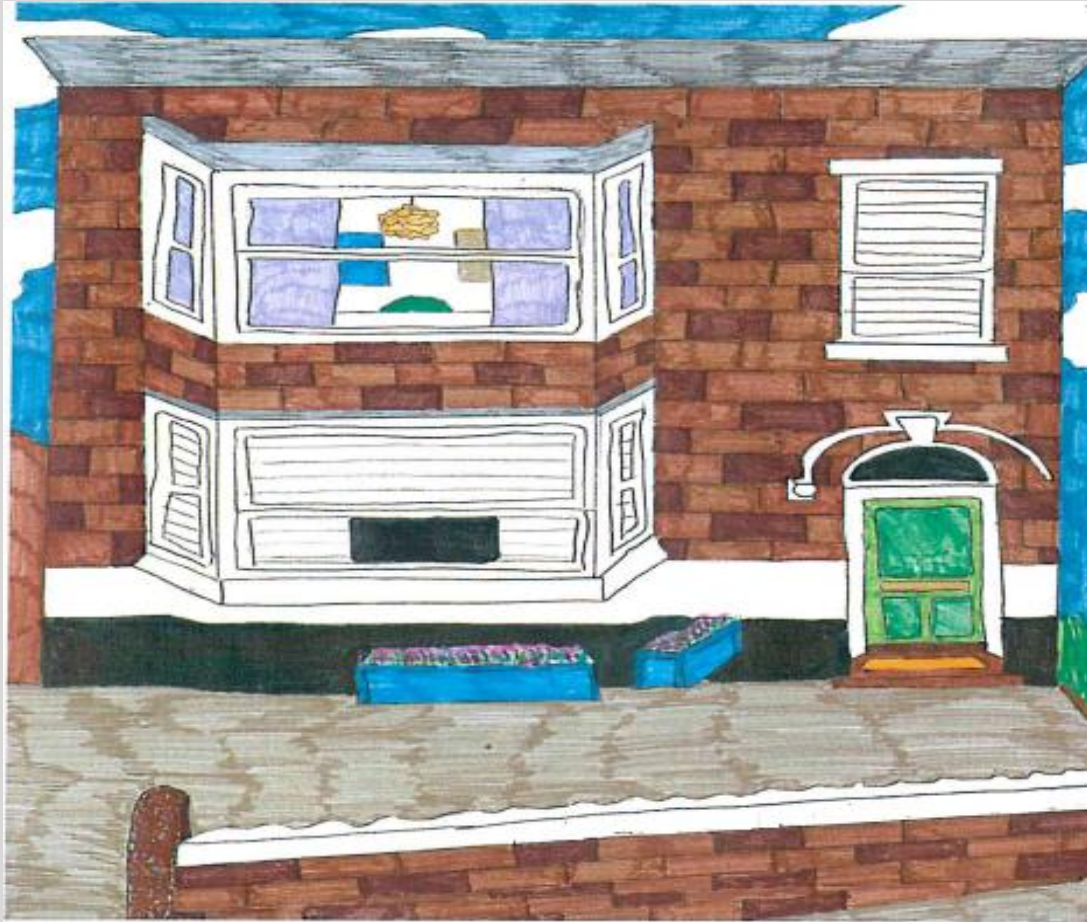




homes²inspire
empowering young people



EVANS
Statement of Purpose
and Function

Registered Provider

Evans House is operated by Homes2Inspire Limited

Telephone: 0115 9820890

Website: www.homes2inspire.co.uk

Registration Number: 1254864

- May only provide care and accommodation for up to 3 children or young people
- We are registered to provide accommodation for children and young people Emotional and Behavioural Difficulties (EBD).

Reviewed: 07.06.17



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1. Quality and Purpose of Care at Evans House

The main purpose of placing children and/or young people with the staff team at Evans House is to integrate them into the community and, without prejudice or stigma, address the behaviours and attitudes that have made life difficult for them in the past.

