



STATEMENT OF PURPOSE

Residential Manager:

Sophie King (Manager in Delegate)

Responsible Individual: Julie Wright

Date Statement of purpose updated: 21.08.2023

Registration number: SC468747

Statement of Purpose August 2023_ Highview_ SC468747

‘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.

When we look behind the behaviour, we see that little struggling human, our little human, who needs our help with something,’ (Rebecca Eanes)

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.

Highview is a long-established home that has developed a reputation for providing a warm, loving environment for young people with a diverse range of complex needs.

The Highview team have established very positive relationships with partner agencies having demonstrated measurable outcomes for children and young people.

Our philosophy, we believe is very simple, our aim is to provide an environment in which children and young people can change their own narrative about themselves.

We aim to create an environment for change that looks to develop self-worth, self-confidence, and a positive identity about themselves, through meaningful relationships with adults who support them. We aim to encourage involvement in the wider community to develop their own sense of belonging and ability to positively contribute.

We are not able to do this on our own and believe it is imperative to work as part of a collaborative team with all stakeholders to achieve a professional balance between the delivery of care and support and the positive management of challenges and risks.

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

Highview’s aim is to provide a homely environment that reflects warmth and kindness. It is our view that young people need support to understand their own feelings and their behaviours that often manifest from emotional turmoil. We believe that behaviours reflect a need and must be understood in the context of each individual's life story and through meaningful positive and loving relationships.

We use a person-centered approach centering on the individuals distinctive and dynamic needs. Using Positive Behavior strategies, we aim to encourage young people to develop skills to communicate their feelings, concerns and aspirations and develop strategies that enable them to change their own narratives and by so doing increase their life opportunities.

The ethos, which underpins our care and is fundamental to providing a good solid base from which we operate, is that young people are always placed at the heart of all we do. The home provides a safe and stable environment where young people can live and grow, enabling them to achieve their full potential. This is achieved through careful planning of individually tailored programmes to meet their needs and promote their welfare.

Wherever possible, following the initial referral, the young person is visited by the Residential Manager and support staff and an assessment of needs and the Highview'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 person, then 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 young people and are less likely to occur if they are well planned.

We strongly believe that using expertise, together with consistent boundaries, regular therapeutic input and a nurturing environment delivered by a strongly committed, dedicated professional workforce, we will empower young people to facilitate change, develop personal responsibility and allow them the opportunity for growth.

We believe that young people in our care have a right to be shown respect and have the same things which we would want for our own children: a good education to equip them for the future, a positive sense of self-worth and confidence, be morally responsible, show the ability to integrate socially within the community, have good resilience and sense of mastery, be in good physical and mental health, have the opportunity to play, learn and have fun, to feel valued and loved, to develop self-discipline, and discover the ability to visualise a new positive personal goal.

3. A description of the accommodation offered by the home, including- ***a) How accommodation has been adapted to meet the needs of children***

Highview can consider most referrals made to them when accommodating children. Facilities not available at our homes, include children or young people who require the use of wheelchairs, specialist nursing, or have a history of arson.

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

Highview is set up to accommodate two boys or two girls aged up to 18 years. These will include young people who may be destructive, show violence and aggression towards others, self-harm, have certain diagnosed psychiatric or psychological disorders, be sexually abusive, have an addiction, abscond, have an eating disorder, be involved with criminal activities and are exceptionally vulnerable.

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.

c) The type of accommodation including sleeping arrangements

Highview is a detached four-bedroom bungalow situated in a rural location in Devon. Two bedrooms are available for the young person, there are 2 staff bedrooms one of which doubles as an office. The young people residing at Highview are supported to decorate their rooms choosing within reason, the décor. This enables them to have a sense of permanence within the home.

The children and young people have access to a main lounge and dining area to undertake activities and somewhere to relax. The home has a fully fitted kitchen. To the rear of the property is a fully enclosed garden which is ideal for children and young people to relax and

4. A description of the location of the home

Highview is based in Axminster, Devon. Axminster is a market town with a small population. It is accessible by rail, with a main line linking to Exeter and Dorchester. The A35 links to the A30 which again links to Exeter and London.

