



Dorset Council
Children's Services

Statement of Purpose

The Cherries
19 Mount Pleasant Avenue South
Weymouth
Dorset
DT3 5JF
Telephone Number: 01305 760701

Registered Manager: Vacant

Updated April 2023

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BACKGROUND

The Statement of the Purpose for The Cherries is a document required by law. The details of what exactly is to be included in the document are written down in Schedule 1 of the Children's Homes (England) Regulations 2015.

This Statement of Purpose reflects several guidance documents and policies which underpin the day-to-day functioning of The Cherries. Taken as a whole, the documentation meets the legislative requirements, specifying how the home cares for the children it accommodates, and the way care is provided.

This document is available to placing social workers, staff, and any parent or person with parental responsibility for a child who lives in the home. A copy of the document as well as any supplementary guidance and policies, are available from the main office at The Cherries.

QUALITY AND PURPOSE OF CARE

1. The range of needs of the children for whom the home is intended:

The Cherries is a long-term residential home which provides for the needs of children who have learning disabilities and complex needs. Complex needs can include behaviours which challenge, physical disabilities, and issues around communication.

Exceptions are:

Nursing/medical care is required, as opposed to direct personal care, or.

Where a child exhibits behaviour of such intensity, frequency, or duration that the physical safety of the person or others is likely to be placed in serious jeopardy, or where the behaviour is likely to deny access to and use of the facilities and services on offer.

2. The home's ethos, desired outcomes, and approach:

Staff at the Cherries work within and adhere to the residential childcare key principles espoused in The Children's Homes (England) Regulations 2015. Our work is also guided by the principles of the Children Act 1989 and 2004, the UN Convention on the Rights of the Child, and the Charter of Human Rights. The Cherries operates within a social model of disability. With these principles and ideals in mind, our desired outcomes and approach are towards:

- Providing a secure, safe, and caring environment within which children feel loved, happy, healthy, safe from harm and able to develop, thrive and fulfil their potential.
- Staff who value and nurture each child as an individual with talents, strengths and capabilities that can develop over time.
- Care which fosters positive relationships and encourages strong bonds between children and staff in the home. This is achieved via jointly undertaken activities, shared daily life, domestic and non-domestic routines, and established boundaries of prosocial behaviour.
- Care which stretches and encourages a child to achieve, and which supports emotional, mental, and physical health needs, including repairing earlier damage to self-esteem and encouraging friendships. Full and individualised care plans for each child, including specified and ambitious targets and goals, are core here.
- Working with the wider system of professionals for each child, and with children's families and communities of origin to sustain links and understand past issues. Regular multi – disciplinary team- around- the- child meetings being a major focus

- Working in partnership with colleagues from Health and Education to ensure positive behaviour management plans are effectively applied across all settings the child spends time in.
- Encouraging and maintaining contact between the children and other family members, including those who have parental responsibility, unless the individual child's care plan indicates otherwise.
- High expectations of staff as committed members of a team, as decision makers and as activity leaders. This is achieved via continuous professional development, an emphasis on reflective practice, and regular supportive staff supervision.
- A focus on arranging a variety of activities which are stimulating and relevant to each individual child, and which are aimed towards his / her personal development and growth.
- A stimulating environment in a suitably equipped and adapted home, with spaces that support nurture and allow privacy as well as common spaces and spaces to be active.
- Care which is responsive to the individual child's changing needs through assessment and reassessment, and which provides (via a key-worker system) guidance, support, security, and befriending.
- Staff who advocate on the children's behalf when appropriate and who also understand the importance of utilising independent advocates and visitors to support the individual needs of the children.
- Staff at the Cherries will have significant roles to play in helping with the appropriate transfer of services that are necessary in the transition of young people into adulthood.
- In working with colleagues and professionals from other services, and in working with families, maximum participation will be encouraged by offering both face to face and Zoom/Teams Meetings to maximise contributions at meetings etc.

3. A description of the accommodation provided at the Cherries

The home was built in the 1970's and has undergone major refurbishments in 1994/95, and 2010/11. The building consists of a large single storey, with spacious enclosed gardens. Access into and out of the home is controlled via the use of coded keypads or high handles to ensure the safety and security of the children in keeping with their level of understanding.

The Cherries can provide accommodation for up to 7 children of either sex who are aged below 18 years of age. The number of children that can be accommodated will vary depending upon the respective levels of need of each child.

All bedrooms are single occupancy.

To counteract any adverse effects arising from providing the individual care required by the children in a group setting, the home is divided into separate areas of living accommodation (Houses). This ensures that no child is cared for in a group of more than three children. Each area has its own lounge/dining room, individual children's bedrooms, toilets, and bathing facilities.

The Cherries is designed to be accessible to all young people and includes facilities adapted to meet the needs of children with physical disabilities. This includes specialist bathroom facilities, and a variety of other purpose-built equipment, toys, and furniture.

The Cherries has a range of facilities to offer, including an art and craft room, a sensory room, a cinema room, as well as several appropriately equipped indoor play areas to meet the children's needs. The Cherries benefits from spacious gardens containing swings, a zip wire, a spinning chair, and other outdoor activities. The Cherries also has an outdoor courtyard area with raised gardens, which the children are encouraged to develop and maintain.

Accepting the communication needs of many of our young people, visual schedules, PECs (Picture Exchange Communication System), and other forms of pictorial information are very prominent throughout the home.