We are registered as a provider of care for children/young people who are experiencing emotional and behavioural difficulties. The staff are committed to raising awareness and self-esteem of the children and young people in our care. Our aim is to respond positively to suitable behaviours and develop appropriate strategies to challenge inappropriate behaviour. There are a number of external agencies that are used to aid this process when necessary.

Working in partnership with each child, their families and other professionals, we endeavour to enhance each child's levels of self-esteem by creating and maximising safe opportunities in which to learn, develop and realise appropriate degrees of self-determination. This partnership work is focussed around placement plans which will inform future permanence. Where it is possible we aim to achieve family reunification, but when that is not an option we work towards other preferred choices.

***The ethos and philosophy behind our children's homes is
"Empowering Growth & Potential"***

Statement of care:

Evans House is where "Help children achieve more" and quality is key. We work in collaboration with our young people, parents and professionals to ensure that all young people thrive and achieve positive outcomes.

We pride ourselves on having a committed and diverse staff team who have created a friendly and homely environment, where our young people flourish-becoming independent and confident in themselves and everything they do.

a. A description of Evans House

Evans House is a five bedroom semi-detached house situated in the West Bridgford area of Nottingham. The home has three stories, consisting of a high quality decorated lounge and dining room, fitted kitchen, three young people's bedrooms, which can be tailored to the young person's personal taste, and two staff rooms. The young people and staff share two toilets and a bathroom which also has a shower. There is a small paved area at the front of the house and to the rear is a concreted area and double garage. There is garden furniture and various pots with shrubs and plants located around the outside of the house in the two back yards.

Cooking and washing facilities are accessible to all the children and young people resident in the home and they are actively encouraged to prepare food and when appropriate wash their own clothes. There is an education room for the young people, which also doubles up as a private space for them to make/receive telephone calls. Evans House has access to broadband internet and the Education room is equipped with a PC and an extensive range of educational materials. Each young person has a double bedroom to which they and the staff on shift both hold a key. The young people are given the opportunity to choose colour schemes for their bedroom. Furniture is regularly checked and maintained in good order.

Evans House has a homely feel with a small, friendly and welcoming staff team who enjoy arranging and participating in outings and family visits. We have a house car but as a team we try and encourage the use of public transport as much as possible in order to encourage and promote independence and confidence in getting to know Nottingham, with staff supervision if necessary.

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 organization, which ensure that they are accessible and familiar to all the care staff team.

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



b. The surrounding area

The home is situated in a largely residential area of Nottingham and is approximately one mile from the city Centre which can be reached by a regular bus service. There are several local shops within walking distance and a large supermarket is a short drive away. There are many amenities in the local area such as two football grounds, a cricket ground, a large embankment with cycle path by the river Trent, walks along the canal paths and a large park with a skate board area plus football and rugby fields.

There is also a Water Sports centre and horse riding centre in the local area. Further afield there are also Theme Parks and Zoos which are within a short drive. The City is a short bicycle ride or walk away and contains a variety of shops, restaurants, entertainment facilities such as Cinemas and Ice Skating.

Close by is a nature reserve, and there are various major parks and tourist attractions, as well as educational excursions such as trips to Nottingham Castle which are easily arranged.

More adventurous activities such as Go Ape High-Wire Adventure Course, indoor rock-climbing, indoor skiing and sledging are also available, subject to relevant risk assessments.

c. Equality diversity and Inclusivity

Ethnic identity is recognized by all carers within Homes2Inspire; we meet the needs of children from all groups in the community and show understanding, awareness and sensitivity towards all children and young people. We also recognize the sense of self identity and pride that one's culture, race and religion can provide. As carers, we are open to acknowledging that a child from an ethnic minority group is likely to be in the minority in both the home environment and in other community settings.

The care team has a clear understanding, at the point of admission, of the religious and cultural background of the child or young person. All efforts should be made to continue the child's religious observance and this is taken into account when designing the Care Plan. The home has an equality, diversity and inclusivity policy which states; 'All people shall be treated equally, regardless of their gender, ethnic origin, nationality, colour, religion, marital status, sexual orientation, disability or offending background, unless unequal or different can be shown to be justified and is appropriate'.