The Highview staff team have a good knowledge of the local area, events and activities that are available to young people. They have built up a good relationship with the local community police team, the youth centres, and the leisure centres.



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

Idem Living believe that religious observance is an important part of an individual's identity. Axminster boasts a multi-cultural population and provides places of worship to meet the needs of several different faiths.

Highview 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 provides for young people to follow a faith.

Staff are committed to updating their own knowledge prior to a placement to meet the young person's cultural beliefs. Staff would locate the nearest place of worship for the young person to attend.



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.

Highview acknowledges that, from time to time, young people or others may feel unhappy about the service and wish to complain. Highview is committed to taking each complaint seriously and attempting to resolve it to the satisfaction of the complainant. Highview 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. Included in the guide will be 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, a young person would speak to a member of staff initially voice their concern informally. If it can be resolved at this level, then no further action would be necessary. All relevant paperwork will be held on file within the home, in a confidential manner. Staff are required to support young people, by being their advocate if asked or by engaging the services of an independent advocate if this is more appropriate.

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 issue down and the Residential Manager would attempt to resolve it.

If the young person was 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, then the 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.

7. 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 Residential 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 the placing Local Authorities safeguarding procedures.

Staff at Highview 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 of the staff at Highview.

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

Highview engages the services of an independent external visitor who carries out the Regulation 44 Inspections. Part of this process is to meet with the young person/s within the home monthly, if they agree, enabling them to seek their views on the running of the home and the care received. If there are any issues, then these are fed back to the manager for action if required.

All staff attend a minimum of in-house safeguarding training whilst management additionally receive enhanced safeguarding training. The home operates a Whistle Blowing Policy to empower staff to report any concerns they may have regarding a colleagues practice. To further enforce this policy, it is a disciplinary offence not to report concerns and failure to do so can lead to dismissal without notice.

As necessary, Idem Living will advise Ofsted of any employee dismissed for poor practice and concerns will be reflected in any future reference request.

VIEWS, WISHES AND FEELINGS

8. A description of the home's policy and approach to consulting children about the quality of their care

Highview believe that voices of young people need to be heard for all matters in connection with their care, education, and the running of our homes. We aim to operate an inclusive service, where their wishes and feelings are always considered. This is done formally as a minimum monthly during house meetings and catch up with young person sessions. The weekly menus, activities and choice of decorations are some of the topics young people are regularly consulted on. The Residential Manager takes an active role in ensuring that young people are regularly consulted with.

Other consultation young people can be involved with 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 Highview 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. These steppingstones form the young person's monthly placement plan which contains mutually agreed responsibilities, expectations, and timescales to move them forward.



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.

Young people are encouraged to read their daily diary sheets (if appropriate) and tell us how they have enjoyed their day through daily self-evaluations.

Young people can have 'catch up with young person' sessions where they can meet with any staff member and discuss a range of issues that will be acted upon as necessary and recorded.

The Residential Manager will also complete 1-1 sessions with the young person on a regular basis to ensure all care provided is of the highest quality and issues raised will meet a satisfactory outcome. This will be held on file within the home.

Consultation is vital in all areas of care provided and the Residential Manager and care 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.



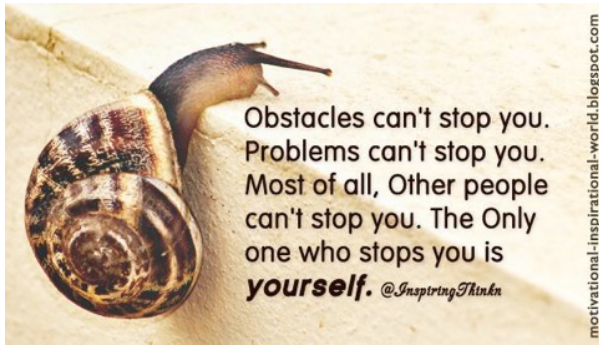
9. A description of the home's policy and approach in relation to –
a) Anti-discriminatory practice in respect of children and their families; and
b) Children's rights

Young people placed at our homes have often faced extensive discrimination and disadvantage in their lives. Highview 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.