4. A description of the location of the home / location assessment.

The Cherries is located within a prosperous and affluent suburb of Weymouth Town, with many residents being in full time professional and technical careers with higher-than average income levels, (Geodemographic database providers Cameo and Censation). Unemployment in the area is low. The home is situated at the end of a quiet street in a cul-de-sac, adjacent to privately owned housing. The area is well served by public transport and has many local amenities / services, including shops, play parks, a supermarket, schools, churches of various denominations, and a sports centre,

Almost all risks to the young people at the Cherries are mitigated by the high levels of staff supervision each child receives, with all children receiving at least 1:1 supervision, and most receiving 2:1 supervision when out in the community. Specific measures to reduce any risk to the young people accommodated, by virtue of the location, include:

- A full Local Area Risk Assessment is completed annually by the Registered Manager of the home which is available in the main office of The Cherries.
- Absconding / Missing. Given their assessed needs, all children receive high levels of staff supervision, including at night-time. The Cherries is a secure building with access codes needed to enter / exit the home. All children have individual Missing Child Information forms including photo and essential information should a child go missing.
- Dangers / risks posed by adjacent roads and car parking areas are mitigated by the fact that all children are accompanied by staff when leaving the home, who will ensure the young people are supported to cross the car park and manage the roads safely.
- Victim of crime. A sample of available crime statistics show there were 42 crimes within a half mile radius of the home from April 2022 to June 2022. There being 3 reported crimes on the street on which the Cherries is in May 2022. There were no reported incidents of child / young person exploitation. (See www.streetcheck.co.uk). There have been no reported crimes in / on the premises of the home.
- When out in the local community with the children, staff carry approved Dorset Council identification and a mobile phone provided by the home.
- The local hospital and emergency services are all less than 10 minutes away. Specifically:

- Weymouth Community Hospital, Melcombe Ave, Weymouth, DT4 7TB is 1.4 miles (5 minutes) away.
 - Weymouth Community Fire Station, DT4 0QF is 2.6 miles (6 minutes) away.
 - Weymouth Ambulance station, Dorchester Rd, DT3 5BJ is 0.8 miles (3 minutes) away.
 - Weymouth Police Station, Radipole Lane, DT4 9WW is 1.7 miles (5 minutes) away.
- The Cherries maintains links with the local police service, which is: Weymouth Response Section, Weymouth Police Station, Radipole Lane, DT4 9WN. Our PCSO is Matthew Barton (6488) who has completed a Dorset Police Area Assessment (06/04/21) for The Cherries which concludes the area is safe suitable for the home.
 - Letters have been sent to the Local Authority Designated Officer to ascertain their views re the suitability and appropriateness of the home's location, the most recent letter being sent on 06/04/2021.
 - The area has good street lighting and is well maintained.
 - COVID-19 - A file containing the latest national and local advice, as well as COVID-19 Risk Assessments, are available in the main office of the home.

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

The religious/cultural needs of the children and young people are explored as part of the pre-admission process i.e., completion of the Looked after Children (LAC) paperwork. In addition, The Cherries own care plan for each child includes a section on "Cultural / Religious Needs".

Facilities exist within the community to enable the home to offer children the opportunity to meet their religious expectations.

All those with parental responsibility will be consulted at the time a child's care plan is agreed, and subsequently as part of the statutory review process.

All Dorset Council staff are expected to complete an online course, via DC learning online, on Equality and Diversity.

6. Complaints and representations

The ethos of all work undertaken with young people / carers at The Cherries is one of honesty, openness, and fairness. The staff team aims to create an atmosphere in which parents, carers and young people feel able to express their views and dissatisfactions, which staff endeavour to deal with on an informal and on-going basis.

Dorset Council has a specific representation and complaints procedure for children and young people looked after by the authority. In addition, The Cherries has a symbol leaflet which is specifically targeted towards our service users. Keyworkers ensure children are aware of this information on admission. Copies of both are available in the office.

Parents, carers, and service users are also able to make complaints and representations about The Cherries to Ofsted – address as below:

Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD

Tel: 0300 123 1231
Email: enquiries@ofsted.gov.uk

Ofsted is the Office for Standards in Education, Children's services, and Skills. They report directly to Parliament and are independent and impartial. They inspect and regulate services which are for children and young people, and those providing education and skills for learners of all ages.

Complaints from children and young people made to staff at The Cherries are recorded in the Complaints book which is held in the main office. It is the responsibility of the Registered Manager to resolve these complaints at the earliest opportunity.

CONTACTS:		
Responsible Individual	Daun Tattersall	Tel: 07531265050

Complaints Team (For Families or others)	Dorset Council	complaints@dorsetcouncil.gov.uk
Quality Assurance and Reviewing Officers	Dorset Council	Tel: 01305 221190
OFSTED	Duty Inspector	Tel: 0300 123 1231
National Youth Advocacy services	help@nyas.net	Tel: 0808 808 1001

7. Accessing the Home's Child Protection / Behaviour Management Policies

Child Protection / Safeguarding Policies

The following policies / guidance documents, which are all available at The Cherries, underpin staff practice in relation to safeguarding / child protection:

- The Cherries Safeguarding Children and Young People Policy and Procedure
- Cherries Safeguarding Policy and Summary of Responsibilities.
- Pan Dorset Safeguarding Children Board Procedures Manual
<http://pdscp.co.uk/>
- What to do if you are worried a child is being abused – HM Government March 2015 (available at <https://gov.uk/publications>)
- Working Together to Safeguard Children – HM Government July 2108 (available at <https://gov.uk/publications>)

Behaviour Management Policies

The following policies / guidance documents underpin staff practice in relation to Behaviour Management. Copies are available at The Cherries:

- The Cherries behaviour management and use of physical restraint policy.
- Children's Homes (England) Regulations 2015 (available at <https://gov.uk/publications>)
- Children Act 1989 Guidance and Regulations Volume 5 chapter 2 (available at <https://gov.uk/publications>)
- Team Teach Holistic Approach to Managing Challenging Behaviours. Details available at info@team-teach.co.uk.

