

STATEMENT OF PURPOSE

REGISTRATION NUMBER :



Accommodation

- At The Roost we can accommodate two young people, boys and/or girls, from the ages of 0 to 18 years old who have either emotional behaviour difficulties or learning disabilities.
- At The Roost we want to promote the choice of each individual and at the point of referral, we will endeavour to ensure the young people have a say in the home they are going to live in. We do this by providing a Children's Guide that we will adapt to meet the individual needs of each young person understanding that young people have differing communication and understanding needs.
- The Roost is a detached four-bedroom house.
- There is a fully equipped domestic style kitchen with space for a dining table, the study will be situated in the heart of the home and there is two spacious living areas on the ground floor. Three bedrooms are available upstairs for young people and there is one staff bedroom and a sensory room.
- The young people living at The Roost will be supported to decorate their own rooms to their choosing, within reason. This personalisation enables them to establish a sense of permanence within the home.
- There is a spacious back garden with ample room to add in some garden furniture and outdoor activities to take place. There is a grassed area as well as paved and has secure fencing. On the front drive is a spacious garage which will be utilised for the needs of the young people who live at The Roost.



Location

- We ensure that a holistic impact assessment takes place ahead of any acceptance of referral to ensure that the home is able to meet the needs of each individual young person, this includes thoroughly looking at the location risk assessment to ensure we can adapt and manage any needs and/or behaviours. We would work closely with the key professionals around the young person to ensure that The Roost was the right fit for the individual.
- The Roost is located close to the town centre with its position being ideal for access to a wide range of facilities and amenities.
- Bridgwater is at the foot of the Quantock Hills and just a short distance to the M5, which can lead either way towards Weston-Super-Mare and Bristol or further South to Taunton, Exeter and Devon.
- We live in one of the most strikingly beautiful areas in the West Country boasting a range of stunning landscapes from the cattle-grazed meadows of the Somerset Levels to the windswept heights of the Quantock Hills and the Black down Hills with their cloak of ancient woodland.
- Bridgwater has a vibrant culture and offers an exciting range of activities from sports centres, swimming pools, and health clubs as well as a cinema as well as being within walking distance to the shops. The hills provide the opportunity for leisurely walks, brisk hikes or bike rides.
- Bridgwater is within easy reach of the coast in every direction, Somerset, Dorset, Devon and Cornwall all accessible for a day out and plenty of activities.

Quality and purpose of care

- The ethos which underpins our care and is fundamental to providing a solid foundation from which we work, is that our young people are always placed at the heart of everything we do and we do this by following our core values:
- Becoming adult - We provide assistance to young people to support them to develop to be responsible and independent adults.
- Developing autonomy - We support choice making with just the right support for the young person to empower them and promote their autonomy and protect their safety at the same time.
- Valuing uniqueness - Each young person is unique and therefore requires a unique approach to support.
- New starts - We understand the young people we support often come with a negative narrative about who they are. We endeavour to support young people to create new narratives about who they are.
- Creating success – We understand that achievements can be very small but each step is a new success and we celebrate these and encourage and support them.
- Sensitivity - We understand and are sensitive to the complex histories of the young people we support.
- Love – all young people are given love and attention within a nurturing environment.
- Always there - Regardless of what happens we have unconditional positive regard for the young person, and refrain from judgements about them or their histories.
- Understanding - When there are challenges we see these as functional for the young person. Therefore we don't try to reduce these behaviours, instead we focus on increasing young people's skills and resilience, so as they can meet these functions in a different way.
- Forgiveness - When there are incidents that challenge us we move on from this as soon as possible. We forgive quickly and support repairing situations.
- Transparency & responsibility - We are transparent about what we do, including when things go wrong and we apologise for our role when this happens. This is taking responsibility for our actions and if we take responsibility for what we do, we inspire young people as well as build upon relationships.
- Consistency - We have an agreed approach to support and all team members work consistently together.
- Open minded - All team members listen to each other and are open to the ideas of others.

