

Statement of Purpose



URN: 2593651
Walnut Tree Lodge
Updated: April 2024

Acorn Education And Care

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1. QUALITY AND PURPOSE OF CARE

Walnut Tree Lodge is part of Acorn Education and Care which is part of the large umbrella of the Outcomes First Group (OFG), the largest combined children's services group in the UK. Our operating businesses successfully deliver frontline fostering, educational and care services to children, their families and local authority customers.

Our purpose is to provide outstanding care and education to the UK's most vulnerable and difficult to place children and young people whether with specialist foster parents, within education or in a supportive and understanding environment of residential care.

Who are we?

In 2016, NFA Group combined forces with Acorn Education and Care. With over 2 decades of experience and a positive reputation as a specialist, multi-divisional organisation, the NFA Group provided high-quality Education, Care and Fostering services to vulnerable children and young people, offering them a safe and nurturing environment in which to learn, grow and succeed.

2019 saw this position further strengthened by the alliance of the NFA Group and Outcomes First Group creating the unified Group – a Group which has become a vital part of local communities in England, Scotland, Wales and Northern Ireland with a renowned reputation for quality and positive outcomes for the people we care for.

2022 saw the division between NFA and OFG separating fostering from residential children's homes and education and in 2023, the model care changed to offer only care and education combined packages to all new placements to further ensure the best outcomes for young people.

The children's and young people's part of the organisation is divided in to 2 clear areas

1. Acorn education and care – this is our universal offering of SEMH care made up of 40 children's homes and 40 schools. Our services support young people with emotional behavioural difficulties. These services include Bryn Melyn care - our enhanced services including high acuity and complex behaviour SEMH including 1 assessment home.

2. Options autism – this is our specialist services for young people with complex learning disabilities including autism and social, emotional and mental health needs made up of 13 services. The options Brand also has the benefit of move on provisions within adult care.

We offer each child and young person courtesy and respect, and work in conjunction with local authorities to deliver a range of care, education and other specialist services which offer best value whilst ensuring the best possible outcomes for each child.

As a group, we benefit from a wealth of experience allowing young people the opportunity to thrive and develop by realising their potential whilst being happy and feeling valued.

Outcomes first group (OFG) is an organisation who are committed to providing high quality care and delivering positive outcomes for children via a truly multidisciplinary team approach within an open

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but emotionally secure domestic style environment. As a transparent organization, we recognise that every child and the care they receive matters.

Walnut Tree Lodge is an OFG home committed to providing care to children/ young people on a long and medium basis depending on the needs of the young person. Walnut Tree Lodge will provide a holistic, safe, stimulating and supporting family environment where children/young people cared for can live, learn, and develop.

The home provides a high standard of care, educational support, and accommodation for up to four young people. We will work in partnership with relevant Social Care departments, and other agencies within a clear and comprehensive policy framework, in line with OFG policies.

Walnut Tree Lodge has high expectations for the young people who reside with us. We emphasise the importance of education and celebrate achievements. We aim to provide young people with the vital skills they need to go on to lead independent and fulfilled lives.

OFG is an organization that are committed to providing high quality care and delivering positive outcomes for children via a truly multidisciplinary team approach within an open and domestic style environment.

OFG believe that:

Residential care should provide children and young people with skilled support from committed staff in a safe, caring, and structured environment.

We have a responsibility to ensure that children and young people in residential care are protected from abuse and neglect.

Care should form part of a range of services, which combine to meet children and young people's needs and support their families and carers.

We should recruit and support staff that are carefully selected and have opportunities to develop skills and professional practice through training and supervision.

Walnut Tree Lodge provides a holistic, safe, stimulating and supporting family environment, where children/young people can live, learn, and develop.

Walnut Tree Lodge is located in Hooper area of Rotherham, South Yorkshire and will provide a high standard of care, educational support, and accommodation for 4 young people, aged eight to eighteen years.