VIEWS, WISHES AND FEELINGS

8. Consulting with children about the quality of their care

Staff at the Cherries will always make every effort towards ascertaining the views, opinions and wishes of the children regarding all aspects of the operation of the home. The children's choices around décor, purchasing of equipment, menus, outings and activities, daily routines etc. are actively sought and respected wherever possible/appropriate.

Accepting the communication issues of many of the young people, staff do pay particular attention to non-verbal communication, signing, gestures, expressions etc, and to using communication aids where available to ensure the wishes and feelings of the children are considered. Time and patience are of vital importance here to allow individual children to express themselves. All children are supported and encouraged to complete various PECS version consultation documents to ascertain their wishes and feelings about the care they receive. Each child also has a specific section in their personal file re consultation.

Parents, carers, family members, and those advocating on the child's behalf are all useful sources of information towards better understanding of a child's likes and dislikes, needs and aspirations. The Cherries can secure the services of an independent advocate as required. Currently this is provided via the National Youth Advocacy Service (NYAS), contactable via help@nyas.net.

The Cherries Management Team ensure keyworkers devote a significant amount of time towards eliciting and considering service user's views and choices and

informing care plans. In addition, members of the senior team devote time on a regular basis towards ascertaining the wishes and feelings of the children.

During the regulation 44 visits under The Children’s Homes (England) Regulations 2015, youngsters are encouraged to engage in communication with the Official Visitor.

9. Anti – Discriminatory Practice and Children’s Rights

At the Cherries we aim to do all we can to make sure that everyone is treated with respect and has equal access to services and opportunities. To achieve this, we aim to ensure that no child, employee, or visitor to The Cherries is discriminated against due to their gender, physical or mental disability, race, colour, national or ethnic origin, age, sexual orientation, religion, or belief. In support of this we adhere to the principles of non-discrimination, the best interests of the child, the right to life, survival, and development, and considering the views of the child in decisions which affect them (according to their age and ability).

Our commitment to equality and diversity stems from a belief that such an approach can contribute to a more cohesive and inclusive community. All staff at The Cherries are clear of their responsibility to challenge discrimination and promote a culture of tolerance and mutual respect within the home.

At the Cherries, a social model of disability is used to always inform our practice. The UN Convention on the Rights of the Child, and the Charter of Human Rights are also key towards underpinning our values and approaches.

To support children and young people The Cherries will encourage the use of other agencies that can provide support from outside of the home. These include:

Organisation	Responsible	Contact details
Complaints team	Dorset council	complaints@dorsetcouncil.gov.uk
NYAS	Advocacy	0808-808-1001
OFSTED	Duty inspector	0300-123-1231
Dorset Council	QA review officer	01305-228383
Childline	Helpline	0800-111
Dorset council	Reg.44 visitor	01305 2242777
Children’s commissioner	Helpline	020 7783 8330

EDUCATION

10 – 12. Supporting and promoting children’s educational achievement.

At The Cherries we believe the educational needs of children who are disabled should be met within SEN education services and we strive for all children in our care to access an appropriate and sustainable school placement. We will take the lead responsibility and provide support designed to ensure attendance by the young person at their appropriate school or education provision.

The Cherries will form strong links with the Local Education Authority in and around the surrounding areas of Weymouth, Dorset, along with local schools and colleges that can offer a wide range of educational and vocational courses to meet a young person’s educational needs.

Local SEN’s schools are:

Wyvern Academy: Dorchester Rd, Weymouth DT3 5AL

Westfield Art College: Littlemoor Rd, Weymouth DT3 6AA

Mountjoy School: Tunnel Road, Beaminster DT8 3HB

Close links are maintained between the Cherries and education providers, including joint attendance at Annual Education Reviews, Looked - after Children Reviews every 6 months, and regular Team around the Child Meetings.

Details of a child’s education plan, needs and targets, will be set out in his/her Education Plan and Cherries Individual Care Plan. The Cherries staff team will ensure each child’s education targets are progressed and are reflected in the Cherries Care Plan goals. Other relevant documents are also kept on file, including their Education, Health, and Care Plan (EHCP).

The Cherries Staff always aim to fully participate with schools, attending education reviews, meetings, and events as appropriate. Staff will support associated education activities. These will include ensuring each child has appropriate uniform and equipment as well as promoting attendance by family members and / or The Cherries staff at open days, sports days, and parent’s evenings.

Each child at The Cherries can be provided with facilities that are conducive to do homework and are actively encouraged and supported in doing so. This includes access to a computer if required.

To ensure a consistent approach between The Cherries and schools, open channels of communication are vital and encouraged through regular discussions and meetings, as well as each child's daily communication book that is in place between The Cherries and their schools.

Where a child is not in school, the home will work tirelessly with colleagues from Dorset Council Education, Virtual School, and Early Help SEND to ensure a school placement is sourced as soon as possible, with robust alternative education provision in the interim.

ENJOYMENT AND ACHIEVEMENT

13. Engaging in activities towards meeting children's needs and development.

Staff at the Cherries will, wherever possible, plan to ensure all children can continue to attend and participate in recreational, sporting, and cultural activities they are enrolled in prior to moving to The Cherries. In addition, staff will be proactive in searching out activities that may be of benefit and interest. Provision of transport, supervision and personal care can be provided by staff from the Cherries to facilitate these aims. Positive links with local clubs, facilities, and organisations, including regular mailings of events / activities have proved effective in ensuring the needs and wishes of children are met. Currently we have / have had children attending swimming lessons at Osprey Leisure

Centre Portland, the local STEPS Youth Club, a local football club, after school clubs at Wyvern school, and various school holiday activities provided by organisations such as ArtzPlus and the YMCA. Our residents have Maxcards to enable discounts into local leisure centres, theme parks, oceanariums, cinema, and bowling alleys. Where appropriate, the residents also have bus passes. Discussion towards ensuring our young people is engaged in local cultural, recreational, and sporting activities as appropriate are raised in each child's twice-yearly LAC review, as well as being a focus for key workers in liaising with their key child.