Wishes and feeling

- We at The Roost believe that the young people's voice needs to be heard for all matters in connection with their care, education and the running of the home. We aim to deliver an inclusive service, where their wishes and feelings are always considered.
- Initially we liaise with our Speech and Language Therapist and Behaviour Consultant as well the social worker and using information gathered at the point of referral to consider the most appropriate way to seek the young person's views, wishes and feelings.
- We will tailor our processes to meet the individual understanding and communication needs of each young person.
- Routine planning, as a minimum, is on a weekly basis through menu and activity planning as well as choices of décor and changes in the home.
- Where possible, views, wishes and feelings on their placement and care are incorporated into their individual plans and strategies. The homes manager has worked in partnership with managers within Idem Living, extracting paperwork that will enable us to provide easy read format documents for the children with learning disabilities for making complaints, capturing key working sessions that will show progress in a measured way and a 'My views' document that will be regularly used, ensuring we are listening and capturing at all times.
- We will support the young person to allocate a keyworker who is able to act as the voice of the young person (if required by them), advocating on their behalf and ensuring that their rights are maintained. They are also 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. Key working sessions again will be tailored to the individual needs of each young person, this may be through observation, social stories and visual aids etc.
- The Roost can also support an independent advocate/visitor, who can arrange to meet with the young person. This may be upon their request or for those who have less understanding, this would be on the needs of their best interest. If there are any issues, these are fed back to the management for action.



Education

- The Roost is not registered as a school however we are dedicated to ensuring that young people in our care receive a good standard of education and/or training. We aim to reduce the social inequalities and empower young people to achieve the same educational level as their peers who are not living away from home as well as those who have additional learning needs. We acknowledge the importance of education and learning within young people's lives and we work in ways that support and help young people to reach their potential within education. We therefore ensure that we support and contribute to the young person's Personal Education Plan.
- We understand that the young people who reside with us are likely to need a specialist educational placement of which there are several options locally. At the point of referral, we will work closely with professionals to ensure that the best education is sourced for the individual. The Roost will facilitate attendance at a local provision, where possible we would maintain attendance at a current provision to provide continuity in education, or can offer a tailored individual package to meet the needs of the young person.
- We understand that it is important to build positive working relationships with the educational placement and have clear and consistent communication from the start to ensure the right level of support and guidance is available to the young person. Having a consistency across home and school is key to those with complex needs.
- Young people have access to a computer and any other necessary equipment to support them with their learning.
- Informal educational activities and life skills are a key part of education for young people and these are provided for each young person such as trips to the museums, creative play and crafts in the home as well as general independence skills such as baking, road safety.



ENJOYMENT AND ACHIEVEMENT

- The Roost provides a nurturing homely environment where all young people are supported to enjoy life in line with their wishes, views and feelings. Activities are an important part of life for everyone and those that are fun, enjoyable and interesting increase a young person's well-being, happiness and satisfaction in life. Activities can be done alone or in a group, at home or out in the community. Young people learn activities by watching others, taking lessons, joining clubs, reading instructions, or simply by trying.
- We understand that for young people with autism, developing interests and skills can be challenging because skills are often not learned through informal observation of others or through imitation. Their interests are developed in their own way. How to use certain objects may not be understood and they may be used for their sensory qualities. We understand this and try to support the young people to learn by role modelling, presenting them with carefully planned activities and by being able to meet their sensory needs ahead and alongside these activities to allow their primary need to be met, allowing them to partake in the activity itself.
- We understand that activities can be hard to choose for these young people so we will tailor this to their needs by perhaps offering two choices in a visual way. We understand that their choices may be repetitive and that change can be hard for them to manage so we will endeavour to introduce new activities in a planned and skilled way.
- Young people with autism may prefer to play on their own or they may wish to play with others but are unsure how so we will support the building of social skills and relationships.
- There are many activities available in the local area inclusive of specialist groups for young people with or without learning disabilities. There are parks, swimming pool, shops etc. all locally and many other activities within a short driving distance.
- Understanding the interests of the young people is key, we will obtain this information as much as we can through the referral process to ensure at-home activities are available to meet their needs and wishes as they transition.
- It is important to allow them to be individual and find a passion in activities and hobbies. We strongly believe in allowing all young people to engage in any activity that is carefully risk managed, it is important to allow them to take risks and learn through mistakes and play. I will lead to the team to have a 'can-do' approach for all young people despite any additional needs or disability.