Progress by the young person towards achieving the main objectives of the care plan is monitored and reviewed monthly and with other professional representatives of the responsible local authority at statutory intervals. Should there be a marked decline in the young person's behaviour their Social Worker would be contacted immediately.

The home is responsible for providing:

- Promoting the young person's participation in and the ownership of their care plan or semi/full independent package
- Actively putting the care plan as well as any independent package into action
- Ensuring the care plan or independent package is reviewed at appropriate intervals.
- Ensuring the main aims of the placement are kept on target.
- Ensuring that the young person's file is kept in order and up to date.

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- Ensuring that all necessary appointments are arranged, and social workers, parents or significant others are kept well informed.
- Being a contact person for the young person to approach if they have any concerns, worries or aspirations they want to discuss.
- Being responsible for promoting personal health and hygiene, active participation in all individual or group activities and the attendance at the resident's meetings and discussions relating to planning the weekly menus and activities.
- Assisting the young person to establish, promote and maintain positive links with school, family members (or significant others) and other professionals involved in their care.

Walnut Tree Lodge is a warm welcoming home that provides a nurturing environment to young people, the home has adopted the PACE model in the care they provide.

PACE is a way of thinking, feeling, communicating, and behaving that aims to make the children and young people feel safe.

Playfulness – is about creating an atmosphere of lightness and interest when communicating. Playfulness can add elements of fun into day-to-day life and can diffuse a difficult situation. The child is less likely to respond with anger and defensiveness when the carer has a touch of playfulness in his/her discipline.

Acceptance – is about actively communicating to the children and young people that you accept their wishes, feelings, motives, and perception. Accepting without judgement the children and young people's intentions and not the behaviour.

Curiosity – Without judgement, is how we help children and young people become aware of their inner life, reflect upon the reasons for their behaviour. Curiosity is about exploring the meaning behind the behaviour. Children and young people are then able to reflect upon their own inner life. As their understanding deepens the child can discover that their behaviour does not reflect something bad inside them but rather a thought, feeling, perception or motive that was stressful, frightening, or confusing and could only be expressed through their behaviour.

Empathy – Lets children and young people feel the adult's compassion for them. Being empathic means the adult is actively showing the child that the child's inner life is important to the adult, and he/she wants to be with the child in their hard times.

Walnut Tree Lodge house have adopted this approach and have seen that the use of PACE can reduce the level of conflict, defensiveness and withdrawal that is ever present in the lives of young people who have experienced early life trauma.

The PACE model is embedded into day-to-day practice in the home by highly trained staff that support young people who have experienced trauma in their lives. The staff provide a nurturing environment where young people feel safe and can begin to build positive relationships and make progress in their lives. The staff use PACE to support young people to understand their world and how this has impacted on them. The staff take a non-confrontational stance to challenge negative behaviour, this supports young people to explore the reasons why they behave this way by way of natural curiosity.

The use of the PACE model is supported by our clinical team (Psychotherapist), They provide staff consultations and direct therapeutic work with children and young people.

Internal Placement Review Arrangements

In consultation with the child, his or her social workers, and all significant others, a Placement Plan is formulated shortly after admission. Internal reviews are held monthly to ensure the Plan remains up to date and relevant. Also, the Plan is reviewed at all other case review meetings, most notably, CLA Statutory Reviews.

Who can attend an internal Placement Review?

- The child/young person.
- The Parents [unless they are prevented from doing so by any court orders or Safeguarding arrangements].
- The Independent Reviewing Officer / The young person's Social Worker.
- The young person's Key Worker.
- Teachers, Doctors, & Psychologists.
- Independent visitor, race advisor, interpreter, and other family members.

External Care Plan Reviews

In addition to the arrangements at Walnut Tree Lodge for internal reviews, there are arrangements led by the child's social worker for external reviews. Typically, arrangements for external reviews will comprise:

- Core Group Meetings
- Statutory [Looked After Child] Reviews
- Inter-agency meetings

Staff at Walnut Tree Lodge will co-operate with, and support, all arrangements for external reviews. We will provide written reports in advance of all review meetings to aid and assist discussion and will provide meeting facilities when required to do so.

