



ABC CARE LTD
Action Before Crisis

STABLE END

Statement of Purpose...

Introduction

“A Statement of Purpose is essential to any residential setting. It performs a task for those internal and external to the home. It is a connecting device.

- *It connects the needs of the child with the aims and objectives of the setting.*
- *It needs to connect the residential setting’s definition of good practice and the clear objectives through which that practice can be achieved.*
- *It connects policy with practice.*
- *It connects the quality and range of services provided. “*

ABC Care and Education Ltd

Since inception in 2006, a key function of ABC Care is to identify and then provide the most appropriate long-term care, interventions, risk management and ultimately post care planning for young people looked after.

Each of our 2 rural homes can accommodate up to 3 young people below the age of 18, some of whom may display Emotional & Behavioural Difficulties (EBD).

We are able to provide medium & long-term care, education & therapy.

While our preference is to welcome new young people as a planned placement, we do have appropriate systems in place to accept emergency referrals providing the referral paperwork & matching process is robust.

Director – Chris Kennedy

After raising my own family, I had a vision to set up a care home to support young people who have experienced adverse childhood experiences.

I am steadfast in my belief that our young people deserve the very best care, which is why I am exceptionally hands on. As well as being a joint director with my son, I am the Responsible Individual and Registered Manager for Birch Cottage.

I consult with many external professionals to ensure our young people receive a myriad of support.

As well as leading my staff team from the front, I am unapologetically bold in my approach for advocating children’s’ rights.

I can always be contacted on chris@abccare.co.uk or 01524 382474.

Regards,



C G Kennedy

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1 Quality and Purpose of Care

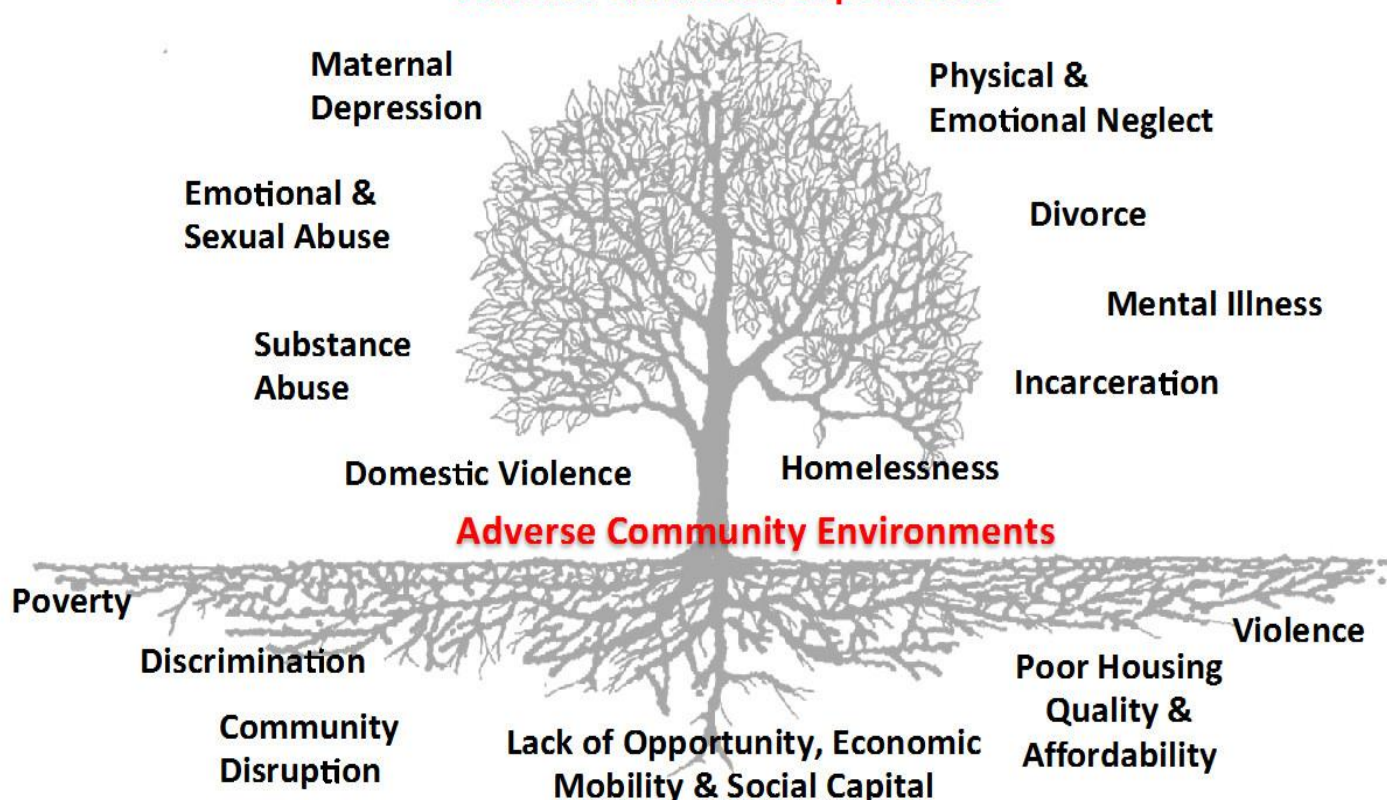
Young people referred to ABC Care and Education have often experienced multiple Adverse Childhood Experiences.

Statistically, anyone who has experience of 4 or more of these ACE's will live on average 20 years less.

This is a harrowing statistic that informs our reason for doing what we do.

The Pair of ACEs

Adverse Childhood Experiences



Ellis W. & Dietz W. BCR Framework. *Academic Peds* (2017).

