

Statement of Purpose



Devonia

**Forton Heath,
Montford Bridge, Shrewsbury, Shropshire, SY4 1EY**

Document review details-

Date:	Name of Reviewer:	Section reviewed	Signed
09/06/2020	Daniel Old	Leadership and Management Quality and Purpose of Care	Daniel Old
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20/08/2020	Chloe Parker	Child Protection	Chloe Parker

This Statement of Purpose is intended as an indication of the working intent of the home. Should you wish to view any of the policies and

procedural guidance mentioned within this document, these can be obtained by contacting the home's management team.

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1. Quality and Purpose of Care

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The quality and purpose of care standard (Page13)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations:

6.The quality and purpose of care standard

43.Appointment of independent person.

44.Independent person: visits and reports.

45.Review of quality of care.

46.Review of premises.

1 a) A statement of the range of needs of the children for whom it is intended that the children's home is to provide care and accommodation.

Young people come to live at Devonia for various reasons. These may include:

- Family and placement breakdown: including birth and adoptive families, foster placements and other residential placements.
- Young people with behavioural and/or emotional difficulties that either makes it very difficult to live within another setting.
- Young people who have experienced adverse early life experiences.

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

Devonia has six core values promoted through the home environment and care team:

Passion- We are committed to the children living at Devonia and passionate about providing the highest level of care possible to promote well-being in every area of their lives.

Regard- Unconditional positive regard is provided as part of all practice in the home. We care for and hold the upmost respect for one another. We seek to recognise within every day, every interaction and every individual.

Acceptance- We endeavour to be accepting and understanding of each other's feelings and beliefs even when they don't correspond to our own. We accept the feelings of others even when, if applicable, we don't condone the associated behaviour.

Integrity- We are open and honest with each other. We aim to meet our values and principles in a consistent manner.

Support- We support each other as much as we can; giving our best in all situations to work together to achieve the best possible outcome.

Empathy- We are compassionate and understanding. We aim to validate feelings, understand experiences and do our best to offer help and support.

The home seeks to go above and beyond the minimum standard of care as set out by the Children's Homes Regulations including the quality standards (April 2015) and strives to achieve the highest level of care possible for the young people.

Shropshire council values:

Environment- Leading the way in protecting, enhancing and valuing our natural resources, and respecting our historic environment.

Equality and Inclusion- Treating everyone as equal regardless of their circumstances and backgrounds, and identifying and helping people who may need support.

Excellence- Striving for excellence in every aspect of what we do, and using our resources wisely and responsibly in partnership with others to maximise their impact.

Fairness- Being fair, open and honest, acting with integrity, and expecting the same in others.

Innovation- Striving to improve, to learn from others, to encourage entrepreneurship and to explore new approaches with enthusiasm.

Listening- Demonstrating that we are listening and responding to communities, partners and staff, and treating views with respect.

Partnership- Working collaboratively with communities and partners to benefit the people of Shropshire.

Self-reliance- Encouraging people to be as independent and in control of their lives as possible, for as long as possible.

The home will work towards the children's individual care plans and placement plans to ensure any assessed needs are being met.

Although no longer tied into government legislation the home still works towards the 5 outcomes laid out within '*Every Child Matters: change for children*' (2004) as these outcomes remain relevant regarding our hopes and aspirations for the young people.

These outcomes are as follows:

Being Healthy so that they are physically, mentally, emotionally and sexually healthy, have healthy lifestyles and choose not to take illegal drugs.

Staying Safe from maltreatment, neglect, violence, sexual exploitation, accidental injury and death, bullying and discrimination, crime and anti-social behaviour in and out of school, have security and stability and are cared for.

Enjoying and Achieving so that they are ready for school, attend and enjoy school, achieve stretching national educational standards at primary and secondary school, achieve personal and social development and enjoy recreation.

Making a Positive Contribution so that they engage in decision-making, support their community and environment, engage in law-abiding and positive behaviour in and out of school, develop positive relationships, choose not to bully and discriminate, develop self-confidence, successfully deal with significant life changes and challenges and develop enterprising behaviour.

Achieving Economic Well-being so that they engage in further education, employment or training on leaving school, are ready for employment, live in decent homes and sustainable communities, have access to transport and material goods, live in households free from low income.

Individual outcomes for each child will be set out by the child's Individual Placement Plans, with Specific, Measurable, Achievable, Realistic and Time-bound targets to achieve them.