HEALTH

14. Promoting and protecting the health of the children.

The healthcare needs of the children are regarded with the utmost importance and are seen as an integral part of each child's development and wellbeing. Wherever appropriate the children are encouraged to make their own choices regarding health care. These arrangements are always made in partnership with the child's parents, carers, or whoever can make decisions in terms of parental responsibility.

All the children are encouraged to register with a local GP, optician, and dentist on their arrival, and will be encouraged to have a full medical following admission. Any child / parent may however choose to remain registered with their local GP / health services. Each Child's allocated key worker will ensure regular appointments are made as required.

All children at The Cherries are under the care and supervision of a Dorset HealthCare University NHS Foundation Trust paediatrician with whom they have regular appointments. In addition, The Cherries works closely with health professionals who may be in contact with the children and will actively seek guidance from them to enhance the care provided. In particular, the Cherries work closely with the SWIFTS Service (a joint funded multidisciplinary team including specialist nurses, speech and language therapists, and psychiatric support services). Children also have access to additional specialist support services as required, such as Orthotics, Occupational Therapy, and Physiotherapy. Dorset HealthCare University NHS Foundation Trust also employs specialist Nurses for Children in Care. These specialist Nurses are available to advise and support both staff and the residents in a wide range of health areas and oversee the health assessment and reviews of children in care.

Formal lines of communication exist to ensure parental responsibility for decisions about their child's health is maintained. Specific arrangements are agreed with parents to cover emergency situations.

Each child's Cherries Care Plan will include arrangements for healthcare and will cover issues re personal hygiene, teeth cleaning, washing, bathing etc.

Individually based dietary provision within The Cherries exists to reflect specialist diets and allergies, healthy eating, and individual choice.

Policy/facilities are in place in the home re the safe storage, administration and record keeping regarding medication.

POSITIVE RELATIONSHIPS

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

Parents, carers, families, and friends are always welcomed. The Cherries operates an open door policy once the home has established the identity and credibility of the visitor.

Contact between relatives and friends who do not have parental responsibility, and the individual children, will reflect the wishes of the child and parents, and will need to be discussed and agreed before the child has contact.

Children who live at the Cherries are encouraged and supported to maintain contact with family members and friends through emails, letters, facetime, and telephone calls as well as personal visits. The Cherries can provide transport and staff to facilitate visits and outings with family members and friends.

The only restrictions placed on contact are in circumstances where it is not possible to verify the identity of a visitor, or where contact is not permitted (or is supervised) in line with the agreement reached in the individual child's care plan.

All arrangements must be agreed with the child's Social Worker.

PROTECTION OF CHILDREN

16. Safeguarding and the monitoring / surveillance of children.

At the Cherries we believe everyone has the right to feel safe and secure. Towards this aim, the guidance/policies quoted in section 7 are available to staff and will form part of all induction training/staff development.

All staff are made aware of the above quoted policies and in particular their responsibilities towards safeguarding/protecting service users. Vital here is creating a culture within The Cherries which teaches everyone the importance of mutual acceptance and respect.

Where an individual member of staff has concerns about the welfare or safety of a child at The Cherries, in the first instance they should immediately raise this concern with the Registered Manager or the duty senior. The appropriate procedure will then be followed in reporting the matter to the child's allocated social worker and the Local Authority Designated Officer or the Children's Advice and Duty Service (CHAD) on 01305 228558. Subsequent actions will be agreed by the Local Authority Designated Officer, the Children who are Disabled Team and The Cherries Management Team and will depend upon if the situation is deemed to meet the thresholds for a S47 investigation under Child Protection Procedures, or If the matter is deemed to be a welfare concern.

Sexual activity by young people resident at The Cherries must always be viewed as a potential child protection concern – young people under the age of 16 cannot consent to sexual activity, and 16 and 17-year-old young people in care can be vulnerable to sexual exploitation, despite their ability to consent. Staff should make immediate contact with the allocated Social Worker or Duty Social Worker. Any sexual activity between

residents at The Cherries should raise concerns about the vulnerability of both parties, and the potential for harassment or exploitation.

Any referral/phone call/email/advice given must be recorded in the case diary entry for the individual child. There is the facility to escalate concerns to Service Manager level if agreement in respect of actions following child protection/safeguarding concerns cannot be reached between the Children who are Disabled Team and the senior staff at The Cherries.

In the event of staff having Child Protection concerns about a child at The Cherries outside of office hours, they must make the referral to the Out of Hours Service by telephone (01202 228866) and record the conversation as above.

A member of the management team will notify the Responsible Individual/Service Manager of the referral.

In terms of electronic surveillance devices used in the home, an electronic intercom style device, which enables staff to listen into children's bedrooms, is available. This device is fitted with an alarm function which alerts staff to movement/sound in the bedroom. The purpose of the intercom is to alert night staff to children who are in distress, need assistance, or are having an epileptic seizure. The system works in a similar way to a baby monitoring system and does not require the child to activate the system. In addition, The Cherries has sensors fitted to each bedroom door which can alert and enable night staff to respond appropriately and immediately to any child during the night.

The use of the above noted devices must be specified in a child's Care Plan and agreed with the child's parents or carers and the social worker. The use of these devices needs to form part of statutory looked after children reviews. Devices can only be used for safeguarding / safety purposes, and to ensure the welfare of the child.