Our young people will be aged 17 or below and may identify as male or female. Our young people often have emotional or behavioural difficulties (EBD). We have had a great deal of success with young people who are victims of, or at risk of Child Sexual Exploitation (CSE). The none-judgemental care we offer enables us to support young people questioning their sexual orientation and/or gender identity.

Formulation

In consultation with Child Clinical Psychologist Tim Atkin, ABC Care and Education conduct formulation meetings with key staff to inform practice.

A key function of ABC Care is to identify and then provide the most appropriate care, interventions, risk management and ultimately post care planning for the young person.

Formulation is an important part of this process, producing as it does an accessible understanding of the often-complex struggles of the young people in the context of their histories, families and lived experiences. Formulations are designed to inform effective plans for intervention, risk management and care.

A formulation is the essential link between three sets of understanding:

- (1) the troubled world and experience of the child,
- (2) the world of theory and evidence, and
- (3) what can be done for (1) using (2)

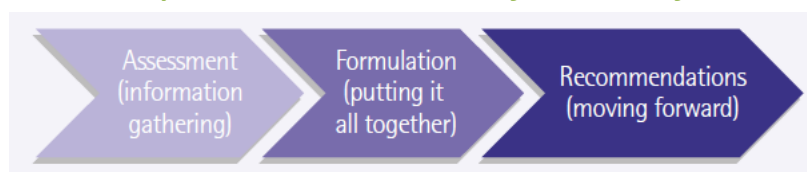
A formulation functions as a lens to define, focus, integrate and prioritise the information gathered from a thorough and comprehensive assessment into a clear, coherent understanding. It should clarify the central issues that led to a young person being judged to be appropriate for a placement at ABC Care. It enables the team to identify the key concerns without losing sight of the wider contexts.

As information is obtained from multiple perspectives and sources, a formulation can pull these together and should act as a starting point to plan intervention. It is not just a summary of the information provided but is integrated using the team's experience and diverse training, including (but not limited to) knowledge of theory, research and evidence. This can take into account the main models of childhood and problem development (and recovery models too) which can include behavioural, social learning, cognitive behavioural, relational, and systemic understandings amongst others. Most importantly, it provides an understanding of the **good reasons** a young person is experiencing difficulties in some if not all of these areas.

A good formulation

- Recognises the positive things, for example the strengths, resources and people they can call on for help.
- Points the way forward for positive change.

Within the initial 2 weeks following admission, a formulation team meeting will be scheduled, to take place within a maximum of 16 weeks after admission.



A copy of ABC Care and Education's 'Standard Operating Procedure for Psychological Formulation' is available on request.

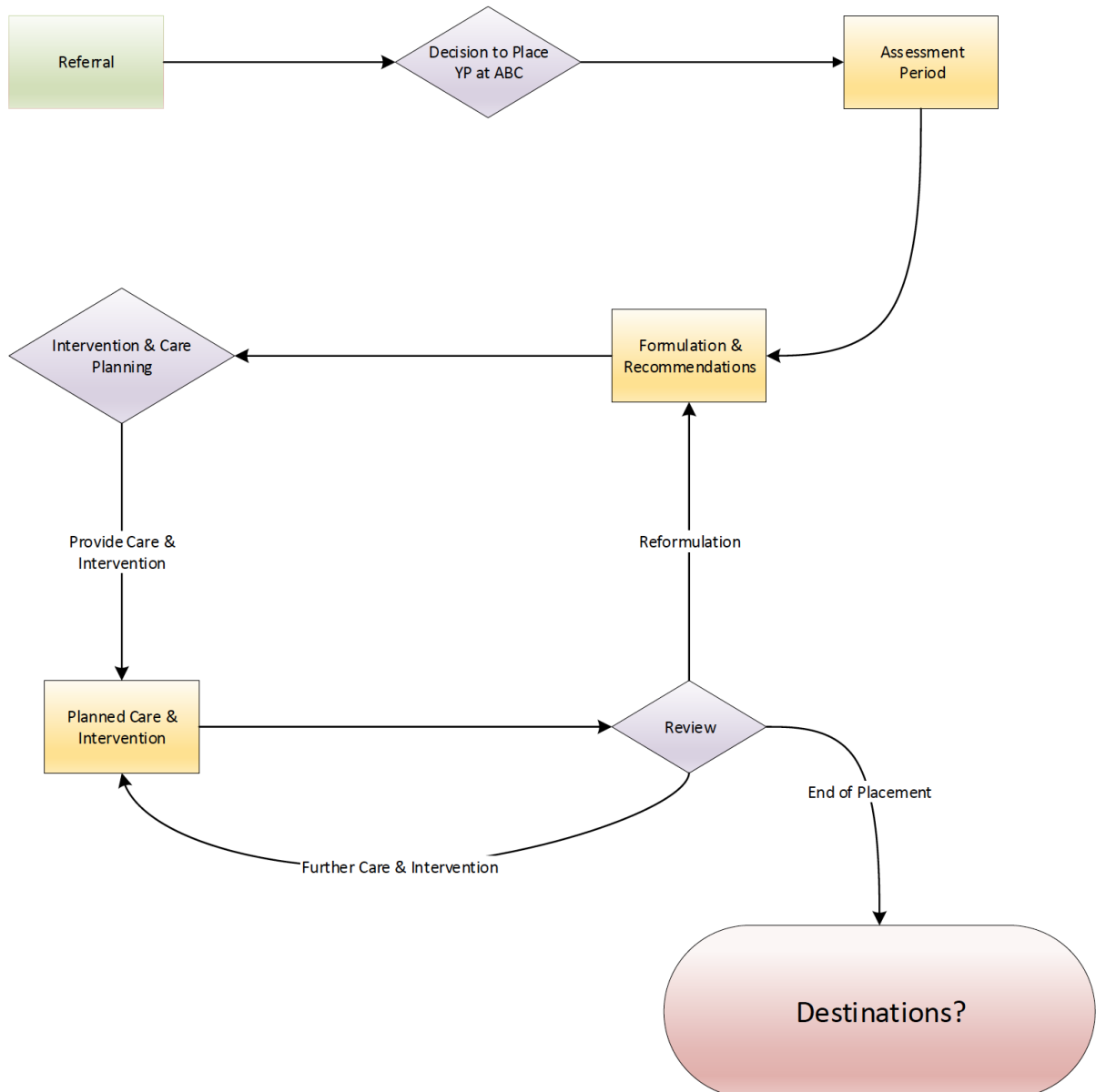
ABC Care Pathway

We believe there is no 'quick fix' for young people in residential care. Our young people deserve the opportunity to have a trusting team of professionals understand their core needs.