The home hopes to achieve the above outcomes through an environment led by the above ethos and values as well as the following:

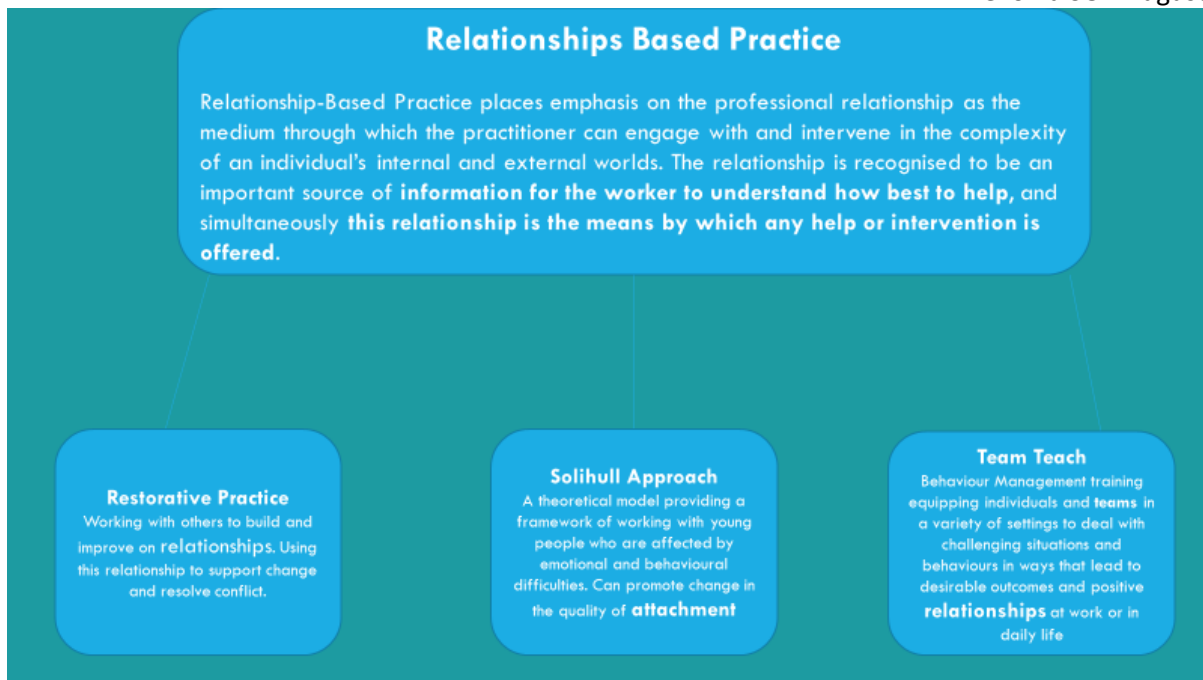
Role modelling

Utilisation of research and learning available

Working in a multi-agency approach, utilising the skills and experience of other professionals

Reflective Practice

Relationship Based Practice is the model of social work promoted in Shropshire (See section Positive Relationships). Carers are trained in The Solihull Approach model, Team Teach Behaviour Management Model and Restorative practice which all help to achieve this:



1 c) A description of the accommodation offered by the home

including-

How accommodation has been adapted to the needs of children;

The home has had audits in regard to fire safety and health and safety as well a full environmental risk assessment in order to minimise risks posed to the children and carers within the home. Adaptions have been made such as emergency lighting, fire doors being installed. The home has also been adapted to provide more space for the purpose of the home such as office space, meeting room and an additional space for the young people to relax.

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

Devonia can accommodate a maximum of two young people, male or female, between the ages of seven and seventeen at admission.

The type of accommodation, including sleeping accommodation;

Devonia provides accommodation for two young people and two carers sleeping in single bedrooms. Within the building is a Reception Porch, Office, Living Room, Dining Room, Side Reception Hall, Farmhouse Style Breakfast Kitchen, Utility, Four Bedrooms, 2 Bathrooms, Detached Double Garage used as office and working space, Driveway Parking and Large Garden.

The home offers accommodation to young people for mid to long term placements. It has the capacity to offer placements at short notice in an emergency but would still need to go through the correct referral process in order to obtain correct information, so that the manager can

decide if referred young person would match the other young people currently in the home. The home may offer a placement to a child on a short-term basis if it is felt this is in the best interest of the child. If a placement was offered to a child on a short-term basis this would form part of the impact risk assessment and a 72-hour planning meeting would be held to ensure that the home is working towards a clear plan for the child in the time they are accommodated.

1 d) A description of the location of the home.

Devonia is situated in a rural location near Montford Bridge in Shropshire. Devonia is within a 5-minute drive to local shops and bus services to Shrewsbury Town Centre.

The home is within a 15 minute drive to Shrewsbury Town centre.

Shrewsbury is an old Market Town steeped in history. Shrewsbury has a selection of leisure activities, Educational Institutions, Places of Worship, and Hospitals.

- Shrewsbury town centre; range of shopping facilities.
- Bowling Alley's
- Multi-Screen Cinema
- Shrewsbury Town Park
- Swimming Pool
- Gymnasiums
- Youth Clubs
- Country Walks
- Shrewsbury College
- Local Schools
- Places of Worship to meet all Religious Persuasions

The main railway station is located at Shrewsbury Town Centre, which is a 15-minute car journey from the home.

The home is located within driving distance to city's that may offer further services in order to meet the young peoples needs, such as Wolverhampton (30 minutes), Birmingham (1 hour), Liverpool (1.5 hours).

The home has a Safe Area Report in place determining the suitability of the home's location and how any risks in regards to this are managed.

1 e) The arrangements for supporting the cultural, linguistic and religious needs of children.