We strongly believe that young people must 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, by ensuring equality and access to services and support for all. On a professional level by challenging any stereotypical views, on an organisational level by reviewing policies and practices and on a structural level by ensuring that young people's issues are on the agenda within meetings attended within which social policy is altered.

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



EDUCATION

10. *Details of provision to support children with special educational needs.*

Highview 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.

Highview can help source tailored individual education packages to meet the needs of the young person. This may be accessing local alternative education with additional personal home tutoring.

11. *If the home is registered as a school, details of the curriculum provided by the home and the management and structure of the arrangements for education*

Not applicable



12. *If the home is not registered as a school, the arrangements for children to attend local schools and the provision made by the home to promote children's educational achievement*

Each young person will be assessed prior to admission and an achievable package agreed through consultation with relevant parties and young person.

We understand that children and young people referred to us are often excluded from mainstream education for a variety of reasons. At Highview we promote bespoke packages of education that centre around the interests of the individual, offering them educational experiences that may not necessarily be classroom based.

Our view is that each child or young person has the right to be supported to reach their full potential and support offered should reflect this.

Children and young people who can maintain a placement in mainstream schools will be fully supported with this.

All young people, if applicable, are given access to a Computer to help with their school-work. The staff team is committed to supporting young people as much as possible with their studies.

EMPLOYMENT AND ACHIEVEMENT

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

At Highview 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.

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

14. 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 Highview to promoting a healthy living regime 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 health checks or follow up appointments and young people will be supported in accessing these. Young people will be encouraged to attend their yearly medicals.

Idem Living utilizes an independent health professional who support the young person and staff to implement a Positive Behavioural Support model. This is undertaken utilizing the Institute of Applied Behaviour Analysis Approach: A multi linear approach to positive behaviour strategies. Along with this, if applicable we can source a Clinical Psychologist who supports the team to consider the early childhood experiences of the young person and the impact of this on future relationships.

Young people's medication will be stored and administered in accordance to the Royal Pharmaceutical Society's

Guidelines on Medication in Care Homes and Children's Homes. Permission for administering prescribed and non-prescribed 'homely remedies' and medication will only be given, following authorisation from the Placing Authority or person with parental responsibility prior to admittance. 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 Residential 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.

Where there appears to be intolerance to certain foods, tests can be locally accessed, and dietary provision made for this.

Young people will be encouraged and actively supported with maintaining regular exercise. We believe that it is important that young people are afforded the opportunity to lead an active, enjoyable life, which stimulates them and encourages social skills, concentration, and coordination levels, allows for a sense of mastery to be gained and boosts confidence. Leisure facilities are available locally and the young person whilst being supported by the staff (or independently if appropriate) will be encouraged to access and become involved with new activities of interest or community-based clubs.

Highview acknowledges that at times young people will be placed with us who smoke. We are committed to actively discouraging this and support is given to reduce their reliance and

stop. Within the home, we operate a no smoking policy. Tobacco and tobacco related products will not be purchased for young people by staff. We do not permit young people to drink alcohol or use substances within the home. Highview work closely with the police and any concerns relating to drugs will be reported accordingly.

Other appropriate health specialists can be consulted, should the young person require other input at any time

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.

The role of the independent health/psychologist involves working with both the staff and young person in placement to produce behaviour support plans 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. The plans enable staff to identify areas of support that the young person may have in relation to managing and changing their behaviours and staff can support them in these identified areas. Regular reviews enable the young person to see change being achieved.

A securely attached young person learns trust and to 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.