During the day, accepting the care / health and safety needs of the child, residents are always supervised by staff or in accordance with their individual care plan.

Should a child go missing, The Cherries staff have an agreed procedure in place:

Any member of staff who suspects that a child has gone missing or is apparently unaccounted for will immediately inform the most senior staff member on duty. The senior staff member will:

- i) Organise a thorough search of the house and gardens. This may be extended to the immediate streets, but not further away.

- ii) Arrange for all the children and staff to be asked when they last saw the missing child and what he/she was doing when and where they were last seen.
- iii) Record what the child was last seen wearing.

If the above action fails to find the child, a member of staff should telephone the Police. Details of name, clothing, age, address etc. should all be available and provided. Each child has, as part of their Care Plan, a Missing Child Document containing necessary emergency information.

The police will call at The Cherries and collect the photograph / information that the staff team will provide. No publicity will be authorised by the Cherries staff.

Following this, the parents of the child must be telephoned, giving details of the actions so far undertaken and offering reassurance. The Child's social worker must also be informed.

If the incident occurs at a weekend or in an evening, it should be reported to the Out of Hours Service. When a child is found, the Out of Hours Service must also be informed.

Where the Manager of The Cherries is not the senior staff member on duty, he/she should be informed at the earliest opportunity and the Responsible Individual also informed in the event of an absence of three or more hours. The Responsible Individual will need to decide, in conjunction with the child's parents and the Police, about the desirability of authorising publicity.

Dorset Children's Services, via The Children's Advice and Duty Service, have an agreed process in respect of children who go missing from the home. A Flowchart to illustrate this is available at The Cherries.

17. The home's approach to behavioural support.

The Cherries staff team encourage children to exhibit prosocial behaviours by giving approval and generously using positives rather than imposing disciplinary measures. When consequences are necessary, these will follow good professional practice and therefore be relevant, in response to the incident, and above all, fair and just.

The Cherries is currently completing an ongoing programme to provide a 4-day positive behaviour support training. (PBS) The PBS framework will form our underpinning knowledge on how to support child in physical and social environment of which behaviour happens, this includes the views of individuals and those involved in the child's life. PBS uses this understanding to develop and support that improves the quality of lives for our children.

The Cherries subscribes to the Team Teach model of behaviour management. 95% of this approach is based on de-escalation techniques with the remainder focussing on safe handling and positive handling techniques to prevent a young person harming themselves or others.

All care staff will be trained in the Team Teach approach and techniques and be expected to be assessed as competent/ pass the Two-Day Team Teach Training Course for which they will receive a certificate on completion. Regular refresher training will also be expected in line with Team Teach guidance.

Guidance for staff in the use of sanctions and positive handling include those documents quoted in section 7 above. These act to underpin and support the Team Teach approach. All the above guidance is available to staff at The Cherries, with an expectation that familiarity with these documents will form part of staff induction and ongoing training.

Individual child Care Plans and Behaviour Support Plans will detail appropriate and agreed behaviour management strategies for that child only. Reaching agreement here should be part of a child's statutory review.

The Registered Manager is required to keep a record detailing consequences and Restraints used in relation to individual children together with an account of the reasons for this and outcomes achieved.

The Cherries staff team believe that the best type of care and control is created by striving to create a positive environment within the home which enables children to feel secure and positively engaged. This enables each child to learn and grow from his/her experience and responses from staff. The level of a child's understanding may limit their ability to retain information and delay their learning, therefore ongoing reminders and reinforcement of positive behaviours may be required.

Staff at the Cherries work closely with staff from SWIFTS (see above) towards implementing and maintaining behaviour management plans and strategies. In addition, staff work closely with schools and families towards ensuring a consistent behaviour management approach across all settings.

LEADERSHIP AND MANAGEMENT

18. Details of the Registered Provider, Responsible Individual, and Registered Manager

The Registered Provider is:

Children's Services
Dorset Council
County Hall
Dorchester
Dorset
DT1 1XJ

The Responsible Individual is:

Daun Tattersall
Services Manager CWAD
c/o The Cherries
19 Mount Pleasant Avenue South
Weymouth
Dorset
DT3 5JF
Telephone: 01305 760701
Mobile: 07531265050

Daun has worked in health & social care across adults and children's services for 15 years and has over 20 years' experience at senior management level. Dawn aspires to build a robust safeguarding culture and to ensure that young people are at the centre of all our decision making.

Daun has previous Responsible Individual experience in registered children's homes and has previously been a Safeguarding Governor (SEN) and chair of governors as well as Designated Safeguard Lead. Her qualifications include Level 5 in Leadership and Management; Safeguarding children trainer; Award in Education and Training; Mental Health First Aid – youth; First Aid Instructor; plus, has attended a structured TEACCH programme.

The Registered Manager is (Pending Registration):

Emma Fry
The Cherries
19 Mount Pleasant Avenue South
Weymouth
Dorset
DT3 5JF
Telephone: 07990741776

Emma has 20 plus years' experience with working and managing in various social care settings and has worked at all levels in children's homes from support worker to care manager and currently Registered manager (pending registration), as well as SEN school.

As a manager, Emma has Managed teams of Residential staff who provide support to Looked After Children and their parents/carers through keywork sessions, monthly supervision meetings, support groups and training.