The placement criteria and procedures will be regularly reviewed to ensure that children and young people are selected and treated on the basis of their needs and abilities. They will be given equal opportunities and, where appropriate and possible, special assistance. Contacts within the local community with young groups, places of worship, etc. should be encouraged to allow the child or young person to continue in their particular faith. Where possible and appropriate, the child or young person could attend religious services with their family. Attention should be given to each child's/ young people recreational needs and wishes in accordance with their religious, racial and cultural background.

The home has an equality, diversity and inclusivity policy which states;

“All people shall be treated equally, regardless of their gender, ethnic origin, nationality, colour, religion, marital status, sexual orientation, disability or offending background, unless unequal or different can be shown to be justified and is appropriate”.

d. Who to contact if you have a complaint

We have a clear policy and procedure for managing comments and complaints. In circumstances when anyone may become unhappy with the services or support they are receiving, we actively encourage their use of our complaints system.

All complaints are taken seriously. Homes2inspire will always ensure that all complaints are verified and dealt with according to our complaints policy. All residents will have a right to be represented by their elected advocate if they wish. On admission all young people will be given a young person guide which has guidance on how to raise a complaint. We will ensure this information is provided in a format which aids understanding. Significant family members and placing social worker will also be given these documents. A copy of the homes complaints procedure is readily available to all young people and their families including placing authorities. Complaints may also be raised externally with external bodies as desired. The complaints process is made freely available within the service.

If neighbours, members of the public would like to consider making a complaint this can be done using referrals@homes2inspire.co.uk or they can simply call the Referral line: 07841966439 where a manager can assist with concerns on a 24 hour service.

A copy of the homes complaints procedure can be obtained from either the home Registered Manager or from the allocated Regional Manager. Complainants are also advised of their right to complain to Ofsted.



2. Views and feelings

a. How we consult children about the quality of care they receive at Evans House

Children and young people have 'rights' in every aspect of the care they receive at the home. These rights are protected through various policies and procedures. All young people in our care deserve a say in how we operate the home, these views will be considered in the development of the home. They each have a right to 'air their views' and to understand the rules of conduct and behaviour so that everyone enjoys their stay.

We consult by:

- Always listening to children/ young people, trying to understand their needs, views and concerns by way of having individual key work sessions.
- Holding regular meetings where everyone can contribute and make suggestions.
- Seeking views either through one to one sessions or through anonymous questionnaires and quality audits.
- Regular management consultation with all young people, in addition to advocacy and independent visitors.
- Children and young people living in our home are encouraged to discuss any aspect of their care, anytime, with a member of staff of their choice.

We believe that each resident in our care has fundamental right to:

- Be regarded as an individual
- Be cared for by people who are capable of understanding their needs
- Be treated equally
- Receive respect and understanding regarding cultural, religious and spiritual beliefs
- Receive an education which enhances life prospects in every respect
- Receive prompt attention in relation to all healthcare needs
- Be informed about all important decisions that affects the residents and to have a say
- Be informed about all important decisions that affects the resident and have a say
- Be afforded privacy for each resident and his/her belongings
- Have the opportunity to think independently and make his/her own choices
- Complain about anything that is felt to be unfair or unjust and to have that complained listened and responded to
- Develop and nurture lasting friendships and contacts within and outside the home.

3. Education

The home recognises that Education, in all of its forms, is the cornerstone of personal growth and development. All our children will be actively encouraged to partake of formal and informal educational opportunities appropriate to their need(s). It is not uncommon for our children to have a history of poor attendance or exclusion from school following family trauma.

In order to maximise our children/young people's opportunities to achieve, the home works in partnership with an education engagement coordinator employed by Homes2inspire education department who provide direct one to one support for all our children in terms of admission to schools and on-going support. In this, they are supported by keyworkers at the home, Social Workers, Special Needs Services, Educational Psychologists, Area Education Officers, parents (or those with Parental responsibility) and most importantly, the children.

At Evans House, all efforts will be made at the active planning stage for admission to secure an education provision for the child.

All children will receive encouragement and assistance from home staff to attend regularly and educational achievements will be celebrated.