The effectiveness of the input the young people in our care receive is measured in the identifiable changes in behaviour and the positive outcomes that they are achieving. It is our policy to celebrate the tiniest achievements with the young person to promote a positive sense of well-being.

POSITIVE RELATIONSHIPS

15. The arrangements for promoting contact between children and their families and friends.

We believe family contact is essential for young people (if not prohibited by Court). Highview is committed to promoting positive contact 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. Contact is not always a positive experience for either party. Staff are dedicated to help and support both parties, by facilitating contact and working through issues identified with the young people.

Young people will be encouraged to maintain regular contact by telephone or letter, if permitted. Young people are encouraged to make regular contact with family and friends. Where welfare is a concern, contact may need to be supervised and this is agreed prior to admission to the home.



Highview 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

16. A description of the home's approach to the monitoring and surveillance of children

All the staff at Highview have received safeguarding training and are aware of the issues in relation to looking after young people who may have been the victims of abuse and neglect in the past, both in terms of their own needs and in relation to the risk they may pose to others. The staff are vigilant in relation to the young person's ongoing safety and

protection, are aware of the indicators, signs and symptoms which can be present when abuse is taking place. They are aware of the local Children's Safeguarding Board procedures for managing suspected safeguarding concerns and are clear about the lines of responsibility and accountability within the home. As a result of direction by a Court, whereby a young person has been electronically tagged, Highview will cooperate by allowing the installation of the relevant telephone equipment within the home.

IDEM Living will carry out a search of a young person's room, as and when required, if it is felt that this is needed to protect the child, another child living in the home and/or the adults responsible for their care. The Local Authority will be made aware that such actions are needed and kept informed of any outcomes from the searches which will be carried out in line with the IDEM Living Room Search Policy and with due regard for the child's privacy and dignity.

Highview has an alarm system to which can be set, notify when doors and windows are opened. When this is on there are no restrictions on the young person leaving the home. This would be implemented if there was a risk to the safety of a young person residing at Highview.

Unauthorised absences

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 abscond or not return on time that all efforts are made to locate them immediately.

Reporting procedures are in place to ensure that the relevant people (Police, Children's Services, or the Emergency Duty Team out of hours), parent (if authorised to do so) are notified as a priority and the correct missing person's procedure, as well as police protocol, are followed.

Highview has a protocol, agreed with the local police, of the procedure to follow when a young person is 'missing from care'.

The welfare of the young person is paramount. 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 ran away and alert a line manager, should they believe it is because of issues in house.

The Residential Manager will work with the Local Authority to ensure that an official return to home interview is undertaken.

CSE

The sexual exploitation of children and young people are a form of Sexual Abuse. The sexual exploitation of children is described in the government guidance document as “involving exploitative situations, contexts and relationships where young people (or a third person or persons) receive ‘something’ (e.g., food, accommodation, drugs, alcohol, cigarettes, affection, gifts, money) because of their performing, and/or another or others performing on them, sexual activities.” It can occur through the use of technology without the child’s immediate recognition, e.g., being persuaded to post sexual images on the internet/mobile phones without immediate payment or gain. In all cases, those exploiting the child have power over them by virtue of their age, gender, intellect, physical strength and/or economic or other resources. Violence, coercion, and intimidation are common and the child/young person’s vulnerability to exploitative relationships is characterised in the main by their limited availability of choice resulting from their social/economic and/or emotional vulnerability. What marks out sexual exploitation is an imbalance of power within the relationship. The perpetrator always holds power over the victim, increasing the dependence of the victim as the exploitative relationship develops. Children involved in any form of sexual exploitation should be treated primarily as the victims of abuse and their needs carefully assessed. If any member of staff has concerns that a young person is potentially the victim of CSE then this should be reported to the DSO without delay, or the Group Managing Director in his/her absence.

The team at Highview undertake CSE training both face to face and online. Links have been made with the Local CSE safeguarding team within the police and where applicable markers can be placed to ensure the continued safety of children and young people.

Local Authority CSE risk assessments are undertaken as appropriate.