Emma strives in ensuring and maintaining high standards of care to ensure the running of the establishment in meeting all outcomes for the young people, ensuring that care, dignity, and respect is always first and foremost to our practice. To create and develop links between home and the local community. To ensure that each young person's specific needs are met. Emma's qualifications include:

- Currently undertaking Level 5 Children's and Young people, families' manager.
- Safe Recruitment
- Safeguarding Advanced update
- GNVQ level 2 Health and Social Care
- Trampolining coach
- NVQ 3 Teaching Assistant
- NVQ 3 Health and Social
- OCN – Autistic Spectrum Disorder
- 3-day TCI Training (therapeutic crisis intervention)
- Level 1 and 2 ASA Swimming Teacher

19. The Cherries Staff Team

Staff details:

Emma Fry: Manager

See above

Steve Reece: Deputy Manager (currently on social worker placement – returns June 2023)

Steve has been employed at The Cherries as the Assistant Resources Manager since 2013 and was previously a Residential Childcare Officer for over 12 years. Steve holds the Level 5 Diploma in Leadership and Management for Residential Childcare and is currently enrolled on the Social Work Degree apprenticeship. Steve also holds the NVQ level 3 in Caring for Children and Young People and has An ILM Level 3 Certificate in First Line Management. As well as working at the Cherries, Steve also

has previous experience as a Police Constable, and working with adults with learning disabilities.

Maria Sales: Senior youth practitioner

Maria has been at the Cherries since 2003. Maria holds the Level 3 Diploma in Health and Social Care and NVQ 3 Children and Young People's Workforce. Maria has completed a BSc (First Class) Hons in Health and Social Care, and a Management Essentials qualification. Maria is also a qualified TAQA assessor. Maria is responsible for training in the home.

Jamie Hampson: Senior youth practitioner

Jamie joined the Cherries in June 2018 with over twenty years' experience in Dorset's children's homes - including previous employment at The Cherries. Jamie holds the Level 5 Diploma in Leadership and Management for Residential Childcare. Jamie also holds the ILM Level 3 in Leadership and Management as well as the NVQ Level 3 in Caring for children and young people. Jamie is responsible for fire safety and health and safety in the home.

Hollie Robinson: Senior youth practitioner

Hollie has been employed at The Cherries since 2012, although previously worked here for several years as a Care Assistant via an agency. Hollie has an NVQ2 in Health and Social Care and has completed the Level 3 Diploma for the Children and Young Peoples Workforce. Hollie has previous experience of caring for people with learning disabilities in their own homes. Hollie is responsible for induction of all new starters.

Claire Black: Senior youth practitioner

Claire started at The Cherries in August 2001. Clare holds the Level 3 Diploma for The Children and Young Peoples Workforce. Claire was originally embarked on a career in mental health nursing prior to joining the Cherries. Claire also has experience in care homes for adults with learning disabilities and elderly care. Claire is responsible for medication in the home and legionella checks.

Claire Milnes: Senior youth practitioner

Claire joined the Cherries in 2016 as Residential Child Care Worker after experiencing the Cherries as an agency worker with Nurse Plus Care Agency. With the agency Claire gained valuable experience working across a broad range of services and client groups, including children with disabilities and challenging behaviours. Claire has completed the Level 3 Diploma for Residential Child Care and was promoted to Grade 8 in October 2020 in recognition of her excellent work and commitment. Claire is responsible for oversight of food safety in the home.

Zoe Crouch: Youth practitioner

Zoe joined the Cherries in November 2015. Zoe holds a Level 3 Diploma in Health and Social Care as well as a Level 2 Diploma in Childcare and Education. Prior to working at The Cherries Zoe was a community support worker, providing support to individuals living with autism /learning disabilities within the community.

Katie Lydford: Youth practitioner

Katie has previous experiences working with adults with ASD. Katie has completed care certificate, first aid and is looking to commence her level 3 in childcare, followed by level 4.

Lindsay Hill-Walsh: Youth practitioner

Lindsay joined the Cherries in March 2017, initially on a Zero Hour Residential Child Care Worker post until November 2017 when she accepted a contracted hours post. Lindsay had previously worked at The Cherries via a nursing agency – giving Lindsay the confidence and experience to apply for a post. Lindsay has previous experience of working in a nursery, as well as kitchen / bar work. Lindsay holds an NVQ Level 3 in Early Years Care and Education and has undertaken MAPPA / Behaviour Management in Children courses.

Rochelle Highfield: Youth practitioner

Rochelle joined the Cherries in 2018 as a Residential Child Care Worker, having previously worked in hospitality / retail. Looking for a career change, Rochelle is keen to progress within the care sector and is enrolled on the Level 3 Diploma for Residential Child Care.

Frances Sayles: Youth practitioner

Frances (Frankie) commenced at the Cherries in December 2018 as a Residential Child Care Worker. Prior to working at the Cherries, Frankie's career was firmly rooted in the Leisure Industry, working her way up from a Lifeguard / swimming teacher to a Senior Manager in a national leisure centre company – including responsibility for health and safety. Frankie has been enrolled in the Level 3 Diploma for Residential Child Care.

Shal Hurrion: Youth practitioner

Shal joined the Cherries in January 2023 and is employed as a full-time youth practitioner. Shal holds first class honours in criminology and criminal justice with law. Shal has knowledge of child in care within Dorset, as well as mixed experiences of working directly with young people and families.

Victoria (Vickie) Tett: Youth practitioner (entry level)

Vickie joined the home in November 2022 and is employed as a full-time entry-level youth practitioner. Vickie has previous experience of working with children within different settings such as pre-school, after school clubs and summer camps. Vickie has a L2 in childcare and a L3 in teamwork. Vickie last worked as a manager in an early year setting.

Melissa Yeomans: Youth practitioner (entry level)

Melissa joined the Cherries in January 2023 and is employed as a full-time entry-level youth practitioner. Melissa has experiences of providing respite care in family homes for children with complex needs.