Keyworkers at the home will support their children in terms of resolving any issues and/or difficulties with the school, transport, uniform and equipment purchases attend school functions, parent's evenings and provide the conduit for information shared between the home and school.

Evans House has a dedicated 'study' area for use by all children, complete with appropriate learning equipment, computer with internet facilities and books. In addition, each child has the facility for further private study in their own bedroom which is furnished with a desk, chair, stationary and books.

4. Enjoyment and achievement

Children and young people take part in age appropriate peer activities as agreed with the home's staff in a way similar to how a reasonable parent might reach agreement with their children; taking into account the framework of the placement plan decision making and any risk assessment of the risk to the child.

Interest shown in other past-times will be recognized, engagement with local charity events and organizations which enable the children and young people to make positive contributions to the wider community will be encouraged.

All children and young people will be given the opportunity to take part in an annual holiday organised by the home. This will normally be within Britain and will be arranged as appropriate to the children's needs.



5. Health

The home will promote the good health and well-being of all young people throughout their stay and will ensure that each person's physical, emotional and health needs are met at all times. Young people will be provided with guidance, advice and support on health and personal care issues.

As part of the admission process, staff works in partnership with parents and others to ensure that every child is registered with a local GP, dentist and optician and that arrangements are made for necessary visits and periodic tests.

Those holding parental responsibility will need to provide consent for the administration of medications and drugs. Thereafter decisions about who will be responsible for administering or consenting to emergency medical treatment will be taken after consultations with medical professionals, and those with parental responsibility. Staff will record all details of such visits on individual records, including treatment and medication details.

At Evans House all medications (including non-prescribed) are stored in locked receptacles, are recorded on individual medical records held at the home, All children at Evans House can access direct specialist therapeutic and counseling services from local Health CAMHS service. All care staff at Evans House shares a common responsibility to promote the health and welfare of all accommodated children.

6. Positive relationships

We work closely with Social Workers in order to maximize the opportunities to be gained by the child or young person in our care.

It is expected that Social Workers maintain regular contact with young people via visits and telephone calls.

Our staff will work towards helping young people to liaise with their Social Worker and will encourage them to attend all meetings involving decisions about their future.

There is no restriction on visits or telephone contact between young people and Social Workers. Copies of all reports, including significant incident reports and placement reports, will be sent to the appropriate Social Worker, in order to maintain a positive working relationship.

The parents of young people, other family members, legal guardians and significant others will be encouraged to participate in all aspects of the general welfare of the young person (where appropriate). The degree of involvement will obviously vary from individual to individual and there will be varying degrees of difficulty in each case, for example.

7. Protection of children

Home Managers are responsible for ensuring that all incidents involving harm or risk to a child or young person in the organization's care are reported promptly to the local Child Protection/Safeguarding team and Ofsted. This includes incidents, which may have occurred (or are alleged to have occurred) whilst the child or your person is away from the house, at school or home leave visits, etc.

It is the policy of the organization 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.

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 organisation, which ensure that they are accessible and familiar to all the care staff team.

The home has extensive and robust safeguarding policies to manage and protect children/young people, staff and visitors. Home managers are responsible for ensuring that all incidents involving harm or risk to a child or young person in the organisation's care are reported promptly to the local Child Protection/Safeguarding team and Ofsted. This includes incidents, which may have occurred (or are alleged to have occurred) whilst the child or your person is away from the house, at school or home leave visits, etc. 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.

As a corporate parent, the home is entitled (and required) to view any instance of absence as potentially serious and will undertake a series of escalating actions geared towards returning the young person to the safety and comfort of the home.

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.

a. How to access child protection policy and behavioural policy for Evans House

The safeguarding policies and behaviour policy are available at Evans House for families, professionals etc. to access. They are also available on our links at referrals@homes2inspire.co.uk www.homes2inspire.co.uk

b. Our approach to behavioural support at Evans House



At Evans House every child or young person's Social Worker will be expected to attend a planning meeting within 72 hours of the child's admission in order to ascertain that this is the correct placement for the child/young person and for the children/young people currently in placement. The meeting will also present the opportunity to discuss the Care and Behaviour Management plan.