Family & Multi-Agency Liaison

Walnut Tree Lodge works with external agencies, bodies and establishments, in the spirit of partnership with a view to:

- Maintaining, supporting and actively encouraging regular and consistent contact with the child's/young person's family, friends, as well as significant others. This is achieved through telephone calls, letterbox, home visits in addition to visits to see the child/young person within Walnut Tree Lodge.
- Maintaining and encouraging regular access to, and contact with, the child's/young person's Social Worker, ensuring any issues, or concerns, can be discussed between the child/young person and his or her social worker.
- To actively promote co-operation and dialogue with relevant educational establishments through attendance at appropriate school functions, continuous discussions and dialogue regarding the needs of the child/young person. Particular attention is paid to the attendance levels. Also, staff will look to actively promote action plans to help the child/young person to overcome any specific educational difficulties they encounter.
- To develop and maintain links with venues for recreational, religious, cultural and social activities, particularly those within the locality of Hooper, ensuring a balanced and structured programme geared toward the ongoing development of the child/young person.

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- To maintain regular contact and co-operation with other psychologists, psychiatrists, professional associations, and workers when it is appropriate. This will ensure that our core philosophy, which is that the welfare and support of the child is central to all aspects of related care policies, is maintained.
- Working collaborative with the council's MASTs to achieve the best outcomes for the children and young people in our care.

Rotherham Council's Multi Agency Support Teams

Walnut Tree Lodge seeks to work closely with Rotherham Multi Agency Support Teams and other Local Authorities placing young people with Walnut Tree Lodge.

MASTs have shared responsibility for helping to ensure that good outcomes are achieved by all children and young people living in the area. To enable this, front line services are currently organised into 7 Multi-Agency Support Teams [MASTs] covering the whole of the city. These teams work in partnership with universal and specialist services to improve well-being, attendance, behaviour and the social care of children and their families. Also, MASTs aim to reduce duplication and improve access to, and responsiveness of, services.

MASTs work together with local partners, including schools, early years' settings, health, and the voluntary / community / faith / private sectors to work on collaborative projects which focus on locally agreed priorities.

3. VIEWS, WISHES AND FEELINGS

Children's Rights

- Children have the right to complain to their social workers, any OFG staff member, OFSTED, Child Line, the Police, and any other professional involved in the care of the child
- Children have the right to complain about anything that is of concern to them.
- Children who are assaulted have the right to inform the Police and instigate criminal/ Safeguarding proceedings.
- Advocates will be sourced for young people on their request. All young people receive information about their right to advocacy.
- Any complaint that concerns assault or abuse MUST be addressed in accordance with the OFG Safeguarding procedure.

Dealing with complaints – Initial Procedures

Where a member of staff receives a complaint, they will adhere to the following procedure:

- Where the complaint is about abuse this **MUST** be **immediately referred** to the Home's Manager, Deputy Manager, Responsible individual and the OFG designated Safeguarding Lead. The OFG Safeguarding procedure MUST be followed.
- Where a member of staff receives a complaint, they must record the complaint on a Complaints Form and place a copy on the child's file – this must happen on the same day the complaint is made.
- Any written complaint from the child must be attached to the complaints form.
- A copy of the complaints form should be sent to OFG Head office for the attention of the OFG Complaints Officer and an additional copy should be sent to the child's social worker.
- The OFG Complaints Officer along with respective Children's Home Manager should seek to resolve the complaint by way of an informal investigation.

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- Details of the investigation, resolution, or the decision to refer the matter to the Corporate Team for formal investigation due to seriousness should be recorded on the Complaints Form.
- The complaint should be investigated within 7 days and the complainant should receive written notification of the outcome.
- Parents, the child's social worker and the home's staff must also be made aware of the outcome.
- All complaints should be recorded in the home's central Complaints Log and the OFG central log, which is located at OFG's Head office.