It is, for this reason, ABC Care and Education Ltd will not accept known short-term placements.

We anticipate our assessment period to be at least 12 weeks. It is during this assessment period we operate with 'safe uncertainty'. It is this safe uncertainty that allows us to never understand **too** quickly. We need time & space to build a relationship with the child. In order to account for why we're doing what we're doing, we need to understand what has happened to them & how it influences them to do the things they do. Only once we know our young people, can we then refer them for therapy.

In line with the needs of the young person we advocate & support whatever the best step-down plan from our care is.



Ethos

Young people deserve consistency, which is why, in 2015 ABC Care and Education Ltd committed to no longer using agency staff.

The staff team will work to ensure that the following ethos and values are an integral part of life at Stable End:

- All staff will work hard to provide stability, security and appropriate boundaries, allowing young people to thrive through feeling safe in their own environment.
- Our service will work in partnership with a range of services to form a holistic wraparound of care, education and therapy.
- Each child deserves to be recognised as an individual, with their own talents, strengths & abilities that we can nurture and support over time.
- We are ambitious and proactive with promoting their learning needs.

Home – Stable End



ABC Care and Education Ltd – Statement of Purpose (Stable End)

Stable End is a large home, situated in the midst of acres and acres of land. As a maximum we can support up to 3 young people.

The home comprises of a large farmhouse kitchen with a centre island & separate large dining area where the young people may enjoy mealtimes with the staff. The living room is homely, where all staff can sit & relax together.

There is a private space for education, however the young people often prefer the informal setting of the kitchen!

There are 3 bedrooms for young people and 2 for the staff, with staff sleeping facilities. We have risk assessed for a minimum of 1 staff member sleeping in for up to 2 young people in placement, and 2 staff members sleeping in with 3 young people or 1:1 support if agreed on placing, with the maximum of staff sleeping in being 2.

On the neighbouring land are horses, sheep and chickens & more!

We have lots of space to grow vegetables! Nearby is a riding school & activity centre.

Stable End is located within a primarily rural setting.

Our nearest town is the small town of Kendal, situated a few miles away. On discussion with local police, Kendal is a safe place to live with a low crime rate. Despite being rural, there is a great deal of different activities on offer for young people.

As a minimum we regularly keep in contact with local stakeholders such as:

- Local Missing Persons Coordinator
- Local Area Designated Safeguarding Officer
- Youth Offending Team
- Local Probation Trust
- Virtual School Team
- CAMHS
- LAC Nurse
- Local Fire Officer
- Local Parish Council

We provide Care which meets each child's needs and promotes their welfare, taking into account of the child's gender, religion, ethnicity, cultural and linguistic background, sexual identity, mental health, any disability, their assessed needs, previous experiences and any relevant plans.

Our young people have visited a wide variety of religious buildings, such as the local Buddhist Temple, Cathedral, Mosque, Synagogue etc.

We have strong ties with our local Youth Addaction team, who cover many topics from resilience to drug & alcohol misuse.

We have invited different guest speakers into our home to discuss a wide variety of topics varying from religion to sexual identity.

Complaint

While we will always do whatever we can to get it right however we do appreciate this may not always be the case.

Complaints can be made via Chris Kennedy/Christopher Kennedy – Directors/RI – by calling 0333 444 2273

A copy of ABC Care and Education's 'complaint policy' is available on abccare.co.uk. A copy can be provided by calling 0333 444 2273 or emailing enquiries@abccare.co.uk

***IF YOUR COMPLAINT IS ABOUT A CHILD AT RISK, PLEASE REPORT
THIS TO CUMBRIA SAFEGUARDING HUB:
Tel: 0333 240 1727***

Policy

ABC Care and Education believe each young person should be supported by a high level of care, which allows them the freedom to explore who they are.

As a standard young People do not require a staff member **present** with them at **all times**; this may be considered as a “restriction of liberty”. On occasions where closer supervision may be deemed necessary for the welfare of the child it must be documented and proportionately risk assessed with regular dates for reassessment. It is always a balance to ensure the young person has enough freedom to explore their individuality, while at the same time be able to safeguard them.

Our young people are supported with a minimum of 2 staff to 3 young people, only provided 1:1 support when agreed with the authorities.

Quite often staff ratio is much higher than this as our directors & education coordinator are on hand. As well as our young people receiving direct support from our staff, the following is also allocated for each young person:

- Time with our Education Coordinator
- Quality activity time spent with the young person
- Assessment & care planning time
- Keyworker sessions
- Young people's meetings
- Therapeutic sessions
- PSHE sessions
- Educational assessments
- Daily case recording
- Care planning meetings & professional supervisions
- Support from an advocate

Staffing is agreed and dependent on the young person's individual circumstances.

Depending on the needs of our young people, there are times when 2 young people may be supported during core hours by 1 member of staff unless agreed otherwise.