Health



- Maintaining, and when necessary, improving, the health and well-being of the young people in our care is an essential component of the care we offer. We are committed at The Roost to promoting a healthy living regime within our home which is reflected in the standard of the accommodation, routines for cleaning and laundry, menu planning and encouragement for healthy lifestyle options in decision making.
- Prior to admission, a full medical history is collated, which is incorporated in our assessment and subsequent individual young person's plans. 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 have an Individual Health Care Plan which is regularly reviewed and comprehensive health records are maintained within the home.
- We understand that for young people with learning disabilities and complex needs, health appointments and treatments can be scary. We will support the individual in line with their wishes and best interests. We will ensure health professionals are supportive of the individual needs and we will work closely to support the stages for the individual such as social stories, distraction aids, meeting the health professional ahead of time, home visits etc.
- 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. The Registered Manager will ensure that young people who are on long-term medication will have their medication reviewed at regular intervals by their G.P.
- It is our belief that food can have a direct impact upon the young person's physical, emotional and subsequent behavioural response. It is our aim to offer healthy, wholesome meals, rich in the nutrients required for the promotion of a healthy lifestyle. We will encourage young people to try new foods as well as develop their skills in food preparation and cooking. The team will support weekly menus, planned in conjunction young people, that are nutritious and well balanced, taking account of any medical, cultural, or religious requirements.
- Some young people may need support with their personal care. We ensure that staff receive personal care training as part of their induction. We will seek the views, wishes and feelings of each young person as to what level of support they want and need and how they want us to support them. We will always treat each young person with respect and dignity.
- Staff training is identified in Appendix 1.
- Professional qualifications are identified in Appendix 2.
- The medication policy is available upon request.

Diversity

- At The Roost we acknowledge how important religion can be as part of an individual's identity and the increase in resilience it can provide for young people who follow a faith. We welcome all young people into our home and believe that diversity is to be respected and celebrated.
- Staff at The Roost will support young people to attend their chosen place of worship and fulfil their religious obligations on a regular basis.
- Somerset has a multi-cultural population and provides community opportunities to meet many cultural or linguistic needs. The team here would locate the nearest appropriate place of worship or support for the young person to attend.
- When accepting a young person into our service, the staff will engage in any necessary training to meet the communication needs of that individual young person. We can access interpreters if necessary and supporting learning English for any young person where it is not their first language.
- Within the home we engage with the cultural calendar and do activities around these such as crafts and cooking. We encourage staff to actively look at local activities to promote community engagement for the young people as this often comes with a sense of belonging and an increase in self-esteem.
- Young people placed at our home may have faced discrimination and disadvantage in their lives. The Roost 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.
- 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.



Positive relationships



- We believe maintaining positive relationships with family is essential for young people, provided it is not prohibited by a court order.
- At The Roost we are committed to promoting positive arrangements between the young person, their families and significant others.
- Young people who live at The Roost may be placed for differing reasons, this means that some relationships with family can be positive and for others, it may be difficult and not always a positive experience. Staff are here to help and support both parties, by facilitating contact and working through issues identified with the young people.
- Where possible, we seek the views and wishes of the young people as to what they would like to do when they see their family, this may be an activity outside of the home or perhaps dinner at the home.
- Family members are welcome to visit the home however this will need to be planned and agreed in advance. 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.

Safeguarding

- At The Roost the external access doors and garden side gate are electronically fobbed and there are also wooden gates across the driveway to maintain safety where there is opening onto the road. These measures are put in place to ensure individual safety as we know many young people with learning disabilities don't always have full awareness of their own safety and risks.
- All staff are trained in safeguarding and 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 trained in 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. The management team receive enhanced safeguarding training.
- The home operates a Whistle Blowing policy to empower care staff to report any concerns they may have regarding a colleague or managers 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.
- We work closely with the local police team to ensure that any risks are shared both ways and that there is a clear process in place in case of a young person going missing from home or any other concerns.
- As necessary, the organisation will advise Ofsted of any employee dismissed for poor practice and concerns will also be reflected in any future reference request.
- As an organisation we are fully committed to ensuring that young people in our care are protected and are safe from abuse, be that financial, physical, sexual or emotional, or neglect. The safety and welfare of our young people is paramount. We believe that all young people in our care have a right to feel safe and to be treated with dignity and respect.
- Staff at The Roost are trained and 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.
- Copies of policies and procedures relating to child protection and behaviour management are kept in the office at The Roost and are available on request.