Complaints: Internal Referral Procedure

Where a complaint remains unresolved and as a result is referred to the Corporate Team, the following should be observed:

- The OFG Complaints Officer will forward details of the complaint to the child's parent/carers and where appropriate, OFSTED.
- The OFG Complaints Officer will seek the support of the child's social worker to resolve the complaint.
- The Complaints Officer will appoint an independent person to consider the complaint.
- The Complaints Officer will acknowledge the complaint by sending the complainant an explanation of the procedure and offer him/her assistance and guidance on where further guidance can be obtained.
- The Complaints Officer will accept and record any oral complaints in writing.
- The Complaints Officer, with the independent person, will consider the complaint and respond within 14 days of receipt of the complaint.
- The response will be addressed to the person making the complaint, and where different, the person on whose behalf the complaint was being made. The response will set out what options are available to the complainant should s/he remains dissatisfied.
- The Complaints Officer should make arrangements so that where a complainant remains dissatisfied and requests within 28 days that the complaint be reviewed, a panel is constituted by the responsible authority.
- Parents, social workers, and unit staff will be informed of the outcome of the complaint.

Child/Young Person Participation and Involvement

At Walnut Tree Lodge children and young people are encouraged and supported in self-expression. They are encouraged and helped to recognise their rights and responsibilities. In support of the above, children/young people are encouraged to participate in regular House Meetings. House Meetings are convened to encourage children to express their views and concerns and to celebrate things that they like or make them happy. Also, children are supported and encouraged to take part in the reviews of their Care, Placement and Risk Management Plans.

For children that struggle to participate to engage in group processes [although they will receive ongoing support and encouragement], regular one-to-one Key Work sessions allow them to feed into the home's decision-making processes. Through whatever channel, Walnut Tree Lodge staff are encouraged, and expected, to elicit the views of our children and to ensure these are taken into account in the day to day running of the home.

OFG believes that all young people have the right to an education suited to their needs, ability, and personal aspirations. We acknowledge research suggesting that children within the care system are potentially at risk of poor educational achievement.

Therefore, we believe that we have an absolute Duty to ensure that children in our care achieve generally, and educationally, to their highest potential. Walnut Tree Lodge staff are all involved in proactively implementing the provision of each child's Personal Education Plan [PEP]. Key Workers/ Children Home Managers oversee the implementation of PEPs and monitor progress against objectives. We will liaise with the relevant professionals in order to support children who have a SEN/ EHC.

The home will create a positive culture and environment for valuing education with adequate space and facilities for children to do their homework, including quiet, well equipped study areas, dictionaries, encyclopaedias, personal computers etc.

Educational Services Offered

Mainstream education at comprehensive and junior schools within the catchment areas.

In order to maximize educational inclusion and attainment, Walnut Tree Lodge will work in a supportive and collaborative manner with all local schools and schools in the surrounding areas [mainstream and special educational]. Also, we will work with our partners in Rotherham Children's Services / Local Education Authority in maintaining continuity of education.

Social Workers /Providers will provide the home with as much information to allow the young person easy access to the catchment area school or other provisions entitled to them on arrival to a new home (including all relevant professional information relating to the young person previous education and authority if out of city placed)

5. ENJOYMENT AND ACHIEVEMENT

Opportunities for Leisure, Recreational & Social Activities

There are a wide range of leisure, recreational, and social activities that are available for the child/young people residing at Walnut Tree Lodge. The home is deliberately located in close proximity to key community resources. Our staff team ensures that every child/young person is encouraged to participate in communal and group activities of their choice.

All the home staff recognizes the benefit to young people of participation in leisure, recreational, and social activities and will, seek to ensure that residents have a range of activities and pursuits from which to choose. Notwithstanding the above, we recognize that a child/young person is entitled to time when they are doing nothing in particular.