Jodie Maguire: Youth practitioner (entry level)

Jodie joined the Cherrie in January 2023 and is employed as a full - time youth practitioner. Jodie has experiences as a leaning support practitioner in a school setting as well as nursery nurse. Jodie holds level 2 childcare and education, NVQ level 3 children's care and development, NCFS CACHE level2 understanding children's mental health, Level 5 diploma in trauma and mental health informed schools.

Deborah Burke: Youth practitioner (entry level)

Deborah joined the Cherries in January 2023 and is employed as a full-time youth practitioner. Deborah has experiences as a childcare supervisor. Deborah holds open university postgraduate certificate in childhood and youth studies, best practice network in Early years professional status.

Amy Short: Youth practitioner (entry level)

Amy joined the Cherries in April 2023 and is employed as a full time youth practitioner. Amy has previously worked as a mental health support worker and has completed an extended diploma in health and social care.

Elizabeth Jones: Youth practitioner (Nights)

Elizabeth started at The Cherries in August 1997 as a Care Assistant and progressed to Residential Childcare Worker level 2. Elizabeth has experience being keyworker to many children with disabilities before moving to night shifts, where she supervises a team of waking night workers. Elizabeth holds a NVQ 3 in Child Care and Education. She has previous experience of working in a nursery.

Glynis Jones: Residential childcare worker Grade 5 /nights (Zero hours)

A Residential Child Care Worker at the Cherries since July 2002, moving on to a zero-hour contact in November 2015. Glynis has over 17 years previous experience in hospital work. Glynis holds an NVQ in Health & Safety and has achieved the Level 3 Diploma for the Children and Young Peoples Workforce.

Thomas (Phil) Gomer: Youth practitioner (Nights)

A Residential Child Care Worker (nights) who has worked with people with learning disabilities for 20 years in large units before coming to The Cherries. He has also been a support worker in a 3 bed house in London. Phillip has been at the Cherries since February 1999, initially as a Care Assistant on days. Philip has completed the Level 3 Diploma for the Children and Young Peoples Workforce.

Jackie Alvey: Youth practitioner (Nights)

Jackie has worked at The Cherries since 1998, currently employed on nights. Jackie also has experience in adult services, including home care for the elderly. Jackie has completed a certificate in The Picture Exchange Communication System and holds the Level 3 Diploma for the Children and Young Peoples Workforce.

Susan Stearn: Youth practitioner (Nights)

Susan has worked at The Cherries since January 2010. Susan holds an NVQ2 in Health and Social Care as well as the Level 3 Diploma for the Children and Young Peoples Workforce. Prior to working at the Cherries Susan has been employed as a Nurse Assistant in a hospital, a support worker in a residential home for adults with learning disabilities, and as a childminder.

Rebecca Merrifield: Youth practitioner (Nights)

Employed in 2018 as a Residential Child Care Worker (nights), Rebecca has many years' experiences in the care sector – primarily in elderly care / nights. Rebecca holds an NVQ 2 in Health and Social Care and is currently completing her L3 qualification.

Agnes Kussy: Youth practitioner (Nights)

Agnes has worked at The Cherries since 2012, having previously worked on days as a relief Care Assistant. Agnes holds an M.A in Social Work from Poland (which is recognised in the UK), a City and Guilds Level 2 Certificate in Working with People who have Learning Disabilities, Total Communication certificate, NCFE Level 2 Certificate in the Safe Handling of Medicines, and a BA in Early School Education.

Samantha Walton: Youth practitioner (Nights)

Samantha has been employed since 2018 as a Residential Child Care Worker (nights), having previously undertaken a similar role supporting adults / elderly residents with dementia. Samantha holds a Level 2 in Health and Social Care and is enrolled in her L3 qualification.

Gemma Jo Barron: Youth practitioner (Nights)

Gemma joined The Cherries in 2006 as a Care Assistant. Previously Gemma has worked as a Nursery Nurse, a private nanny, and an activities assistant in a care home for the elderly. Gemma holds the Level 3 Diploma in Child Care and Education and a GNVQ in Health and Social Care. Gemma moved on to a waking night post within the Cherries in January 2020.

Paula Coleman: Youth practitioner (Nights)

Paula joined the Cherries in 2016. A mother of four, Paula has several years' experience in the adult care sector including working with those who present challenging behaviours. Paula

holds the NVQ 3 in Health and Social Care (adults) and is undertaking the equivalent childcare qualification. Paula currently works as a waking night Residential Child Care Worker.

Lindsey Whitcombe: Youth Practitioner (zero hours)

Lindsey has experience of working with children and families and has previous experience of working in a residential childcare setting as well as working as a family worker and a foster carer. Lindsey has a L3 in health and social care.

Alice Xu: Youth practitioner (zero hours)

A zero-hour Residential Child Care Worker who joined the Cherries in 2017. Alice had several years' experience as a Support Worker for individuals with learning / physical disabilities before joining the team, as well as working as an interpreter and a teacher at a Preparatory School. Alice holds a BA Degree in English and Business. Alice has just completed a 3-year degree in nursing at Bournemouth University.

Anna Bednarkiewicz: Youth practitioner (zero hours)

Anna has been employed since 2007, with much previous experience in care gained in her native country of Poland. Anna holds the NVQ3 in Health and Social Care – Children and Young People Award. Anna also holds a master's degree in Sociology. Prior to working at the Cherries, Anna was employed in residential care for the elderly.

Robert Jones: Youth practitioner (zero hours)

Rob is a Residential Child Care Worker (Grade 8) who joined The Cherries in 2005. Robert has many years previous experience of caring for adults and children with learning disabilities. Robert has completed the Level 3 Diploma for the Children and Young Peoples Workforce. Rob also works with adults with learning disabilities.