A copy of our child protection, safeguarding, behaviour management or staffing ratio policies are available by 0333 444 2273 or emailing enquiries@abccare.co.uk

2 Views, wishes and feelings

Ensuring children are heard

Young people are consistently encouraged and supported to make decisions about their lives as well as the ways in which Stable End is run. We do this in a variety of ways such as:

- Individual key worker sessions
- House meetings
- Quality assurance questionnaire
- Time with an independent visitor

We also try innovative & fun ways to gather their views such as ‘house take over weekends’ where the young people & staff swap roles to ‘walk a mile in the other persons shoes’. This provides so much insight into our policies / paperwork / behaviour management techniques etc.

Our young people have access to their own records where appropriate.

We seek their views for many things within the home, such as:

- Input in the menu
- Helping with the food shopping
- Activity planning
- Staff recruitment
 - Preparing questions to ask candidates
 - Sitting on the interview panel
 - Supporting the ‘Shadow Shift’

We aim to consult in ways that are sensitive to their individual needs and commensurate to their individual religious, ethnic, cultural and linguistic needs.

A copy of our Quality Assurance, Case Recording & Access to Records, Consultation policy or Involving Young People policy are available by calling 0333 444 2273 or emailing enquiries@abccare.co.uk

Anti-discriminatory practice

ABC Care and Education Ltd is committed to treating all members of staff and young people fairly and equitably regardless of race, colour, ethnic or national origin, gender, sexual orientation, age, religious or political beliefs, membership of professional associations or trade unions, disability, marital status, family responsibility and socio-economic standing or any other category where discrimination cannot be reasonably justified. ABC will ensure that no unjustifiable

requirements or conditions are imposed that could disadvantage individuals on any of the above grounds.

ABC Care and Education Ltd believes it must be proactive in promoting equality through the embracing, valuing and recognition of difference including cultural differences.

ABC Care and Education Ltd is committed to a wide-ranging Equalities Action Plan to tackle all facets of inequality and discrimination, to create genuine equality of opportunity and promote good relations between people of different groups. In realising these commitments, ABC expresses its opposition to all forms of discrimination and its intention to take positive action in promoting equality and justice for all.

A copy of our Equality, Diversity & Inclusion Policy is available by calling 0333 444 2273 or emailing enquiries@abccare.co.uk

Children's rights

The management and staff team at Stable End work in ways that are consistent with, and supportive to ABC Care and Education Ltd.'s Equal opportunity and Anti-Discriminatory policy, The Children's Act 1989, the UN convention on the Rights of the Child, the UN Convention on the Rights of Persons with Disabilities, the European Convention on Human Rights, the Equality Act 2010, the Human Rights Act 1998.

Our young people have the right to:

- Complaint
- Be treated fairly & with respect
- To have their wellbeing promoted i.e., health, clothing, food, warmth etc
- For friends & family to be made welcome in accordance with their care plan
- To be given chances and opportunities to thrive
- To have their views encouraged and considered
- To be supported with the religious choices in whatever domination they choose
- To expect choices whenever they are available
- To receive a high level of care which is planned and reviewed regularly
- To have the right of complain if they are unhappy with any aspect of their time with us
- To be included in, and have access, with the help of staff, to their daily documentation
- To have their own copy of any appropriate documentation, where appropriate.

All our young people are made aware of all professionals external of the home they can speak too, if they wish to raise any concerns/complaints. The young people are informed of the Children's commissioner, "Rachel de Souza", relevant information in regard to her role and responsibilities is discussed in our young people meetings and also shared in the young persons welcome booklet.

3 Education

Our other home, Birch Cottage is registered as an Independent School 888/6058. This is one of only 3 schools in the country to operate the way we do! Stable End can offer education through Birch Cottage, where appropriate.

Young people are at the heart of what we do. We aim to provide young people who have become disengaged with mainstream education an informal, safe, encouraging environment to support them to participate. Education can be seen as regimented, dictatorial and prescriptive and some young people do not fit in to this mould. We focus on achievement, whether that be academic or vocational and recognise that the definition of the word is an entirely personal experience.

ABC Care and Education offer an Educational Package that emphasises achievement and fluidity as well as actively seeking the young peoples' own educational objectives. Our package is consistently evolving as we believe in building what we offer around every young person, their needs and their talents.

Through getting to know the young person, their motivations and their interests we guide them into a specialised learning pathway with the aim to reignite a passion for learning and develop independence.

Our package caters for young people in key stages 3 & 4 with resources to offer comprehensive experiences both in and outside the classroom. Young people participate in a fulltime education timetable with support throughout. Our timetables consist of a mixture of E-Learning courses that meet the needs of the National Curriculum, various AQA challenges and other vocational opportunities with the overarching aim to gain nationally recognised accreditation that will support young people in further study.

We are steadfast in our belief that all young people should be given every opportunity to flourish and endeavour to find a way to provide them with a positive educational experience.

We are able to offer young people a 12-week reintegration package to build confidence & achievement within education.

Our ordinary Education Timetable runs from 9.30-15.30 Monday to Friday and each day is divided into 7 sessions.

In order to focus on achievement our education times may be fluid & extend past these times to better suit the needs of individual young people.

The timetable will also allow for extra-curricular activities, weekly educational trips and work experience.

4 Enjoyment and achievement

Sadly, our young people feel like they often missed out on the best bits of a childhood.

We've taken our young people on the most amazing activities, and we could list all of these incredible life changing activities from flying lessons to indoor skydiving, creative activities from pottery making to music festivals. However, the best activities are the ones that allow our young people to be children, where they belly laugh and smile. One where they know a human connection takes place to give them the enjoyment they deserve.

We are innovative in our approach for making our young people smile.