Carers recognise that religious observance is a vital part of an individual's identity. On top of facilities to accommodate a child's religious needs in Shrewsbury such as prayer centres,

churches and religious community groups, Wolverhampton is a city 30 minutes away and has a diverse multi-cultural population and provides places of worship to meet the needs of several different faiths.

As part a child's the admission process to the home we establish a child's religious persuasion to ensure that religious observance is built in to their placement plan.

1 f) 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.

At Devonia we understand the right of any person to make a complaint.

As part of the admission process to the home, our complaints procedure is explained both verbally and in the form of a young person's guide at a communication level that ensures the children understand the process. Carers give young people contact details of an Independent Visitor through Coram Voice (VOICE) who Shropshire Council has an agreement with. Coram Voice is an independent service for Looked after Children which provides advocacy, independent representatives for Secure Accommodation Criteria Reviews and independent persons for Complaints investigations.

All complaints are taken seriously and are recorded in a complaints log within the home.

Dependant on the nature of the complaint we may be required to inform an external agency such as the local Safeguarding board, Social Worker or Ofsted; this will be explained at the point of receiving a complaint where appropriate.

If possible and in line with policy; we attempt to resolve complaints informally through discussion and negotiation. In the event that complaints cannot be dealt with informally, the Directorate has a complaint and representation procedure that complies with the present legislation.

Shropshire Council Complaints procedure for Children and young people's services can be found here: <https://shropshire.gov.uk/feedback/children-and-young-peoples-complaints/>

If at any stage, the complainant states their wish to have their complaint investigated by someone external to the home or we deem this to be more appropriate; we will support and facilitate this request.

All actions taken and outcomes are recorded and the complainant is kept fully informed in writing throughout the process. Should the complainant be unhappy with the outcome, they are then supported to access the homes appeals procedure.

As part of the appeals procedure, the complainant is made aware that they may complain to other independent agencies.

All carers in the home are aware of the procedures for young people and their families. Dependent on the nature of the complaint they may; speak with the Registered Manager, Social Worker, Case Management Team or Independent Visitor.

Carers have access to Shropshire Council's complaint and whistle blowing procedure through the Shropshire council intranet.

There is guidance for dealing with employee's complaints and this can be accessed via Shropshire Council Intranet>Policies and guidance>HR and Payroll>Whistleblowing Policy.

Complaints can be made to-

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01743851103

1 g) 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.

These policies can be found at www.safeguardingshropshireschildren.org.uk as well as on Shropshire Council's Website at www.shropshire.gov.uk/social-care-for-children-and-families

Details of child protection are also covered within this statement of Purpose under Protection of Children.

2. Protection of Children

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The protection of children standard (Page 41)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations:

12.The protection of children standard

23.Medicines.

24.Monitoring and surveillance.

25.Fire precautions

19.Behaviour management and discipline.

20. Restraint and deprivation of liberty

34. Policies for the protection of children

35. Behaviour management policies and records

Initial methods of protecting children are taken before admission by collating relevant information to assess if we can provide a safe and appropriate environment.

Once all relevant information has been assessed, we complete an impact risk assessment to determine any particular risks and to identify impact on the carers, other children and the community. Existing risk management strategies such as staffing ratios are assessed, and it is deemed whether these are appropriate for the individual child.

Only when we are satisfied that we can safely provide for a young person's care, will we then agree to the placement of a child in the home.

Should a situation arise whereby a young person alleges abuse, we follow the local safeguarding guidelines in line with our statutory obligations.

The home operates a Whistle Blowing Policy to allow the carers to report any concerns they may have regarding a colleague's practice.

As necessary, we will advise Ofsted of any employee dismissed for poor practice and concerns will also be reflected in any future reference requests. We will complete a referral to the Protection of Children Act List or Protection of Vulnerable Adults List where appropriate.

2 a) A description of the home's approach to the monitoring and surveillance of children.

At Devonia we endeavour to ensure the children feel safe enough to try out new activities, behaviours and skills whilst in a supported environment. We make sure that the children are treated with respect and dignity and that their human rights are always promoted. We actively encourage children to take ownership of their own safety, supporting them where they are unable to do this themselves.

The level of monitoring and surveillance that a child requires is identified as part of their Individual Risk Assessment and Placement Plan. This will also be informed by; risks presented, age (including developmental age) and level of understanding. This is reviewed regularly to ensure it remains appropriate, necessary and any method used is the least restrictive.

Monitoring or Surveillance (including the bedroom door alarms installed in the home) is for the purpose of safeguarding and promoting the welfare of the child concerned, or other children and the child's placing authority consents in writing to any monitoring or surveillance used in the home.

The children's bedrooms have an alarm that can be activated once the children are settled to their own bedroom each night. This is to alert the care team if the child needs support overnight and to ensure the child's safety and wellbeing. This measure will be taken in line with aforementioned procedure in regards to monitoring and surveillance above. As well as this the

use of bedroom door alarms will be authorised for by the child's social worker in writing and form part of the care plan for the child. There are also alarms on the outside doors which are set at night; this is to ensure a feeling of safety and security for the children and carers. A risk assessment will be used to determine the use of bedroom alarms.