Within the surrounding areas there are a number of leisure, recreational, and social activities available, including access to and use of fitness gyms, youth clubs, tennis, badminton, cinemas, football billiards/snooker, bowling, indoor cricket, fishing, ice skating. Rally Cars etc.

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Each child/young person at Walnut Tree Lodge is involved in completing a weekly Personal Activity Planner that sets out the young person's 'plan' for the week ahead. This ensures that both children and staff are able to form a picture of the week ahead ensuring balance and variety.

Arrangements for Pursuing Cultural Identity and Religious Observance

In the interests of maintaining the balanced development of the child/young person and in keeping with Equality and Diversity good practice, all OFG staff ensures that every child/young person will be given the opportunity to uphold their cultural identity, and religious beliefs. All staff will be responsible for ensuring that opportunities for religious observance are understood, and respected, by themselves and other children within the home.

Walnut Tree Lodge is located in Hooper, Hooper is on the outskirts of Rotherham in the Yorkshire and The Humber region of England. The postcode is within the Hooper ward/ electoral division, which is in the constituency of Wentworth and Dearne.

The manager continues to review the safety of the location of the home on the location impact assessment.



Wentworth Walled Gardens



Hooper Stand

The home is set back from the hustle and bustle of Rotherham in a rural location. The property is a very large two-story property, 5 bedrooms with many attractive and practical features, including 2 large sized living rooms, large kitchen diner, large cinema/ education room and enclosed gardens with a separate garage for 4 vehicles.

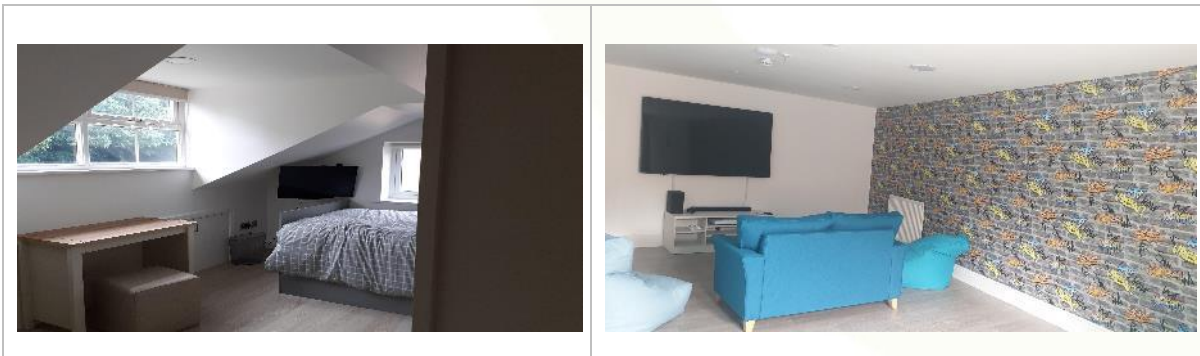


The garden to the front of the property is enclosed and thoughtfully designed to create a safe environment for children. The back of the property is situated away from the main road with a drive gate with easy access complementing plenty of parking space to accommodate staff and visitor parking to ensure the community is not disrupted in anyway.

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The downstairs facilities allow the young people to have charge of one large room to support them having a weekly group with activities being able to take place in a balanced area and safe environment, to include a sensory space, confidential telephone point and education equipment.

All bedrooms are a good size, we will have four children accommodated upstairs with a spacious bathroom upstairs which include a separate shower and bath, 2 en-suite bedrooms with toilet facilities downstairs for visitors. They are furnished and equipped to a high standard and will be personalised in consultation with the children/young people. Children at Walnut Tree Lodge do not share bedrooms. There will be a sleep bedroom upstairs with bathroom facilities and office area and a downstairs office that will also include a bed for a 2nd sleep in staff.