One memory that always sticks out was of a staff member, through tears, describing an off the cuff activity organised for a young 16-year-old boy. To put things into perspective, this young man was 6 foot, he'd joined us after having gang affiliation due to his vulnerability of wanting to feel wanted. During a random conversation, this young man had mentioned he had never been to feed the ducks. The staff member made it her mission to take him on this 'rite of passage'; she organised to take him to a lake with some food for the ducks. After much reluctance, the young man agreed. The staff member recounted in great detail how once he arrived, he was running up and down, belly laughing while feeding the ducks. As the ducks were surrounding him, he was giggling and smiling like a 6-year-old.

One of our young girls who was born in Slovakia had moved over to England when she was really young. As it was nearing Easter, she was feeling particularly homesick. Easter is quite a celebration in Slovakia. There is a tradition where the young girls are drenched with water (oblievačka) as it's believed to bring health & beauty. Unbeknownst to her, the staff had organised to wake her up early to do exactly that on Easter Monday! As she was being 'drenched' with water she was laughing & giggling, recounting some of her home traditions. After the drenching, the staff had organised a hidden clue Easter egg hunt & some traditional Slovakian Easter food!

It's always a sad time when one of our young people leave us, however nothing fills us with more pride than when we get to work with our young person & the authority to help move them onto independence. When one of our young girls was moving onto independence, we arranged a final joint activity to Alton towers for her to take loads of photos with the other young people. This was a lovely way for her to take away loads of photos as memories of her time with us & the other young people.

5 Health

Health Care

All young people with ABC Care are registered with external health professionals within 72 hours of placement, this includes:

- Local GP
- Dentist
- Opticians
- LAC Nurse

Therapy

The young people referred to us often have ‘good reasons’ to think the things they think, feel the way they feel & do the things they do.

As a dedicated team we know they deserve the space to explore these thoughts, feelings & actions.

We work with a variety of professionals who offer therapeutic intervention, including Child Clinical Psychologists, Speech & Language Therapists, Educational Psychologists, CAMHS etc.

We believe therapy is about so much more than a weekly session with a therapist. Therapy cannot happen in a vacuum and that young people make the most progress when the people around them can access support to help them understand their behaviour.

Our young people cannot begin to explore past trauma until they feel safe & cared for in a non-judgemental environment. A lot of the processing occurs after each session, which must be supported by a trusted adult.

We need time in order to build this trust and rapport.

Our ethos around therapy falls in line with About Children. It is through About Children we offer our young people the opportunity to engage with a therapist at a time that is right for them.

We anticipate this relationship starting no earlier than the 12th week of placement.

About Children

Often young people find it hard to put into words their feelings and this is where art, drama and play can help. It offers a safe indirect means of accessing their worries and helps them to find their own solutions.

Usually, an assessment of the young person’s therapeutic needs take place in the first 6-8 weeks of therapy. This helps to inform what the young person would most benefit from. Recommendations may be made for individual therapy; joint carer meeting and young person work or other work that may be sourced outside of

About Children.

The length of therapy depends on the needs of the young person and can be between 6 months and 2 years or more.

Our work is non-directive and child-centred which means we are led by the young person. We are trained to work with both verbal and non-verbal communication. Sometimes the young person is willing to share what they want to explore in therapy but more often than not they show us through their play, art and imagination. We are trained to help them make sense of their feelings and behaviours, but this can take time.

The nature of the work is confidential, but we share themes of the work with carers/professionals to help them better support their young person. For example, we would not talk about the aggressive fight scene they just played in the sand tray or the messy painting they made but we may share that the young person is working on issues around anger, loss and trust etc. All discussions of this nature would need to take place away from the young person.

As part of the therapeutic package, we offer and provide monthly support to the staff team around the young person. Through Therapeutic Support carers can express their concerns, frustrations or confusion, in a safe space to discuss things they think or feel about the young person and themselves as a carer. They will be heard in a non-judgmental and understanding way. We can then look at practical and emotional ways to support parents/carers, so that they feel confident in their abilities to support their young person.

- Weekly therapy session with the young person (50-60 minutes) at About Children
- Liaison with involved professionals
- Monthly Staff consultation meetings / support
- Attendance at Planning/Review Meetings
- Written Reports
 - Assessment Report
 - Review Reports (every twelve sessions)
 - Transition Reports
 - Conclusive Reports

Further details regarding 'About Children', including confirmation of Qualifications & Safeguarding checks are available via 0333 444 2273 or enquiries@abccare.co.uk

6 Positive Relationships

In order to help our young people, feel safe, it is important to build on their positive relationships & pro social contacts.

Quite often this includes building and re-establishing their family links. In partnership with the young person & social worker we will support and/or supervise any family contact.

The young person often sees their home as a safe place; therefore, we would not expect our young people to host family contact in their safe place when their previous experience of contact may not be a positive one. Therefore, at times contact has taken place in a neutral space such as a local restaurant, or where there are siblings visiting this may take place at a local farm or interactive play zone. Where appropriate, we have facilitated family therapy in order to work toward reunification.

We recognise our young people thrive when they have pro social contact with other peers. Therefore, we encourage a range of activities including youth clubs, drama clubs, cadets etc.

Building relationships are a key element of our young people's journeys. Through their life experiences, our young people may have missed out on positive relationships throughout their childhood, and this can impact the way they see others and how they feel supported. Within their time at the home, we look at ways and implement systems to ensure that positive relationships are developed and explored. Some of the ways we ensure this are by:

- Assign keyworkers to each young person
- Advocacy for the young person
- Giving the young people a forum to share their views with a wider audience (young people's meetings)
- Explore the young persons interests and implement structure and routines
- Promote and support positive contact / relationships with others
- Recognise and reward positive achievements
- Encourage growth and development through daily targets
- Promote learning and individuality
- Accountability through appropriate consequences, promoting responsibility and ownership for own actions
- Challenge our young people and provide external opportunities, whether this be for social or educational gain
- Role models- Promote positive practice and ensure our young people have positive influences in their life

Every young person who walks through our door at Stable end, deserves to know they are cared for and supported in every aspect of their life.