2 b) Details of the home's approach to behavioural support, including information about the home's approach to restraint in relation to children; and how persons working in the home are trained in restraint and how their competence is assessed.

The home takes guidance from The Children's Homes (England) Regulations 2015, Regulation 20 in regards to restraint of young people.

Restraint in relation to a child is only permitted as a last resort for the purpose of preventing injury to any person (including the child) serious damage to the property of any person (including the child). Restraint in relation to a child must be necessary and proportionate.

As part of induction all carers complete training in "Team Teach" positive handling before looking after young people. This training promotes the legal and ethical use of restraint as a last resort as well as a range of de-escalation strategies to use with children in order to diffuse potentially volatile situations. Carers are assessed in regards to their competence in "team teach" every 18 months or sooner if required. Each physical intervention is recorded within an incident report in the home, the management team monitors all recording of the use of physical intervention, assessing competence of the carers. Reflective practice is undertaken following the event.

Each young person has a Positive Handling Plan to identify risk taking behaviours and measures that are helpful to the individual child to de-escalate potentially harmful situations. Individual risk assessments are completed for potential risks such as aggressive behaviour as well as all activities both internal and external to the home; these are regularly reviewed.

More information can be gathered through reading of the home's "*Behaviour Management Plans*" guidance.

2 c) Peer on Peer Abuse

Shropshire Council are committed to providing young people with an environment in which they feel safe and protected from harm. We aim to make sure that all children, young people and staff are protected from discrimination and abusive behaviour.

Bullying may also be known as "Peer on Peer Abuse" and is regarded as this within Contextual Safeguarding. Peer on Peer Abuse involves someone who abuses a 'vulnerability' or power imbalance to harm another; and have the opportunity, or be in an environment, where this is possible. While perpetrators of Peer on Peer Abuse pose a risk to others they are often victims of abuse themselves.

Bullying is defined as 'behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally'. Bullying is a behaviour or actions of a person, group of people or a whole organisation designed to cause distress or to hurt a person or group of people.

We aim to ensure robust procedures in relation to peer on peer abuse:

- Reporting of any incident of peer on peer abuse;
- Clear recording of any incident of peer on peer abuse;
- Monitoring of any issues relating to peer on peer abuse;
- Appropriate and effective action is taken in response to incidents of peer on peer abuse.

We strive to ensure that anyone raising concerns feels understood, listened to and taken seriously.

Our Peer on Peer Abuse Policy is available upon request.

2 d) Missing from Care Procedure

The home's missing from care procedure has been devised in conjunction with Department for Education statutory guidance Children who Run Away or go Missing From Home or Care (2014).

Each child has a "trigger plan" which is shared with local police at the point of referral.

Each child has a further information sheet giving full details of any relevant information that may need to be shared if a child goes missing from care.

Each child has a missing from care protocol which gives individual strategies to use if the child goes missing from care and gives timescales regarding police reporting.

Each child has an individual risk assessment in regards to going missing from care, this gives bespoke management plans and strategies to be used.

The expectation is that carers accept normal parental responsibilities and undertake reasonable actions to try and establish the whereabouts of the child. Risks will be identified in the child's individual risk assessments and plans. A child should not be regarded as missing until the carer has undertaken enquiries to locate the child or the risks associated with the child being absent are high.

In the event that a child cannot be located, and where it is safe to do so, basic steps taken to locate and establish wellbeing might include:

- Search the bedroom/house/outbuildings/vehicles.
- Contact known friends and relatives where the child may be.
- Visit locations that the child is known to frequent.
- Attempt to contact the child on the telephone, via text or social media.

- If applicable checking with the school, college, other education provider or work placement.
- Making appropriate enquiries with the child's parents and other relatives
- Making appropriate enquiries with other residential homes, foster carers, residential schools
- Making enquiries with other carers and professionals who have been involved with the child.

Carers should continue to offer warm and consistent care when a child returns, and running away should not be viewed as behaviour that needs to be punished

Further information can be gained by reading "2.20 Children missing from care, home and education" procedure.

2 e) Fire Procedures

All carers in the home are trained in fire safety and have a responsibility to complete weekly checks of fire safety equipment. All checks are recorded and any faults are rectified immediately.

There are hard-wired smoke alarms in every room and emergency lighting throughout evacuation routes and exits. In accordance with legislation, the home is subject to inspections by the fire service, and the fire extinguishers, smoke detectors and emergency lighting are serviced every six months.

Anyone new to the home is provided with fire evacuation information. An external fire risk assessment is completed annually. Individual fire risk assessments are in place for each young person which are reviewed regularly. Fire evacuation drills are conducted monthly and within 24 hours of a young person moving into the home.