The main lounges are equipped with a TV, DVD player. Also, there is a study area in sensory room, which is equipped with desk, a P.C. [with monitored internet access], and books. The home has a communal dining room which has a homely, friendly atmosphere at mealtimes which is connected to the kitchen. Which has facility of a breakfast bar is fitted and will support young people in taking part in cooking and baking with the staff.



There are laundry facilities including a utility room where more independent children can learn to carry out related domestic tasks.

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If required Walnut Tree Lodge can operate a waking night staff system to compliment sleep staff but currently, we will have 2 staff sleeping in the home. In allocated staff bedrooms.

OFG seeks to create and maintain residential settings for children and care staff of the highest standard. The location of our homes is determined by the results of careful social, demographic, and economic analysis. We seek to procure the highest quality of provision in key geographic locations.

6. HEALTH

Walnut Tree Lodge adopts, and follows, OFG Residential policy & procedural guidelines on the provision of health care for every child/ young person. This ensures a consistent and proactive approach to health and health education by both staff and children. The central focus of our health policy is to empower the child/ young people and to provide them with the tools and information to make informed decisions about their health.

Upon admission, every child/ young person is registered at the local GP surgery. All young people within our care have access to a range of other health care facilities, which may include:

- Dentists
- Chiropodists
- Counsellors
- Opticians
- Social-Psychological Services if applicable
- Other Therapeutic services as appropriate

Health Education is promoted via structured individual key work, or group sessions, whichever is thought to be more appropriate in accordance with the feelings of the children/ young people.

The OFG Health Care Policy includes information on physical, emotional & sexual health. Our philosophy and approach are that good health is achieved through paying attention to basic needs such as nutrition, adequate sleep, regard for safety and appropriate medical attention when required.

7. POSITIVE RELATIONSHIPS

The staff team at the home value the role of the key worker and on arrival each young person will be allocated one, together with a co-key worker who can act on the key worker's behalf when they are not available. The role of the key worker will include responsibility for:

- Upon admission, provide the child with Complaints Booklet information.
- Ensure the child has free access to a supply of Complaints Forms.
- Ensure that if the child has difficulty in reading, writing, or understanding the form, he / she has the procedures verbally explained by an appropriate adult.
- Ensure the child's Social Worker has given him/her the respective LA's Complaints Leaflet.
- Upon Admission, the child is given OFSTED's contact details and advised of how to make an external complaint.
- Ensure Parents / Carer's / Social Services staff are informed about the OFG Complaints Procedure.
- Ensure complaints are recorded on the home's Central Complaints Record, which is routinely inspected by OFSTED and available to social care workers. A copy of the complaint will be placed on the child's file and one copy sent to the OFG designated Complaints Coordinator, who will liaise with and copy the form to the child's social worker.

Compliments

A compliment is an expression of gratitude, or thanks made by a service user, his/her carers or others of significance involved the care or welfare of the young person concerned, Typically, a compliment will concern the quality of service received, or a particular member of staff.

When a compliment is received it will:

- Be acknowledged.
- Be passed on to the staff member involved and their managers, so that credit can be given where credit is due.
- Be entered into the staff member's personal file.
- All complaints and compliments will be recorded and included in the home's compliments book.

8. THE PROTECTION OF YOUNG PEOPLE

Statement of Principles

OFG Residential believes that all children have the right to be protected from ALL forms of abuse, whether this be physical, sexual, or emotional abuse or neglect. Our approach to all aspects of care delivery is Child-centred. With regard to Child Protection, we firmly believe that the blame for abuse will rest solely on the abuser and that the welfare of the child will always remain centre stage.

Concerns over the safety, or well-being of a child will never be ignored. Our Safeguarding procedures are consistent with the local policies and procedures agreed by the Local Safeguarding Children's Board [LCSB]

OFG is a Section 11 Children Act 2004 compliant service.

To define abuse, OFG has adopted the definition provided by the National Commission of Inquiry into the Prevention of Child Abuse, 'Childhood Matters':

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“Anything which individuals, institutions or processes do or fail to do, which directly or indirectly harms children or damages their prospects of safe and healthy development into adulthood.”

