the same opportunity when a child or young person leaves our care. IDEM Living will provide a fully supportive transition when the child or young person leaves our home and can provide an agreed level of support/contact beyond their departure should all partners agree this is in the best interests of the individual. Similarly, upon attaining the age of 18 years, and moving to adult care or independent living, IDEM Living can maintain the care of the individual for a period beyond their 18th birthday if that is considered, by all stakeholders, to be in the best interests of the individual. This would need to be planned to allow a variation of the home's registration where required.

Staying Put – Staying Close

‘Children reaching adulthood and living in children’s homes are relatively small. However, they are the most profoundly challenged, disadvantaged, and often damaged children in the country. Offering them continued care and support alongside a growing independence, and in a way comparable to that experienced by eighteen-year olds when they leave home for University, would be dramatically to improve their life chances.’ (Report of Sir Martin Narey’s independent review of children’s residential care – July 2016).

IDEM Living work endeavour to offer young people moving on from their children’s home support and guidance to ensure that they are afforded the same opportunities as other young people residing with their families.

Review of Statement of purpose

Review of Statement of purpose

Review Dates	Sections reviews	Signed
Previous review dates can be found on the previous version of this document		Julie Wright
January 2022	Covid 19 – update Julie wright role updated	Danielle Robertson
February 2022	James Bowers – resigned Steve Powell – resigned Both removed from February SOP	Danielle Robertson
March 2022	Edward Tinsley [Waking Night] - resigned Laura Maloney [Bank] – resigned [whilst on maternity leave]	Danielle Robertson

April 2022	Reviewed and no changes	Danielle Robertson
May 2022	Ray Williams [RSW] Dylan Borrows [RSW] Added to the statement of purpose	Danielle Robertson
June 2022	Lucia Rennie [waking night RSW] added to statement of purpose. NVQ status changes on Sharon Pimblett and Victoria Lamb.	Toni Cottingham
June 2022	Page 19 - Nicola Fletcher [waking night RSW] added to statement of purpose.	Danielle Robertson
August 2022	Amanda Coward [RSW] removed due to resigning. Roles added to JW	Toni Cottingham
September 2022	Word restraint removed and replaced with physical intervention. Section 3b – Age range adjusted to 18 plus years. Following the guidelines of the SCIFF and giving the reasons why a young person may need to remain post 18 years.	Danielle Robertson
December 2022	Updated the Registered Manager details throughout the document	Julie Wright (RI)
January 2023	Toni Cottingham Deputy Manager Removed due to resigning Danielle Quirk added- she will be working across Logwood and Melwood until Logwood has appointed a Team leader.	Danielle Robertson
March 2023	Rebecca Halliday Deputy Manager added to the statement of purpose. Charlie Williams RSW added to the statement of purpose.	Rebecca Halliday

	Charlotte Grindley RSW (Part time) added to the statement of purpose.	
June 2023	Lucia Rennie (Waking night) Resigned	Danielle Robertson
July 2023	Dylan Borrows Team leader resigned.	Danielle Robertson
September 2023	Natalia Zsulc RSW full time added to the statement of purpose. New photo's added.	Danielle Robertson

This Statement of Purpose is intended as an overview of the operational intent of the home.