Physical touch

- At times, young people can find it difficult to express themselves and this can be communicated through behaviour. We believe it is important that clear boundaries and expectations of the young people and we will work closely with professionals involved and the individual young person to look at the causes for behaviours and look to find ways to support these differently, this may be through communication aids for example or having a safe sensory space they can use.
- We at The Roost are committed to developing a positive ethos which is underpinned by the Positive Behaviour Support model described earlier.
- Developing an atmosphere of mutual respect between 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. 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.
- We believe that the purpose of all human behaviours is to have a need met. Following an incident we would complete a debrief which again will be tailored to the individuals needs of understanding and communication using social stories and liaising with the Speech and Language Therapist about how to complete these effectively and meaningfully.
- There is an expectation that staff will role model positive behaviours and provide consistency of care. We believe good communication is key to deescalating 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.
- Physical intervention is always a last resort. All staff are trained in MAPA which is designed to maximize the safety of everyone involved in a crisis situation. The intent and focus of training is a system of verbal and physical intervention techniques that can help staff recognize and address escalating behaviour at its earliest stages, before it requires physical intervention. However the staff are trained in the use of physical intervention which, when 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 in accordance with our policy and procedures.
- Only staff trained in MAPA 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 and physical intervention report. This will indicate the reasons why this course of action was necessary and what was attempted prior to this to prevent it. The report will also include, how exactly the young person was held, with length of time defined and outcomes, including whether a young person received a debrief, the relevant documentation 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. The Registered Manager will conduct a de brief with staff after an incident and if appropriate risk assessments and care or placement plans will be 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.

Missing from home

- 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.
- We understand that young people with autism and learning disabilities rarely go missing from care intentionally however the staff at The Roost have the support of the local community police team and work together to ensure the safety of the young people in our care. A pre-placement checklist is provided for the local team to make them aware of the risks that young people in our care face and officers will be involved in risk management planning for each young person.
- Reporting procedures in place will 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.
- On the return of the young person, all those notified of their absence will be notified of their return. A debrief 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. Staff will use a sensitive approach and ensure that the needs of the young person are met primarily. They may return scared or excited and we will allow them some calm time before debriefing.
- We will work in partnership with placing authorities to ensure return home interviews are completed and will review care plans and risk assessments are reviewed after any missing episode.



Care planning

- An initial referral to the organisation is carefully considered by the management team and Responsible Individual. If we feel as though it is a suitable match, we would involve the PBS Lead and complete a thorough assessment through the PBS Lead and management meeting the young person and their current staff to assess their needs and ensure we are able to meet those.
- Careful consideration is given to match young people's individual needs with our carer's strengths, experience and qualifications. If there is a young person already living at The Roost then an impact risk assessment will be completed to ensure that any potential difficulties will be minimised and that the two-young people are suitably matched to be able to live together.
- We ensure that we reviewed the locality risk assessment to ensure the location of the home was suitable for the individual young person.
- If it is felt that the young person is a suitable match then we would discuss with the professionals involved and decide upon the most suitable way to transition. We understand that for young people with autism and learning disabilities, change can be very difficult to manage. We would ensure the transition was tailored to the individual. This might be that they are told in advance, have social stories, photographs and are able to visit whereas others may need to be told on the day and shown a social story.
- We work closely with our Positive Behaviour Consultant during the referral stage to ensure a robust assessment has been completed and then identify any specific training requirements that the staff may need. We feel that it is key to have as much knowledge and skills as possible prior to transition to ensure that the transition is as smooth as possible.
- We aim to hold a planning meeting within the first 3 days of the transition and then have regular communication and meetings until the young person is settled.
- Reviewing young people's placements is essential to the care that is offered within The Roost. The short, medium and long-term goals need to be identified and agreed with the young person and by all those involved in their care in order that positive outcomes can be achieved.

Complaints



- From time to time, young people or others may feel unhappy about something in relation to the home and service and wish to complain. We take complaints seriously and will aim to resolve any problem to the satisfaction of the complainant as quickly and efficiently as possible. At The Roost we are passionate that young people's rights are upheld and that their welfare is not jeopardised.
- Young People will be given a children's guide upon arrival to the home, tailored to their individual understanding and communication needs with details of how to complain and to whom, should they need.
- We will liaise with our Speech and Language Therapist to seek support to help the young people understand the complaints process. Some young people with learning disabilities or complex autism may not understand what a complaint is so we would work to ensure that there was an individual process in place to support them.
- An advocate can be used to support the young person if required and if the young person does not have the understanding around this then we would ensure we liaised with the social worker to ensure we supported the young person appropriately and where necessary, ask for advocacy support in the best interests of the young person.
- If the complaint is of a safeguarding nature, then the safeguarding procedures would apply.
- 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 complaints policy which provides full details of the procedure is available upon request.

Rob Gillespie

Managing Director



- Diploma In Social Work (Residential Child Care Initiative)
- Diploma In Higher Education
- MAP and PATH Facilitator
- Person Centred Planning
- Supervisory Management
- PBS
- Safeguarding
- Recruitment and Selection
- Business Development
- Managing Budgets
- MAPA
- Medication Management
- CSE
- ABCD
- (ABuse of Children With Disabilities
- SRV
- All Mandatory Training.