3. Positive relationships

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The positive relationships standard (Page37)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations:

11.The positive relationships standard

22.Contact and access to communications

3 a) Relationships Based Practice model

Relationship Based Practice is the model of social work promoted in Shropshire, our mission is to ensure 'the right help at the right time' for all children and their families. To enable this to happen Shropshire is committed to supporting relationship-based practice by promoting early help, enabling families to work in partnership with universal and targeted services where safe to do so. Shropshire's children's social care is committed to working together with partners across Shropshire to strengthen families and communities, engaging with families at every opportunity. Our wish is to build on the good work happening around Shropshire and recognise the importance of the relationship building with children, families, partner agencies and communities to ensure appropriate identification and provision of help to those who need it. It is by building strong, meaningful relationships with children, young people and families, working in partnership with communities and partner agencies that positive change can be negotiated, facilitated, motivated, maintained and sustained. Shropshire's relationship-based practice aims to make lasting positive changes to the lives of some of the most vulnerable families and communities.

The central characteristic of relationship-based practice is the emphasis it places on the professional relationship as the medium through which the carer can engage with and intervene in the complexity of an individual's internal and external worlds. A good working relationship is recognised to be an important source of information for the carer to understand how best to help, and simultaneously this relationship is the means by which any help or intervention is offered.

Carers are trained in The Solihull Approach model, Team Teach Behaviour Management Model and Restorative practice. See Page 8 for how these different approaches work together to assist in creating positive relationships.

3 b) The arrangements for promoting contact between children and their families and friends.

Carers at Devonia actively promote contact with family and significant others and understand the importance of the family remaining central to the young person's life.

There may be times where contact with family is not supported in the young person's plans for safety reasons, in this case we will ensure that the young person has an understanding of the reasons and support them with any difficult feelings this may present them with.

There is a phone available for young people to call their family and significant others in private.

Contact with family and significant others is planned and agreed prior to the placement commencing or in the case of an emergency admission then in the 72-hour meeting.

We will facilitate transporting young people to and from home visits and provide supervision where required.

The child may be visited at the home but this has to be planned in advance and safe for all young people and carers in the home. We promote planned and structured contact within an activity that everyone can enjoy.

It will be discussed with the social worker how information can be shared with families including reports.

4. Education

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The education standard (Page 25)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations-

8. The education standard

4 a) Details of provision to support children with special educational needs.

Carers at Devonia will always try to ensure all young people are attending education and that the provision meets the individual young person's educational needs. We do this by maintaining a close relationship with the child's school provision, contributing to Personal Education Plans and Parent Evenings as well as establishing a point of contact for the school to promote effective communication on a regular basis.

If applicable the home will engage with professionals in creating a Education, Health and Care Plan and will implement any recommendations within the home.

Carers at Devonia will assess any barriers to learning presented through available paperwork and work to ensure that these are addressed as part of a child's placement plan. A multi-agency approach is utilised as part of creating plans for the young person's education, this includes designated LAC Teachers and Shropshire's Virtual Head and ensures that everyone is working together to achieve educational outcomes for the young people.

4 b) Arrangements for children to attend local schools and the provision made by the home to promote children's educational achievement.

Every effort will be made to keep children in their local schools. Carers at Devonia will support an educational provision in any way possible to assist in the child maintaining their schooling, we work closely with the school and can share behavioural management strategies effective for the child through maintaining open communication and a strong relationship.

Should a young person be excluded from their educational provision then we will arrange for work to be provided by the provision so that the child can continue to learn.

Carers work to ensure that young people achieve the goals identified and agreed in their Personal Education Plans (PEP).

We will support the young person with transport to education and ensure that they are prepared for their education with all equipment that they need.

5. Enjoy and Achievement

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The enjoyment and achievement standard (Page30)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations-

9.The enjoyment and achievement standard

5 a) 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.

Hobbies and interests are discussed with a child soon after they arrive at the home, we try to ensure that a child can continue doing what they enjoy and seek to options within the local area. We accommodate any specific hobbies in the home where possible and look to ensure we have a range of facilities onsite such as sports and arts/crafts equipment, this is informed by children in weekly meetings.

We purchase books and literature for the home which is in line with the age and educational level of the child as well as any useful resources that they young person may need to help with their education.

Each week the children in the home are supported to complete a weekly planner; this give structure and routine and allows the he care team to plan for activities. We encourage the young people to partake in a range of activities through the week. Time to relax is also incorporated into the young person's planner where appropriate to ensure the children have time for personal reflection. Individual choices regarding leisure activities are built around their education timetable and any prearranged appointments. Carers teach young people about budgeting within this process to ensure that the children have an understanding of how to achieve economic well-being.

Risk assessments are completed for all activities taking into account their appropriateness, safety and legality. Risk assessments always include any concerns highlighted in the young person's Positive Handling Plan, supervision requirements, and physical/emotional health issues and how these may impact on the child and others.

Should they express an interest, young people are also encouraged and supported to join local clubs such as football, netball, air cadets and scouts.

Carers at Devonia have a range of interests and skills which they can use to help the young people explore new activities or help the child improve in their hobbies.

All young people are encouraged to join the local library

6. Care planning

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The care planning standard (Page 55)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations-

14. The care planning standard

17. Placement plan for looked after child

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

Children's Placement Services Duty Desk make referrals to the home following a request from the relevant Case Management Team.