Christina Rushforth: Youth practitioner (zero hours)

Chrissie joined the Cherries in 2017 as Residential Childcare Worker following five years' experience in adult care (Tricuro). Chrissie holds a Level 3 National Extended Diploma in Health, Social Care and Early Years, as well as a Level 2 Diploma in Health and Social Care. Via Tricuro, Chrissie also completed several short courses in Autism, Epilepsy, Positive Behaviour Support, and Person Centred Working. Chrissy also works with adults with learning disabilities.

Sapphire Convey: Youth practitioner (zero hours)

Sapphire joined the team in April 2023 and is completing a foundation degree in health and social care with Plymouth University. Sapphire has completed her L3 in early years setting and has also completed work experience with adolescents in the NSC programme and completed a placement working in an older people's care home.

Oliver Brown: Youth practitioner (zero hours)

Oliver joined the Cherries as a Residential Child Care Worker in December 2020. With a background based largely in the retail industry, including in management positions, Oliver is keen to pursue a new career path in care. Oliver has a Degree in History and has also worked in funeral services and the leisure industry. Oliver also works with adults with learning disabilities.

Christina Webb / Cook

Christina has been at the Cherries since 2013. Before this Chris was employed by Weymouth and Portland Council as a catering supervisor at Weymouth Pavilion where she worked for 15 years. Chris also has experience of catering in schools for the London Borough of Redbridge. Chris has completed all required food and hygiene certificates. Chris also has experience in elderly care / dementia care, and previously held a zero-hour Residential Child Care post at the Cherries.

20-21. The Management and Staffing Structure of the Cherries.

In general, the numbers of staff on duty on any day reflects the number and needs of the children in residence. Ideally, each shift will have the Manager/ Assistant Manager on duty, or a Practice Leader, who is available to advise/support the Residential Childcare Workers (RCCW). Currently, an average of 9 care staff are required on each shift to meet the needs of the children.

At night, the minimum number of staff on shift will be two waking Night youth practitioners, with a senior member of staff sleeping in. Ideally though, three waking night youth practitioner will work each night along with a member of staff sleeping in. Night staff duty commences at 9.30 pm and finishes at 7.30 am.

Additional staffing, both day and night, will be provided when assessed as required to meet the needs of the children.

In addition to management and care staff, each shift at the Cherries is supported by a Cook who provides the main meal of the day.

It is always the intention that a manager or Senior Youth Practitioner will be always present in the building. If this is not the case, contact numbers in the event of an emergency are clearly displayed in the office.

A named senior member of staff, (Youth Practitioner Grade 8 or above), responsible for the operation of each shift, will always be present when there are children in the building.

The Cherries is committed to achieving the best practice for our staff and makes comprehensive training, support, and supervision one of our highest priorities. This ensures that children are looked after by staff who are themselves supported and guided in safeguarding and promoting the children's welfare.

As a starting point, there is careful selection and vetting of all staff and volunteers working in the home that aims to prevent children being exposed to potential abusers. All staff are recruited in accordance with Dorset Council's safer recruitment policies and within the requirements set out in the Children's Homes (England) Regulations 2015.

The Cherries is committed to providing regular staff supervision as well as supporting all staff to partake in required training as well as undertake other personal development opportunities. All staff will receive regular supervision and appraisal in accordance with the requirements set out in the Children's Homes (England) Regulations 2015, and in keeping with the principles and practices promoted in Dorset Council.

Training opportunities for staff, including a full induction, are re-aligned towards ensuring compliance with the Children's Homes (England) Regulations 2015. The Council's Learning & Development Unit plays a vital role in providing required training.

Opportunities for informal support, modelling, monitoring, and guidance are a regular feature of working practices at The Cherries.

Permanent staff working at The Cherries are supported by bank staff and staff from the Harbour service

See Attached Organisational Structure Chart.

CARE PLANNING

22. Admissions Criteria.

Children are accommodated at The Cherries based on their assessed needs, the needs of their parents/carers and other family members. Any decision to place a child at The Cherries will also consider the needs of other residents, and the likely effects of his / her admission on the existing group of children.

Any constraints posed by the nature of the building will always be considered.

Consistent with the broader childcare policies of Dorset Children's Services, children younger than 10 years old will be placed with foster carers, and not in residential care, whenever this is possible.

Allocation of places at The Cherries will be prioritised by reference to the assessed individual needs and according to the relative priority of other children who require placements.

Placement of children at The Cherries must be agreed /approved via the Children who are Disabled Resource Panel.

The Cherries is one part of a range of services provided by Dorset Children's Directorate. It will always be appropriate to determine early in the development of a child's care plan what will be the best services to meet individual children's needs.

The Cherries can accept emergency admissions, provided that the child in question meets The Cherries general admission criteria as referred to above, and if there is a vacancy at the time.

1. A referral for an emergency placement must be made via the Children who are Disabled Teams if within office hours, or via the Out of Hours Service at all other times. In the event of the latter, the respective Children who are Disabled Team must be informed of the referral as soon as the office is open.
2. A decision as to whether to accept the referral or not must be made by The Cherries Manager or Assistant Resource Manager. In making this decision, an impact assessment will need to be undertaken that considers the other children and the level of staffing required to safely meet the needs of all the children. In the absence of a manager line management advice must be sought before a placement is made.
3. In the case of all emergency admissions, a risk assessment must be carried out using the County Councils risk assessment form.
4. As a minimum, on admission the Cherries requires the Looked After Child Placement Information, Care Plan and Risk Assessment documents from the placing Social Worker.
5. A planning meeting must be held as soon as possible, and no later than 72 hours after the emergency admission.
6. All emergency admissions must be retrospectively considered / approved by The Children who are Disabled Resource Panel.