The home will strive to establish and maintain acceptable levels of behaviour by everyone at all times. Where behaviour falls below the standards expected, this will be discussed with the young person(s) concerned and educative action implemented.

The home follows a therapeutic approach to behaviour management and will apply firm, fair and consistent principles in the application of the home policy.

All sanctions and reparations will comply and documented within the guidance and principles set out in legislation. Staff will set and maintain safe, consistent and understandable boundaries for young people in relation to acceptable behaviour. Unacceptable behaviour will be responded to with clear, fair, constructive and acceptable disciplinary measures approved by the Registered Manager.

Staff will exercise physical intervention of a young person only when other less intrusive methods have been attempted or considered, and only in extreme situations. Staff will be properly trained in how to exercise physical restraint (safe and sound) accredited by BILD safely and without inflicting pain or discomfort. The method of restraint used in the Home is fully compliant with the requirements of the Children's Homes Regulations Quality Standards 2015.

All occasions in which a young person is restrained, physically, will be recorded in accordance with the policy. It may only be used when a young person's behaviour poses a threat of imminent, serious physical

harm to self and/or others, or serious damage to property of any person (including young person involved) (Children's Homes Regulations 2015/ Quality Standards: Regulation 22).

British Institute of Learning Disabilities (BILD) Approved Physical intervention techniques will be taught to all Residential staff prior to their commencing employment in the Home during the initial training course, this is a 4 day intensive course delivered by approved instructors. The instructors continually assess candidates throughout the course with over all pass or fail judgement.

All staff that have completed the training will undergo refresher training at 12 months intervals or if they require extra training or support in the restraint techniques. The training course will also be assessed to monitor staffs competence in content of delivery. The staffs in the homes are trained in managing young people behaviour to help minimise the use of restraint to young people.

All young people within 'homes2inspire children's homes have an individual risk assessment to state the amount of monitoring and observations each young person's requires within the home and the community. The dynamics of the peer group at the time will also be contributing factor, considering potential risks. The monitoring and observations of the young people will also be dependent of factors such as age, independence, social skills, risk, offending behavior and identity.

The home may have to change factors to safeguard young people at the home and follow instructions from external resources such as court sentences, police bail, multi-disciplinary teams and Section 20 family agreements.

Each young person accommodated have the right to privacy so are able to have free time in own bedrooms and bathrooms, each of these with self-lockable doors which staff are able to access should an emergency or concern arise.

The home has a lone working risk assessment for staffing in addition to the lone working policy that staff are aware of prior to working with young people.

Evans House is registered to home a maximum of 3 young people with a minimum of two members of staff unless a risk assessment or requirement dictates increased staffing. During the night at Evans House two members of staff sleep in the house. An electronic door monitoring system at Evans House alerts the staff at Night if any of the bedrooms, front door and back door has been opened. The young people's bedrooms and the back door also have alarms on them for the safety of young people in the home during the night. These can be operated individually if required.

Evans House is working collaboratively with Nottingham City Council and Nottinghamshire County Council to Provide the best possible placement for every child and young person, based upon their assessed needs, wishes and feelings. We have a contract agreement with the named authorities to ensure that children and young people are offered a differentiated service according to their identified social, emotional and cultural needs. This partnership approach will ensure joint ownership of objectives and targets that will drive improvements promote innovation and thus enable children and young people to aspire to achieve their full potential.



8. The fire precautions and associated emergency procedures for Evans House

Evans House is regularly inspected by the health and safety manager and meets all the requirements, which have been outlined for the safety and security of all residents and staff. This includes the preparation of fire risk assessments and emergency evacuation plans in compliance with current fire safety legislation.

Fire-fighting equipment has been installed at strategic points and is regularly inspected and maintained by the house staff and trained fire officer.

Smoke alarms and fire-detection equipment have been installed and are tested regularly to ensure their continued service by in house staff and an appropriate sub-contractor.

The home has an emergency evacuation procedure which is made available to everyone in the home. Fire drills are carried out regularly and recorded.