The homes management team will request all relevant information needed to inform an Impact Risk Assessment, this might include;

- Request for Placement Form
- D.O.B
- Child's current care plan
- Legal Status
- Social History/chronology
- Psychological / Psychiatric reports
- Court Proceedings, (past and outstanding) also previous convictions list
- Medical History
- Risk Assessments

No young person will be admitted to the home without an Impact Risk Assessment being completed by the Registered Manager and agreed by the Responsible Individual and allocated Social Worker. The Impact Risk Assessment will take into account factors such as environment, resources, current young people and young person's needs in relation to whether the home is a suitable placement for the young person.

Emergency admissions/same day placements

Emergency admissions will follow the process as above and require the same level of scrutiny as a planned placement. Young people should come to the home with the placing social worker where possible. A meeting will be held within 72 hours of placing the child with the child's allocated social worker.

Planned admissions

Once a placement at the home has been agreed a pre-admission meeting will take place with the child, their parents/carers and/or social worker. If appropriate and possible a carer will visit the child at their current placement before making a final decision on admission. The child will then be invited to visit the home and will receive a children's guide to help answer any questions they may have. It is an expectation that the placing social worker and where appropriate, significant others will accompany the child.

Dependent on timescales the child may have overnight visits, arranged activities with the care team and meals at the home prior to moving in if this is deemed to be in their best interest.

Every child has the opportunity to personalise their bedroom either before or immediately after moving to the home.

7. Children's Views Wishes and Feelings

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The children's views, wishes and feelings standard (Page 20)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations-

7.The children's views, wishes and feelings standard

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

Children at Devonia are asked what they hope to achieve during their time with us and their hopes for the future. Through these discussions we can help them recognise and picture the necessary stepping-stones to enable them to achieve their goals. These goals are incorporated into the child's Placement Plan.

Placement plans will be discussed with the child at their level of understanding, this can also be done through a child friendly version of the placement plan. This gives the child an opportunity to input into the plan or dispute anything they don't feel is relevant or appropriate.

Reflective practice is completed with the child after incidents, this gives an opportunity to discuss better coping strategies and make individual plans that may work for the child in the future. This discussion allows the child to take responsibility for their behaviour management and may limit the need for physical intervention. This information is then recorded in their Positive Handling Plan and is reviewed throughout the placement.

Weekly keyworker sessions are held with young people which gives them the opportunity to discuss the quality of their care.

In addition to this we hold weekly house meetings where carers on duty and the young people are encouraged to attend and participate, during this meeting the young people have the opportunity to discuss concerns as a group and input into their care and environment.

Independence plans are created at the appropriate time in consultation with the children. They will take into account the child's wishes as well as the child's Pathway Plan.

Children are at times encouraged to read their reports and comment on the content in an appropriate manner. This may not always be appropriate; the home tries to maintain a homely environment and avoid an institutionalised atmosphere. We may use other methods to establish a young person's view such as discussion, restorative work and reflective practice within de-briefs, and key work sessions.

Independent visitors to the home will consult with children on their quality of care.

Children are given the opportunity to access advocacy services through Coram Voice and have details of how they can do this in the Children's Guide.

Children complete a feedback questionnaire about the quality of their care which informs actions within the Regulation 45 report.

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

At all times the Devonia care team adhere to Shropshire Council's policy on anti-discrimination; this incorporates the B.A.S.W Code of ethics and the principles of Health Professions Council (HPC).

"Anti-Discriminatory Practice is about treating people equally, fairly, recognising that we all have different needs, tastes, experiences and cultures. Practice will be examined so that this recognition is fully taken on board".

We do not discriminate on the grounds of race, gender, disability, ethnic origin, sexual orientation, and cultural or religious beliefs.

This applies to all individuals that the home communicates with, carers and children.

Carers receive training in Equality and Diversity.

The home adheres to all relevant legislation in regards to the rights of children including The United Nations Convention on the Rights of the Child and rights under the Children's Homes Regulations (2015). They are kept in mind throughout all practice in the home. These rights are seen as the absolute minimum standard.

Children have the right to be treated with respect and dignity within a safe and homely environment. We value the child's right to privacy and choice and the ability to express their views and opinions. We try to ensure that the children are aware of their rights and know how to complain if necessary. This helps to enable the young people to develop as an individual and improve self-esteem.

7 c) The Review of Placement Plans

Placement plans are reviewed monthly. Progress and challenges in regards to the plan are discussed with the young person. New SMART targets are created as part of this process.

8. Health

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The health and well-being standard (Page 32)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations-

10.The health and well-being standard

23.Medicines

8 a) Details of any healthcare or therapy provided, including—

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

The home ensures that the children are registered with all required healthcare professionals such as a local GP, opticians and dentist.

LAC medical appointments are offered to all young people. Carers endeavour to complete any actions from the LAC medical.

Health information is gathered through the referral process and the home ensures that it can meet the child's health needs before agreeing to a placement.