Julie Wright

Responsible Individual
Head of children's services
Designated safeguarding lead

Social Work Degree

NVQ Level 3 in promoting independence

All mandatory training; first aid, child protection, health and safety, manual handling, food hygiene, administering medication MAPA

Safer recruitment, attachment and PACE trained.

Safeguarding Level 3

Child Exploitation level 3

DOLs/MCA

Level 5 Management and Leadership within Residential Childcare

Independent mentoring in Leadership and Management.

Level 4 expert practitioner working with traumatised children.

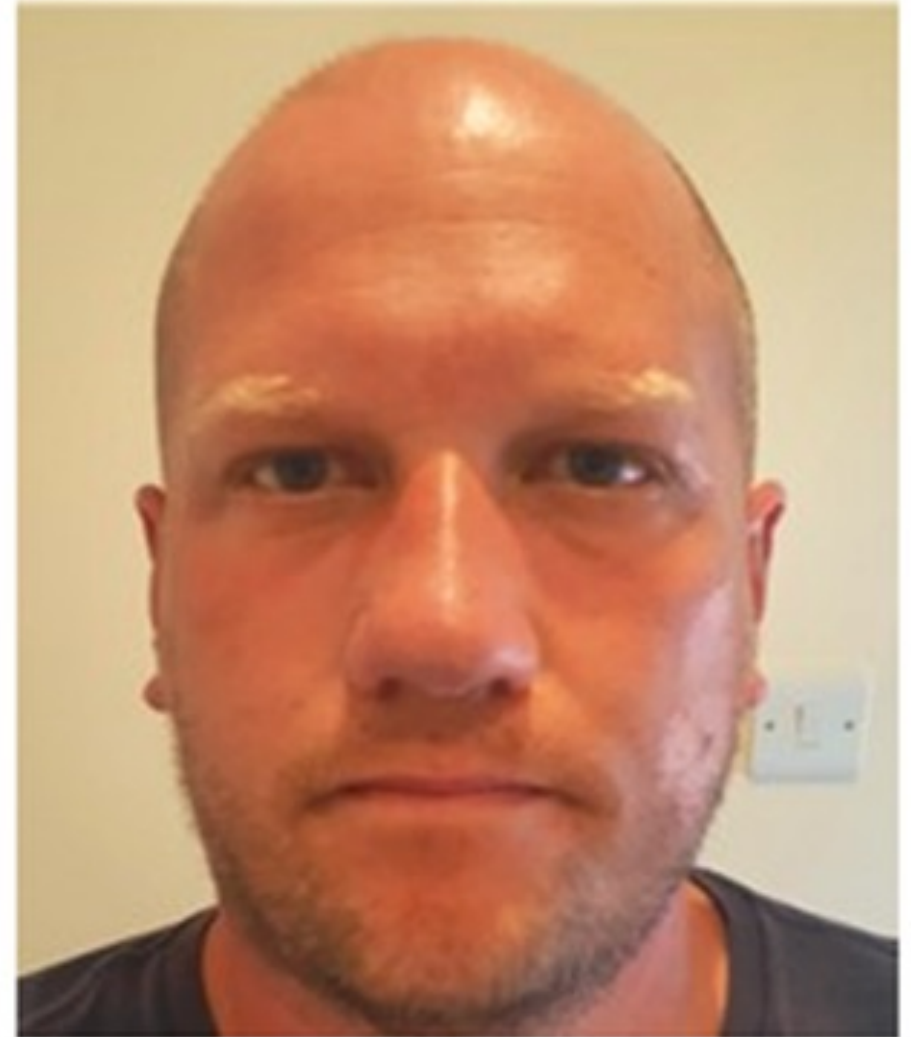
DSL training

Level 7 Leadership and Management

John Collings

Registered Manager

- All mandatory training; first aid, child protection, health and safety, manual handling, food hygiene, administering medication, MAPA, CSE, fire Marshall, mental health first aid, safer recruitment, Attachment, Trauma and PACE
- Level 5 Management and Leadership within Residential Care





Gareth Hussey

Deputy Manager

- Mandatory training: Child Sexual Exploitation, COSHH, COVID-19, Equality, Diversity And Cultural Competence, Fire Safety, First Aid Emergency, Food Safety And Hygiene Advanced, GDPR, General Data Protection Regulations, Health And Safety, Safeguarding Children Advanced, Manual Handling, Internet Safety, Eating Disorders