The senior managers of IDEM Living have supported young people in placement that have been high risk CSE and have ensured effective partnership working, good clear communications, attendance at professional meetings as well as establishing clear links with both the local police and the CSE safeguarding team to ensure robust support for young people to be safe in the home and surrounding areas.

17. 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 a 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 ethos. 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. After 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. Good practice is to promote positive behaviours by careful proactive planning, avoiding incidents occurring if possible. Consequences, for unacceptable behaviours, will be dependent on the incident. Young people will also be asked at times to suggest an appropriate consequence for themselves, thus giving them more power and clearly identifies a consequential environment.

Where appropriate, staff will use restorative approaches with the young person in order they are able to consider the effects of their actions on others.

At NO time will young people in our care be subjected to: corporal punishment, deprived or force fed food, deprived contact with parents (unless directed by the Courts), made to wear inappropriate, distinctive, or demeaning clothes, refused medical or dental treatment, forced to take inappropriate medication, intentionally deprived of sleep, given a financial penalty (except by way of a reparation), be subjected to any form of intimate physical examination, deprived of any equipment needed if disabled, or punished in any way that is degrading or not permitted by law.

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. 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, 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 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 a debrief with the young person was completed, and if medical attention was offered or received. This report will be sent to the Placing Authority, Ofsted and the Residential Manager informed. Staff will also ensure the homes physical intervention logbook was completed satisfactorily. The Residential Manager will conduct a de brief 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.

LEADERSHIP AND MANAGEMENT

18. The name and work address of –

Registered Provider	Managing Director	Responsible Individual	Residential Manager (in delegate)
IDEM LIVING 6 Stable Court Water Lane Liverpool L35 1RD	Rob Gillespie IDEM LIVING 6 Stable Court Water Lane Liverpool L35 1RD	Julie Wright IDEM LIVING 6 Stable Court Water Lane Liverpool L35 1RD	Sophie King Highview, Cooks Lane, Axminster, Devon EX135SQ

a) Details of the experience and qualifications of staff including any staff commissioned to provide education or health care



Senior Management Team

Job description	Qualification	Group Experience
<p>Rob Gillespie</p> <p>Managing Director</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>MAPA</p> <p>Medication Management</p> <p>CSE</p> <p>ABCD (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>Social Work Degree</p>	<p>Julie has 20 years of experience of working within Health and Social</p>

<p>RI- head of children's services</p>	<p>DSL trained</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 MAPA</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>Attachment and PACE</p> <p>Level 7 in Leadership and Management in Health and social care</p>	<p>Care with children, young people, families, Adults with learning disability and Mental health, including five years as a safeguarding social worker</p>
<p>Job description</p>	<p>Qualification</p>	<p>Group Experience</p>
<p>Sophie King</p> <p>Manager (in delegate)</p>	<ul style="list-style-type: none"> • Mandatory training ongoing • Level 2- childcare • Level 3- Supporting teaching and learning • Level 4 & 5 (Foundation Degree) Supporting teaching and learning 	<p>Sophie has 9 years' experience in supporting children in an educational setting. This included supporting children with Autism, speech delays and attachment disorders. Whilst working in the school, Sophie managed the before and after school club.</p>