7 Protection of children

The home works in partnership with the local authority and police in relation to Child Protection/Safeguarding Procedures. The procedures are written and used jointly with the local authority and the home, which ensure that they are accessible and familiar to all the staff team.

The home has extensive and robust safeguarding policies to manage and protect children/young people, staff and visitors.

It is the policy of the organisation that bullying will not be tolerated under any circumstances and all care staff should be constantly vigilant in respect of bullying.

Significant numbers of children in our care are vulnerable to bullying due to past experiences in their lives and many others will bully other children as a means of protecting themselves.

All cases of bullying are regarded as Child Protection/Safeguarding issues and will be notified to the appropriate authority, who may offer advice or, dependent upon the severity of the bullying, take an active role in any intervention.

Ofsted will also be informed. Staff teams will regularly undertake risk assessments where the incidents of bullying are evident or suspected and take every step to reduce or resolve any acts of bullying. The home accepts responsibility for every child and young person in its care and will respond immediately to any situation of a young person being absent from the home without permission.

The home will ensure that care plans and relevant risk assessments are in place for all young people and where a young person is deemed to have history of being absent or assessed as being high risk of going absent, preventative measures will be considered and recorded within their individual plans.

The home will work in partnership with the placing and host authority, police and other relevant agencies and the young person to reduce the risk and frequency of periods of absence.

All staff are made aware of and do not exceed the measures they can take to prevent a young person from leaving the Home without permission under current legislation and government guidance.

Monitoring & Surveillance

In order to ensure the young people, remain safe during the hours of darkness there are electronic monitoring devices to monitor movement in shared areas within the home.

ABC Care and Education Ltd – Statement of Purpose (Stable End)

In conjunction with the agreement of the local authority and in line with current legislation, all Internet enabled devices & the shared Wi-Fi does have age-appropriate parental controls.

This network-based filter covers all internet-enabled devices connected via the router in the home – such as desktop computers, laptops, games consoles, smartphones and tablets.

Each & every device connected to the Wi-Fi network within our homes will run through BT Parental controls as a standard. This allows controls over the following categories:

- Pornography (Always restricted)
- Obscene and Tasteless
- Hate & Self-harm
- Drugs
- Alcohol and Tobacco
- Dating
- Nudity
- Weapons & Violence
- Gambling (Always restricted)
- Social Networking (*Social Networking is prohibited for every device between school hours*)
- Fashion and Beauty
- File Sharing (Always restricted)
- Games
- Media Streaming
- Search Engines
- Sex Education

It also allows specific websites to be blocked.

If young people are given access to the Wi-Fi network, we can ensure every device is unable to access inappropriate materials.

All devices are disconnected from the Wi-Fi network at 9:30pm as a standard.

Individual agreements are made with each young person; however, the internet can only be used for education & research purposes during education hours.

Behavioural Support

As a general rule, restraint of any young person is not acceptable and is rarely used and only if the young person is at risk of harming themselves or others.

All staff will conduct Team-Teach training which is accredited by the British Institute of Learning Disabilities and is affiliated to The General Services Association.

The aim is to promote the least intrusive positive handling strategy and a continuum of gradual and graded techniques, with an emphasis and preference for the use of verbal, non-verbal de-escalation strategies being used and exhausted before positive handling strategies are utilised. If restraint is used, then all staff will abide by guidelines taught to them through Team Teach.

After any restraint the young person is offered medical attention and the opportunity to 'debrief' and reflect on the incident. The manager will analyse all physical interventions and incidents to identify patterns and trends. The staff team within Stable End will be Team Teach Trained.

We provide training to Intermediate level.
We do not condone taking young people to the ground.

If a young person takes themselves to the ground, they must be released straight away. Every young person has the right of complaint and must be asked if they want to make a complaint about the physical intervention they were involved with. Every young person should feel the intervention was fair and just.

The staff team within Stable End believe that methods of control, physical intervention and discipline can only have the desired impact within the context of positive relationships existing between staff and young people. Communication, negotiation and mediation are important skills that the team will use to help young people to address inappropriate behaviour. Within this overall context, the emphasis and aim of the team is to promote, acknowledge and reward positive behaviour.

A young person must not be given a sanction or measure of control for being involved in a physical intervention or missing from home episode.

Where appropriate it should always be explained to a young person, why certain behaviours may be classed as unacceptable or inappropriate. The young person must feel the sanction or measure of control is fair and just.

A copy of our child protection, safeguarding or Internet & Media Use policies are available by calling 0333 444 2273 or emailing enquiries@abccare.co.uk

8 Leadership and Management

Registered Provider:

ABC Care and Education Ltd
5 Leyburn Road
Lancaster
Lancashire
LA1 2HZ

ABC Care and Education Ltd was registered in England, as a company in Dec 2006. Our company registration is **06035257**.

Telephone Number: 0333 444 2273
Email: enquiries@abccare.co.uk
Website: www.abccare.co.uk

Responsible Individual: Chris G. Kennedy

Registered Manager: Jenna Treeby

Our accounts are maintained and audited by:

Accounts Matters Ltd
7-1-10 Cameron House
White Cross
Lancaster
Lancashire
LA1 4XF

ABC Care and Education Ltd receive expert advice, support and protection in employment law and human resources from Gail Escolme.

Manager – Jenna Treeby

Working with children who have come from a disadvantaged background is a huge passion of mine. I feel strongly about building positive relationships with young people in order to give them stability and guidance.

I have an extremely outgoing and lively personality, and I thrive from being in an environment that challenges me - working with young people tests my strengths and weaknesses. On many occasions I have had to change and adapt my practice.