Each young person's Health care plan contains details of their medical history, and any current concerns are addressed through this.

Should the child require any health treatment or appointments the home will encourage attendance to complete these as soon as possible.

The home encourages a healthy lifestyle including diet, exercise and emotional well-being. Key work will be completed with young people where necessary.

Referrals to the local child mental health service can be made if applicable.

All carers receive mandatory first aid training.

All carers are trained in the Solihull approach model, this model integrates elements of various theory's such as child development, psychoanalytic theory and behaviourism. The impact of adverse life experiences are explored and the training gives tools that may be effective in promoting change in the quality of attachments and helping young people.

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.

Should the child have specific targets in regards to their health then these will be identified and recorded as part of their Individual Placement Plan and Health Plan, these are reviewed monthly in regards to any challenges or positive outcomes.

9. Engaging with the wider system

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

Regulation 5 - engaging with the wider system to ensure children's needs are met (Page10)

9 a) Details of how the home works with the wider system to meet the needs of the children.

Carers recognise that there are services outside of the home which can be engaged to meet the children's needs. We try hard to work alongside all services as part of the wider system that can support us in meeting the needs of children, throughout their stay with us. These services may include charities, community groups, youth groups and community policing projects.

10. Leadership and Management

Relevant legislation-

Guide to the Children's Homes Regulations including the quality standards (April 2015):

The leadership and management standard (Page 51)

The Children's Homes Regulations including the quality standards (April 2015):

Regulations-

13.The leadership and management standard

31.Staffing of children's homes

32.Fitness of workers

33.Employment of staff

40.Notification of a serious event

45.Review of quality of care

46.Review of premises

47.Financial position

SCHEDULE 2.Information required in respect of persons seeking to carry on, manage or work at a children's home



10 a) The name and work address of—

The Registered Provider-

Name: Shropshire County Council

Address:

Shirehall,

Abbey Foregate,

Shrewsbury

SY2 6ND

Phone: 0345 678 9000

The Responsible Individual-

Name: Lisa Preston

Address:

Children's Placement Services

Mount McKinley Building

Shrewsbury Business Park

Shrewsbury

SY2 6FG

Telephone: 01743 250106 Email: Lisa.Preston@shropshire.gov.uk

The Registered Manager-

Name: Daniel Old

Address:

Devonia,

Forton Heath,

Montford Bridge,

Shrewsbury,

Shropshire,

SY4 1EY

10 b) Details of the experience and qualifications of staff, including any staff commissioned to provide education or health care.**Responsible Individual-**

Lisa Preston has a wealth of experience accumulated across a variety of challenging roles within Children's Services. Lisa's experience within the field of family placement work now spans almost 17 years, eleven of which have been within management roles. For the past four years Lisa has been within strategic management, currently as a Service Manager for Shropshire Council and previously as a Group Manager and Service Lead for Walsall Council.

Qualifications:

- HCPC Qualified Social Worker
- Sociology and Social Policy degree
- Msc Social Work
- Post Graduate Diploma in Leadership and Management
- Post qualified award social work
- Diploma in social work

Registered Manager-

Daniel Old is employed as a Manager of Devonia. He has responsibility for the day-to-day running of the home and he supervises the team who look after the young people, as well as directly working with each young person. Daniel is also responsible for ensuring that the care plan is implemented and for accessing resources for this.

Daniel has been looking after children and young people who display emotional and behavioural difficulties within the private sector for 9 years as a Care Practitioner, Deputy Care Manager and Registered Manager. Previous to this Daniel worked in the care sector for 4 years in mental health settings, hospitals and residential care for both young people and adults.

Qualifications:

- Level 5 Diploma in Leadership and Management for Residential Childcare (England)
- Foundation Degree in Child Therapeutic Studies
- NVQ 3 Health and Social Care (Children and Young People)

Carer	Position	Qualifications and Experience	Start date
Chloe Parker	Deputy Manager	<p>Level 3 Diploma in Musical Theatre Level 6 Diploma in Professional Musical Theatre Postgraduate Certificate in Drama as Healing.</p> <p>Induction standards workbook completed.</p> <p>Level 3 Diploma in Children and Young People</p> <p>Currently undertaking Level 5 Diploma in Leadership and Management for Residential Care</p> <p>Chloe has worked alongside young people from the age of 16 within a variety of settings including teaching dance classes and Youth groups.</p> <p>Chloe worked within residential childcare in the private sector for a year before joining Shropshire Council in January 2016 as a residential care worker.</p>	<p>Shropshire Council- January 16 Devonia- January 20</p>
Laura Heslin-Jones	Interim Deputy Manager	BA Hons Degree in Social Work	<p>Shropshire council- May 2019</p> <p>Devonia- June 2020</p>