Evans House has been risk assessed for risks associated with fire, including activities and equipment. All young people undergo risk assessments during their admission process to ensure that a suitable risk management plan is developed as required. The entire building is designated as no smoking for staff, visitors and young people, to both help prevent fire and encourage a healthy lifestyle. The home will be visited and approved by the Fire Service.

Notice to be displayed on the notice board in the home.

All the main doors are open-able from the inside of the home.

Health and safety is an integral part of daily life within Evans House. A stand-alone health and safety policy and procedure document is communicated to all who work at the home, which reflects corporate guidelines and expectations set by the organization, Homes2inspire.

This helps to ensure that the health and safety of all children, young people, staff, visitors and members of the public are protected to the highest standards.

All staff receives health and safety awareness training upon induction with the company, which is refreshed regularly through formal training sessions and regular toolbox talks. Health and safety issues are reviewed during all formal supervisions, staff meetings, and residents meetings.

Activities both within the home and those that take place off site are risk assessed and all perceived risks managed and reduced to an acceptable level.

Regular health and safety inspections are completed by the health and safety representative within the home against specific checklists. A health and safety tour of the Home against a pre-determined checklist is undertaken on a monthly basis and also monthly audits are completed by the Homes2inspire Health and Safety Manager. Reports of these inspections and audits are distributed to all key stakeholders and any identified actions for improvement are monitored until resolved.

9. Quality assurance and inspection

Evans House Children's Home is registered by Ofsted.

Registration Number: 1254864

Quality Assurance is a designated requirement and a system of quality control has been set up which encompasses all areas of the children's home to enhance not only the care, welfare and individual needs of the young people but also to take forward the professional and supporting approach towards staff and visitors.

Quality Assurance audits are systematically carried out to monitor, assess and evaluate whether the systems in place are being implemented and are effective. The audits highlight any concerns or improvements, which are then put into practice to further augment our services and future progression.

10. Leadership and management

The name and address of the registered provider, and of the registered manager

Registered Provider:	Homes 2 Inspire Limited
Head Office Address:	Lumonics House Swift Valley Rugby Warwickshire CV2 1TQ
Placement Enquiries:	07841 966 439
Email Address:	referrals@homes2inspire.co.uk
Website Address:	www.homes2inspire.co.uk
Registered Home Manager:	SB

Joanne Collins Head of Operations / RI	Joanne has worked in Children's Services since June 1998 during this time she has worked directly as a support worker, team leader and developed into a residential and operational senior manager within the secure setting with young people from 12yrs to 17yrs. Joanne has completed over 5years in an evaluation, quality assurance and auditing role across all children's services; supporting the Directors with policy development and contractual compliance.
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REGISTERED MANAGER

Susan Barron– Home Manager	NVQ Level 4 Currently completing QFC Level 5 Registered Managers Award 17 Years Child Care Experience. Equivalent to QCF level 5 leadership and management.
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Home Manager	1
Deputy Home Manager	3
Full time staff members	5
Part time/ Bank staff members	2
Non Operations Staff	2
Total staffing requirement	13

Name	Post held	Qualifications & Residential Child care Experience	Date started
SB	Home Manager	NVQ4 Care Management Registered Managers Award. Equivalent to QCF level 5 leadership and management. NCFE Level 3 Supporting Bereaved children and young people NCFE Level 4 Supporting Bereaved children and young people NCFE level 2 safe handling of Medication in Social care BTEC 3 Education and Training NCFE 2 Equality and Diversity BSC Level 1 Award in Health & Safety at Work BSC Level 2 Award in Supervising Staff Safely Autism level one & two MindEd- Certificates of Achievement Level 1 safer recruitment Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety Self-harm trainings (Harmless) Sexual exploitation training Drug awareness (YMCA) Preventing Radicalisation and Extremism Advanced Safeguarding Children Child Sexual Exploitation Awareness	03.09.01
SM	Deputy Home Manager Currently on maternity leave	Currently completeing QFC 5 Leadership & Management. NVQ3 Health and Social Care; Children and Young People NVQ level 2 Equality and Diversity Autism level one & two NCFE level 2 Medication in Social Care. BTEC level 3 Education and Training NCFE level 2 Mental Health NCFE 2 Equality and Diversity BSC Level 1 Award in Health & Safety at Work MindEd- Certificates of Achievement Restorative Justice NCFE 2 Essential Information Technology Skill- NCFE 4 Anti-Bullying Mentoring Young People- QCF Level 5 leadership and Management in residential children's homes (Currently Studying) Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety	07.07.09