	<ul style="list-style-type: none"> • Level 6- BA in professional practice (education) (ongoing) • Certified Safety intervention instructor • Enrolled onto diploma level 5 in leadership and management 	<p>Sophie has directly supported children and young people in residential care settings for 4 years. Sophie has a passion for supporting young people to thrive for independence in their futures.</p>
<p>Sarah Cullingford Team Leader</p>	<ul style="list-style-type: none"> • All mandatory training • Level 3 Mentor Practitioner for Young People • Level 3 Young People’s Wellbeing Support • NVQ Level 6 Certificate in British Sign Language • NVQ Level 3 Certificate in British Sign Language • Level 2 Certificate in British Sign Language • Level 1 Certificate in British Sign Language • NVQ Level 3 in Early Years Care and Education • Certificate in Playgroup Practice Level 2 • RSA Level 2 in Typing, Word Processing, Office Skills and Business Practice • CSE Grade 1 Childcare • Supporting Young People with Exam Related Stress 2022 • Contextual Safeguarding 2021 • Trauma Informed Practice 2021 • Emotion Coaching 2020 and 2021 • Enhancing your School’s Staff Wellbeing Policy 2021 • How Schools can Support the Mental Health and Wellbeing of Students with ASD 2021 • Young People’s Wellbeing Level 3 OpenLearn 2020 	<p>Sarah has worked with vulnerable children and young people in an educational setting for over 20 years and has a particular area of expertise with supporting those with emotional and mental health needs.</p>

	<ul style="list-style-type: none"> • FGM training 2020 • LSCB Level 3 Safeguarding Children Course Sept 2019 • Attachment, Trauma and Resilience in Practice 2018 (part of lead team for obtaining Attachment Friendly School status) • CAMHS Recognising Common Mental Health Difficulties in Young People 2018 • CAMHS Understanding Anxiety in Young People 2017 • CAMHS Understanding OCD in Young People 2017 • CAMHS Supporting Young People who Self-Harm 2017 • Youth Mental Health First Aid for Schools and Colleges (MHFA England) 2017 • Nurture Group Training 2016 • Risk Assessment training (EEClive) 2012 • Intensive Interaction 2013 • Emotional Literacy ELKLAN 2011 and 2012 • Writing Lesson Plans and learning objectives 2011 • IEP and IBP writing 2011 • Sensory Integration 2012 • Communicate in Print 2012 • Tactile Communication TACPAC 2012 • Writing Social Stories 2012 • YARC (abstract reading comprehension) 2011 • TALC (testing abstract language comprehension) 2012 • Picture Exchange Communication System course 2006 • Undertaking Level 3 	
--	--	--

Leanne Pinnegar	<ul style="list-style-type: none"> • All mandatory training complete. • Degree in children integrated in professional care • Btec diploma in children's care • Missing • Safeguarding • County lines • Supporting children with challenging behaviour • Safety intervention training • Undertaking Level 3 	<p>Before working at Idem I previously worked in a secondary school on a one to one with students. Before that I was a manager of an out of school club at a primary school. I have also worked in residential when I first left university.</p>
Darren Bath	<ul style="list-style-type: none"> • All mandatory training complete. • Currently completing a level 3 diploma in residential childcare. 	<p>I spent 15 years working in the adult mental health services. Work areas included secure units, in-patient assessment units, community residential units and drug and alcohol rehabilitation support work. I left the health and social care sector to pursue a career as a Personal trainer. I spent 7 years running a commercial gym and working as a freelance PT alongside this. I also spent 2 years working as a gym manager in a private school where I worked closely with day pupils and boarders to achieve sport specific goals and fitness. I then returned to health and social care, working with children. I initially worked at a PRU in Taunton, then I moved over to residential support work looking after children in crisis placements. This was then followed by working in several residential houses looking after children on a 1-2-1 and 2-2-1 ratio basis. Assisting with all aspects of daily living, education, recreational activities and sport.</p>
Chloe Trinder	<ul style="list-style-type: none"> • GCSE MATHS, ENGLISH, SCIENCE, ICT, CHILD DEVELOPMENT. • SCIENCE A LEVEL • HEALTH AND SOCIAL CARE A LEVEL • LEVEL 3 CHILDREN AND WORKFORCE • All mandatory training hub training 	<p>I have worked within a nursery and school setting for around 7 years.</p> <p>I have worked with children aged 0-11. I helped run a before and after school club, this entailed supporting children before and after school. I also ran a baby room in the nursery.</p> <p>I like working with children and young people because I like to feel as if I am making a difference to their life.</p>