		<p>Level 3 Diploma in Children & Young People's Workforce</p> <p>Laura has worked for Shropshire Council residential services in the past and has 5 years residential childcare experience.</p> <p>Laura achieved her Social Work degree in 2017 and practiced as a children's Social Worker until 2019 when she became deputy manager at Ifton.</p> <p>Laura moved to Devonia June 2020.</p>	
Jessica Love	Shift Leader	<p>Level 3 Diploma for Residential Childcare</p> <p>Induction Standards Workbook completed</p> <p>Currently undertaking Level 5 Diploma in Leadership and Management for Residential Care</p> <p>Jess has worked with Young People in the private sector for 5 years. Jess enjoys rock music and motorbikes.</p>	January 2020
Paige Fletcher	Shift Leader	<p>Level 3 Diploma Children's and Young People's Workforce</p> <p>Induction Standards Workbook completed</p>	January 2020

		Paige has worked with young people with Special Educational Needs previously. Paige enjoys learning, shopping and Netflix.	
Sonia Jones	Shift Leader	<p>Level 3 Diploma for Residential Childcare</p> <p>Currently completing Induction Standards Workbook</p> <p>Currently undertaking Level 5 Diploma in Leadership and Management for Residential Care</p> <p>Sonia has looked after young people in the private sector for almost 5 years. Sonia enjoys reading, walking and swimming</p>	July 2020
Sarah Fletcher	Residential Care Worker	<p>NVQ 3 Health & Social Care. Children & Young People.</p> <p>Induction Standards Workbook completed.</p> <p>Sarah has nearly 20 years of experience working with Young People. Sarah enjoys cycling and swimming, as well as art and playing the keyboard.</p>	<p>Shropshire Council- August 2008</p> <p>Devonia- January 2020</p>
Sophie Hocknell	Residential Care Worker	Level 3 Diploma for Residential Childcare	

		<p>Currently completing Induction Standards Workbook.</p> <p>Sophie has worked in the private sector for 2 years. Sophie loves to read and taking her dogs out on long walks.</p>	
Kim Davies	Residential Care Worker	<p>Level 3 Diploma for Residential Childcare</p> <p>Currently completing Induction Standards Workbook</p> <p>Kim has worked in Residential Childcare for 2 years. Kim likes football and supports Shrewsbury and Chelsea. Kim also enjoys days out at the seaside and walking her dogs.</p>	January 2020
John White	Residential Care Worker	<p>Currently completing Induction Standards Workbook</p> <p>Due to start Level 3 Diploma in Residential Childcare</p> <p>John has 30 years of Primary Education experience working as both a teacher and headteacher. John's hobbies include gardening, looking after his animals and playing his guitar.</p>	January 2020
Sarah Peach	Residential Care Worker	Induction Standards Workbook completed	January 2020

		<p>Currently completing Level 3 Diploma in Residential Childcare</p> <p>Sarah has trained as a Sleep Practitioner supporting Families and Young People, as well as co-hosting sleep workshops. Sarah loves walking her dog, weightlifting and Zumba!</p>	
James Lyle	Residential Care Worker	<p>Induction Standards Workbook completed</p> <p>Currently completing Diploma in Residential Childcare</p> <p>James has been working with Children and Young People since he was 16, in various roles, mainly as a swimming instructor. James loves to swim, explore new places and spend time with his friends.</p>	January 2020
Ian Walker-Kelley	Residential Care Worker	<p>Currently completing Induction Standards Workbook</p> <p>Due to start Level 3 Diploma in Residential Childcare</p> <p>Ian is excited to start working with Young People, and likes to spend his spare time reading, and going for long walks with his dogs.</p>	January 2020

Jennifer Knight	Part time Residential Childcare Worker	<p>Currently completing Induction Standards Workbook</p> <p>Due to start Level 3 Diploma in Residential Childcare</p> <p>Music Master's Degree</p> <p>Postgraduate certificate in education- Secondary Music</p> <p>Level 3 Counselling skills.</p> <p>Jennifer is a qualified teacher.</p> <p>Postgraduate certificate- Therapeutic Play Skills</p> <p>Jennifer enjoys dancing, music, spending time in nature and holistic health.</p>	July 2020
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The home attempts to ensure consistency in terms of staffing at all times. Where possible the team will cover annual leave and sickness on the rota themselves so as to provide adults that the children know and have a relationship with. In the event that rota cover is needed and the home staff team are unable to do this, the homes management will explore the use of staffing from other Shropshire Council Homes before looking at utilising agency staffing.

10 c)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.

Shropshire Council's Supervision policy set out the arrangements for the supervision of carers. The registered manager ensures formal supervisions are carried out as per the organisational flow chart below. Team meetings and shift leader meetings are completed two weekly. There is management presence in the home by the home's manager and deputy manager and therefore there is day to day informal supervision of the carers. All carers undergo a 6 month Probation

Period in which development tasks are identified at 2 month intervals. After probation yearly appraisals are carried out, development and training are acknowledged as part of the appraisal. Shift Leader formal supervisions are carried out the registered manager and Residential Care Worker formal supervisions are carried out by either the registered manager, the deputy manager or Shift Leaders. The Registered manager's formal supervision is carried out by the responsible individual.

Organisational structure:



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

Devonia aims to have a diverse workforce as part of the care team with a mixture of genders, cultural backgrounds and life experience.