A.M	Deputy Home Manager	BA (hons) in social community Development A levels in sociology psychology and English lit QFC Level 3 diploma in children and young people workforce Autism level one & two NCFE level 2 Equality and Diversity MindEd- Certificates of Achievement QFC Assessors Award Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety Btec in Education and Training	07.12.13
JC	Support worker Part Time	BA (Hons) Social Sciences, BTEC national diploma childhood studies Autism level one & two. NCFE level 2 safe handling of Medication in Social care. BTEC level 3 Education and Training. NCFE 2 Equality and Diversity ROSPA advanced driving BTEC Level 3 Advanced Award in Driving BSC Level 1 Award in Health & Safety at Work BSC Level 2 Award in Supervising Staff Safely NCFE 4 Anti-Bullying & Mentoring Young People Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety	12.07.04
MG	Senior Support Worker – Full time/Part time	Certificate in Education Bachelor Degree in Education Master's Degree in Education Administration Planning and Policy Studies NVQ3 Health and Social Care; Children and Young People Autism level one & two BSC Level 1 Award in Health & Safety at Work MindEd- Certificates of Achievement Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety	02.02.09
NN	Senior Support Worker – Full time Acting deputy manager covering maternity leave	Level 3 diploma in youth work NVQ 3 Health and Social Care; Children and Young People NCFE level 2 medication in social care NCFE level 2 Equality and Diversity. NCFE level 2 mental health BSC Level 1 Award in Health & Safety at Work MindEd- Certificates of Achievement Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety	05.11.18
FC	Senior Support Worker – Part time	Certificate in Education Bachelor Degree in education Master's Degree In Education studies NVQ 3 Health and Social Care; Children and Young People Autism level one NCFE level 2 medication in social care NCFE level 2 Mental Health BSC Level 1 Award in Health & Safety at Work Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety	03.03.09

KC	Support Worker -Full time	Level 2 medication Level 2 food hygiene MindEd- Certificates of Achievement Level 2 Autism NCFE 2 Essential Information Technology Skill- (currently studying) QCF Level 3 Residential Child Care-(currently studying.) Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety	05.05.15
SC	Support Worker -Full time	BA Hons Fine Art GNVQ Advanced Art and Design Level 2 medication Level 2 food hygiene Level 2 Autism MindEd- Certificates of Achievement N.C.F.C level 3 supporting bereaved children and young people N.C.F.E level 4 supporting bereaved children and young people. First Aid in Mental Health accreditation. QCF Level 3 Residential Child Care- (Currently Studying) BSC Level 2 Award in Supervising Staff Safely- pending Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety	05.05.15
Steph C.	Support worker Full time	BA Abuse studies with Children and young People BSC 2 Health and Safety QFC Level 3 residential child care (To be completed in April 2017) Safe and Sound instructor Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Fire Safety Btec in Education and Training Assist Suicide first aid	05.05.16
I.A	Support worker Full time	A level business study A level English literature A Level Economics BSC 2 Health and Safety QFC Level 3 residential child care (To be completed in April 2017) Train to be a trainer on child sexual exploitation Health and Safety Level 2 Food Hygiene Level 2 First Aid Safe and Sound Btec in Education and Training Assist Suicide First Aid Fire Safety	05.05.16
P.M	Education Engagment Co- ordinator	BA Hons History and Politics. BTEC L2 Education and training. L3 assessing vocational achievement. BSC 2 Health and Safety	01.09.16
R.H	Senior Administrator	8 GCSE's Grades A to C Financial planning certificate 1 BSC Health and Safety Level 1 and 2 HR management QCF level 3 Residential Childcare (currently studying) BTEC in education and Training (Currently Studying)	01.01.13

Initial Training

Staff attend a minimum of 3 weeks initial training prior to commencing employment within the Children's Home. This ensures new staff members are able to meet the needs of the children and young people, aims

and functions of the home. All sessions are delivered by Homes2inspire staff members' or an external provider with the appropriate qualifications and experience.