I am a creative person and use my creativity to do activities with young people to stimulate them and allow him to try new things. I push boundaries with them, educationally and recreationally in order to challenge them with the end goal of helping them experience everything they possibly can within their reach.

Working in this role helps strengthen and progress my personal growth, allowing me to push my boundaries to fulfil my full potential. I enjoy enabling my staff team to do the same.

I have a keen interest in therapy, including a solid understanding through my own personal development.

Staffing

We work on a minimum of 2 staff to 3 young people. We have risk assessed for a minimum of 1 staff member sleeping in when 2 young people are in placement, and 2 staff members sleeping in with 2 or more young people, however if agreed when placing a child, 1:1 support throughout waking hours can be in place.

The Manager & Deputy Manager have flexible working arrangement to ensure there is always management support for the staff team.

Our management can always ensure there is consistency for our young people by covering the rota during any unplanned absence.

This is one of the ways we are able to ensure we do not use temporary agency staff.

The team offers a diverse range of gender, age, culture & experience. We have a good mix of both male and female staff to ensure our young people have positive role models of both sexes.

The staff team may increase or decrease depending on the number of young people accommodated at the home & depending on their needs.

We will ensure the number of staff and overall competence of staff, both as a staff team and on an individual shifts, is satisfactory to fulfil the homes statement of purpose, the care plans, placement plans and needs of the individual children within the home.

The staff employed have undergone an Enhanced Disclosure and Barring Service check. Every member of staff has provided proof of identity by showing passport/ birth certificate, a full employment history check, certificates of qualifications and a minimum of two references, one from their most recent employer and one-character reference which are all checked verbally for validity. All staff must explain and gaps within their employment history

Staff are selected for their ability to deal with the young person's emotional behavioural disorders in a professional, caring manner and that they have the necessary interpersonal skills to talk with children in a calming, diplomatic, understanding way, taking into account their individual beliefs, thoughts and practices. We work with the young people in a non-institutionalised manner, setting boundaries that are achievable without being too hard. We believe young people only grow and mature if they are allowed to take calculated risks, taking on more responsibility for their own lives and behaviour.

Staff will receive induction training regarding our policies and procedures with particular detail to safeguarding and other protection issues, avoidance of confrontation and confidentiality.

Supervision is a vital part of supporting, managing and developing the staff team. All staff newly employed by ABC Care and Education are subject to our probationary period. It is statutory requirements that staff both receive and take part in the supervision process. Supervision is provided by the Manager and senior residential social workers.

Training

Prior to working within the home, all new staff receives Induction training, which includes safeguarding, fire safety, health and safety, medication, food hygiene etc.

Each member of staff will receive approximately 48 hours training throughout the year in some cases additional training will be provided to ensure competency levels are maintained at the highest standard. Training needs will be discussed, agreed and monitored through the supervision and appraisal process. These are recorded in a Personal Development Plan, which is part of the Performance Appraisal system.

Following this they embark on a training Induction programme. Staff receive training in First Aid, Record Keeping, Safeguarding and protection of children, CSE, Physical Intervention and nutrition and hydration and Equality & Diversity. All staff receive individual supervision sessions and have team meetings on a regular basis.

Following Induction Training, all staff embark on Diploma Level 3 training in “Caring for Children and Young People”. Those staff that have already acquired Diploma Level 3 training will have the opportunity to embark on further education courses.

ABC Care and Education Ltd is committed to ensuring that our staff are appropriately trained and are allowed to reach their true potential in the workplace.

Staff will receive additional on-going training through supervision, internal staff meetings and formal discussions. The manager and staff team recognise training is an on-going evolving process which requires commitment to learning.

Development

We believe staff development is a two-way process. In order to offer a better level of care we must constantly strive to develop our staff in new areas. While we do have mandatory training for all staff, we expect all of our staff members to lead their own development, which ABC Care and Education Ltd will fully support. We hire a dynamic range of staff and support personal development which will contribute to the success of the young people, and the business as a whole.

Staff are supported with their personal development through different mediums such as:

Induction Training
Supervision

Team Meetings

Key-Worker Sessions which includes working with young people, staff and or families or guardians.

Multi agency meetings

Joint working with other professionals such as YOT, police, families, guardians Ofsted.

Additional duties and responsibilities may be delegated to support competency levels as team members show improvement within the workplace

It is our priority at Stable End to ensure all young people have every possible opportunity to realise and fulfil their individual potential. It is our goal to support, assist, nurture and encourage young people to reach their dreams and ambitions. Through positive and professional relationships, we will help young people design and build their own pathways to a successful future.

All our managers are expected to hold a minimum Level 5 qualification in Management. Managers who do not hold this qualification are enrolled onto this course after successful completion of their Registered Manager Interview with Ofsted.

Regulation 44 Visitor

We are keen to ensure we hold the highest standards for Quality Assurance, Care and transparency. We have consulted with an external professional called Mark Swanston through NYAS. Mark has accepted our request to conduct independent Regulation 44 visits for our homes. As an independent visitor he will report on how effectively each home safeguards our children and how well we promote their wellbeing. He will examine and scrutinise the way the home is managed, and the quality of care provided.

Mark Swanston

“I am an OFSTED Registered manager with over 10 years’ experience in providing provision of support for Children and Young people with learning Disabilities and complex needs. The home I manage is rated “Outstanding” and I want to support others to provide the best possible services for Children and Young people.”

Mark holds Diplomas level 3 and 5 in working with Children and young people, Mark also holds an ILM Level 3 award in line management. Mark was recruited through NYAS and since 2010 NYAS have been supporting private and local authority residential homes across England and Wales, offering a professional, effective, and reliable independent visiting service.