Nicolle Clifford	<ul style="list-style-type: none"> • GCSE MATHS, ENGLISH, SCIENCE. • All mandatory training hub training 	<p>Nicolle has worked within residential settings for many months.</p> <p>Nicolle is a parent to her own children and is passionate about the child's voice being heard.</p>
Kyle Russell PBS Lead	<ul style="list-style-type: none"> • All mandatory training: first aid training, health and safety, manual handling, food hygiene, fire safety, administering medication, MAPA, Autism Awareness • BILD PBS Coach • PBS Diploma level 5 • CPI Trainer • NVQ Level 3 Health and social care 	<p>I have 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> <p>I am IDEM Living's PBS lead and CPI trainer.</p>

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 Stable Court, Water Lane, Liverpool L35 1RD.

Managing Director – Rob Gillespie

RI/ head of children's services – Julie Wright

Registered Manager (in delegate) – Sophie King

The Responsible Individual has operational responsibilities for the overall management of Highview. They are responsible for defining policy, care practice, providing support and direction to the Residential Manager and their team.

The RI is responsible for liaising with placing authorities and external bodies, as well as appropriately admitting young people to the home whilst the residential 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. The RI takes responsibility for Health and Safety requirements within the home and is supported with this by the larger organisational team.

The Residential Manager is responsible for the day-to-day management of Highview. The Residential Manager ensures that the care provided within the home complies with and exceeds statutory and regulatory requirements.

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 receives individual supervision at least once a month. Additional supervisions are held if necessary either at the request of the individual or the Residential Manager. During supervision, an agenda covering the following is planned: work performance, training requirements, personal development, the young people, staff team and personal issues.

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.

c) If the staff are all one sex, or mainly all one sex, a description of how the home promotes appropriate role models of both sexes.

Highview is staffed by staff that meet the needs of the individual in placement at any given time.

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.

In order to promote appropriate role models of both sexes, Mrs Julie Wright, Responsible Individual maintains regular contact with the young person in placement ensuring to undertake one: one session with them to obtain their views on the service being provided.

CARE PLANNING

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

At Highview we believe that statutory reviews arranged by the Placing Authority are an extremely important time for young people in our care. It is the time to review and celebrate what has been successful within the placement as well as what requires further work.

When a young person is first placed, a planning meeting is held involving key professionals involved in their care giving regard to their needs and how these are expected to be met within 72 hours of their placement commencing. Statutory reviews to be held 20 days after their initial placement, then at three months, and each subsequent six-month period.

Reviewing young people's placements is essential to the care that is offered within Highview. The short, medium, and long-term goals need to be identified and agreed by all those responsible for the care of the young person, in order that positive outcomes can be planned for.

The Residential Manager is responsible for monthly internal updating of the placement plan's effectiveness.

Emergency placements are not considered for Highview.

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 Dates	Sections reviews	Signed
--------------	------------------	--------

20.10.2021	Update re staff and management qualifications	Natalie Jones
05.04.2022	Update in relation to staff and qualifications	Natalie Jones
31.05.2022	Update in relation to RM. Update / removed Sabina who know longer works with congestion with Idem.	Sophie King
10.06.2022	Update in relation to staff team Update in relation to registered manager, rather than in delegate.	Sophie King
14.06.2022	Update to qualifications & staff team	Sophie King
12.08.2022	Update to staff	Sophie King
16.08.2022	Removal of staff members	Sophie King
20.10.2022	Update to staff team Update to staff qualifications	Sophie King
08.11.2022	Added new staff member CT in. Removed MS.	Sophie King
05.01.2023	Changed wording around MAPA, to safety intervention.	Sophie King
26.05.2023	General change to all wording around service delivery	Julie Wright
06.07.2023	Changed / removed registered manager. & added Manager in delegate	Sophie King
24.07.2023	Updated deputy manager	Sophie King
21.08.2023	Change to deputy manager No longer a deputy manager in post. 2 team leaders.	Sophie King

	Added new staff member- NC	
07.09.2023	Removed AD	Sophie King

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