The course contains the following key elements:

- First Aid At Work or Emergency First Aid
- Managing Challenging behaviour
- Physical Interventions
- Safeguarding
- Child Development
- A full overview of all current policies and procedures relevant to their role
- Food Hygiene
- Fire Training Health and Safety
- Acting Inclusively
- Exploitation
- Medication Care & Handling
- Work place orientation
- A full overview of all current policies and procedures relevant to their role
- Manual Handling
- C-Card Training
- Responding to Domestic Violence & Abuse

In addition to the above list of core training elements Evans House also participates in training opportunities in the local area, this is bespoke to the needs of the residents in placement and to the strengthening of the staff team.

The sessions are fully evaluated by the staff members attending the course and the Homes2inspire Training Manager. Regular updates are carried out due to changes in legislation and practice. Sessions contained within the initial course are amended to meet the needs of any changes identified. Standard 18 Section 18.2

Mandatory Qualifications

New staff members are supported by their line manager to undertake an induction, which comprises of an ITC (intensive training course), supervisions (twice a month), in house training and shadow shifts, with the probationary period being completed within 6 months.

All current staff members have completed or are working towards a minimum of a Level 3 qualification. (This was previously the QCF Level 3 in Children & Young People's Workforce have been replaced by the QCF Level 3 Diploma in Residential Childcare from April 2015.

As of 1st April 2014, all Home Managers must complete there QCF/Diploma 5 Leadership for Health and Social Care; Children and Young People Services prior to applying for registration for the proposition. (NVQ 4 leadership management and the home manager's award are the equivalent to level 5).

Continuous Development

The continuous development of their staff members and will ensure they have the opportunity to attend the required training and complete the qualifications relevant to their current or future roles.

Training will be provided on a regular basis to ensure all staff members are kept up to date with professional, legal and practice developments and complete any refresher training relevant to their roles.

11. Care planning and admissions



The home has a referral and admissions policy that supports all children and young people who move into a residential home to be admitted in a planned and sensitive manner. The home will ensure that arrangements are planned and executed in order to make the arrival and admission of a young person as pleasant as possible. The home will aim, where possible to follow a model of admission in line with the schedules set out in The Care Planning Placement and Case Review (England) regulations 2010 amended 2013. The home normally has planned admissions where the child or young person has a say in their placement and future plans for their care and welfare.

As a home we also accept block bed placements, through Nottingham City and Nottinghamshire County Council. Emergency placements will only be considered if:

- We have the relevant details of the child's behavioral patterns and contact arrangements received in advance.
- On receipt of this we feel that the child or young person will not disrupt the progress of the children/young people already in placement.
- We can meet the needs of the child as stated in this Statement of Purpose and Function.
- The Social Worker or a person known to the child or young person accompanies them to the home and where possible ensures that they have sufficient clothing and belongings

Care and Pathway Planning

All children and young people accommodated within homes2inspire will be encouraged and supported to achieve positive outcomes and progress. All children and young people will have a comprehensive Pathway Plan, where applicable, that ensures their safety and wellbeing and fulfils their future aspirations. This is supported through a detailed Care Plan which involves all significant stakeholders working collaboratively to deliver these outcomes in an appropriate and measurable way.

Following the Government's 'Keep on Caring' white paper and Sir Martin Narey's independently commissioned report 'Residential Care in England'(2016), homes2inspire welcome the recommendations around supporting young people in residential care approaching independence and beyond. We will commit, where appropriate, to support young people during this transitional period to prevent the 'cliff edge' conclusion to their time in residential care. We will consider bespoke packages in conjunction with Local Authorities, internal and external stakeholders and the young person, to enhance their transition into independence and deliver a proactive and positive experience of leaving care.