A copy of our staffing or Recruitment & Selection policies are available by calling 0333 444 2273 or emailing enquiries@abccare.co.uk

Staff Details

Post	Qualification and Experience
<p>Jenna Treeby Registered Manager</p>	<p>Diploma Level 5 in Leadership for Health and Social Care – (Awaiting certification), NVQ level 3 in Supervision, catering, hospitality and management, Life-Guard Cert, Safeguarding and BTEC National Diploma in Advanced Counselling, NVQ Level 3 in Residential Childcare and Young People, Jenna has worked within different retail outlets before moving into the care industry in August 2013. During this time, she has worked with young people with learning difficulties and emotional behavioural difficulties.</p>
<p>Lauren Burrow Deputy Manager</p>	<p>Lauren previously worked as a kitchen assistant and assistant cook. Lauren made the choice just over 5 years ago to work with young people who display emotional behavioural difficulties. A reliable, hardworking, and highly motivated person who enjoys a challenge. Lauren has completed her Level 3 BTEC Diploma for residential Childcare.</p>
<p>Gill Assitt Senior Residential Worker</p>	<p>Gill has worked in the industry for over 15 years, Gill has gained a wealth of experience during this time .Over the years Gill has completed training relevant to her role which includes The Diploma Level 5 in Leadership for Health and Social Care CYP Services and CYP Residential Management. Following a tough period in the last year of caring for her parents, Gill has returned from Furlough and has stepped down from her Operations manager position at ABC care and chosen to be on the front line and work back alongside the young people, this step down allows Gill to balance her responsibilities of work and home life.</p>
<p>Joanna White Casual RCW</p>	<p>Joanna has vast experience within the education setting and recently took early retirement from her teaching post in a community academy where she taught French and Spanish successfully to G.C.S.E. level for several years. Joanna’s classes obtained incredibly good examination results and she was selected to attend an Outstanding Teacher Programme. This helped to develop her skills further and bring them to the classroom.</p>
<p>Rosie Galloway Casual support worker</p>	<p>Rosie has been working with younger people for the past eight years, in youth groups and afterschool clubs, and has been working in residential for the past two years in residential care. Rosie has completed her Level 3 BTEC Diploma for residential Childcare.</p>
<p>Zakaria Rhiyouch Support worker</p>	<p>Zakaria is new to the industry, however his passion and previous life experiences have led him to wanting a career helping others. Zakaria has worked for the most part of his career in the Hospitality trade and has developed a vast number of transferable skills, which will assist him within his role. Zakaria’s approachable personality and caring nature is a welcome addition to the team.</p>

<p>Emma Galloway Senior Residential support worker</p>	<p>Emma originally joined the team as a Casual member of staff, however within weeks of working at ABC, Emma’s passion and enthusiasm for her role has led her to join full time. Emma is a highly focused, dedicated, and conscientious worker, with both personal and professional experience within the care sector and as a customer service provider. Though Emma primarily has experience working with vulnerable adults, Emma also has experience working as part of a multi-disciplinary team to create and tailor care plans to the needs of individuals across all age groups and with varying needs.</p>
<p>Dhilip Jayapalu Residential support worker</p>	<p>Dhilip has a history of developing programmes and implementing projects to assist others with their mental health. Dhilip has practiced as a life and mindfulness coach, developing, and managing systems to help train and coach adults of all ages. Dhilip has volunteered throughout his career and offered support for others from disadvantaged backgrounds. Dhilip originates from India and the wealth of experience he can share with the team and young people is a welcomed addition to the team.</p>

9 Care Planning

We will offer a placement to a young person if, after reading the reports, we genuinely believe we can provide a safe, caring environment for that person and can address, with some success, their needs. If we believed we couldn’t appropriately meet the needs of the young person, we would never offer a placement and give the placing authority clear reasons as to why we felt unable to do so.

All young people who move into Stable End are carefully planned through our matching process. We complete an impact risk assessment which is shared with the placing authority. We take into consideration the young person’s age, likes, dislikes, behaviour, and personal needs. We assess a percentage for potential success in matching the needs of the young person with our current young people in placement and the staff team. We do this because we want our young people to thrive within a homely family environment. We have further discussions with the placing authority to ensure there is a robust matching process undertaken. If after completing the aforementioned it is deemed appropriate for the young person to move into placement the following is completed:

1. Young Person’s social worker is contacted to arrange a pre-admission meeting and to ensure that all appropriate information regarding the young person is forwarded to ABC Care and education Ltd. This information should include educational reports, psychological assessments, social history, court proceedings and present situation regarding the young person i.e., CAMHS assessments, psychological assessments etc.

2. If applicable, a manager or staff member will visit the young person at their current placement to discuss the possibility of a placement and to answer any questions the young person might wish to ask.
3. The social worker should be invited to visit the house, before admission, to ensure the placement and environment is suitable in meeting the young person's needs.
4. The young person should have the opportunity to visit the placement before admission to meet the staff group and ask any questions regarding his/her placement with us.
5. A pre-admission meeting will be held between the Placing Authority and ABC Care and Education Ltd to discuss an initial "Care Plan "for the young person and an agreement reached regarding the placement's desired outcomes.
6. ABC Care and Education Ltd will submit to the placing authority a copy of their "Service Agreement" which sets out the terms and conditions of service provision.
7. The placing authority must provide an updated Placement Information Record (PIR)

At times we understand it may be necessary to accept a young person as an emergency admission. Under these circumstances we will conduct as much of the same procedure as our planned process. We will match the young person against any young people currently within placement and conduct all relevant risk assessments to safeguard the young person coming into placement as well as the young people currently in placement.

Using Formulation to guide our care planning we are able review all placements.

Existing young people are consulted about potential referrals through house meetings & key worker sessions.

S.O.P updated 07.10.2021