Policy Objectives

Our Safeguarding / Child Protection Policy aims to:

- Provide clear and specific guidelines to enable staff to deal with child protection issues effectively.
- Set high internal standards to ensure that the children cared for by OFG are well protected.
- Ensure OFG’s credibility, as a professional care organization, remains high and seeks to ensure that commissioning officers feel assured that OFG is a ‘safe’ organisation.
- Ensure that every individual working for OFG knows what to do in a Child Protection Emergency.

Safeguarding / Child Protection Policy

At Walnut Tree Lodge, everything we do is geared to the protection, happiness, and development of children. Our Safeguarding policy [hereafter referred to as ‘the policy’] is detailed, extensive and child centred.

The policy provides detailed definitions of physical, sexual, and emotional abuse, mental cruelty, and neglect.

Also, the policy sets out clearly, and in considerable detail, which is responsible for dealing with suspected, or actual, incidents of abuse, defines how matters of abuse should be dealt with and provides supportive guidance to officers who may be involved in dealing with such matters.

Walnut Tree Lodge is very large and opens to the community from a main road, rather than lock the external doors during day, the front and back doors sound a noise which will then allow staff within the home to be alerted. We have alarms on bedroom doors; however, the alarms will only be activated where there is an immediate risk and would notify staff a young person is up and out of their bedroom upstairs and giving staff time to support them to ensure they are safe and well.

Other aspects covered under the policy include:

- Disciplining /Behaviour Management strategies for Children with consistent firm boundaries
- Direct Work with Children – Protecting Staff
- Whistle Blowing
- Confidentiality
- The duty of care and public liability insurance
- Records and Record Keeping
- Computer Safety
- Working with Social Workers

The OFG policy framework and management approach is designed to minimise the risk of child abuse. However, we recognise that there is always a chance that a child located in the safest of environments may fall victim to abuse. At OFG, no child protection issue is ignored. Our response to any allegation, or suspicion, is child-centred, transparent, swift, and affirmative.

Copies of the OFG Safeguarding / Child Protection Policy are available upon request.

Bullying

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The home is committed to providing a residential environment where young people can live safely, without the fear of oppressive behaviour from staff or peers through any form of bullying or intimidation.

OFG provides all staff and children in its homes with clear definitions of Bullying. We believe bullying can take many forms from verbal, emotional, sexual, or racial abuse to actual physical assault.

In all cases OFG staff will:

- Investigate fully any indication of bullying.
- Support the victim to prevent any further oppressive behaviour from others.
- Re-assure the victim that being bullied is not acceptable and that it is not their fault they are bullied.
- Minimise any further opportunities for bullying to occur by whatever strategies are realistic and achievable.
- Confront the bully with their actions so their oppressive behaviour is not condoned by inertia.
- Pursue legal action should the nature of bullying indicate the need for this.
- Arrange for an urgent review to include all involved parties to agree an action plan to deal with the bullying; this may include reviewing the appropriateness, and compatibility, of placements.
- Identify, and action, positive alternatives for both victim and perpetrator to develop those skills necessary for positive relationships.
- Keep a written record of all incidents and actions taken.

OFG believes bullying and oppressive behaviour has no place within its homes, in any shape or form. We are committed to an equality of service that demands a safe and caring environment for all service users.

All OFG homes are subject to Fire Officer Inspections and any recommendations are implemented with priority.

Walnut Tree Lodge has appropriate fire equipment, smoke alarms and heat detectors, which are regularly tested and serviced by a designated Fire Safety Officer. We also have window restrictors for the young people's safety; we have a window breaker to allow staff to use in the event of a fire.

All staff and children at Walnut Tree Lodge are familiar with all aspects of the fire policy and procedures. Regular fire drills are conducted at the home, with the outcome and results continuously monitored and recorded within a logbook. Fire drills are undertaken to identify, clarify and resolve any issues or problems with regard to the fire safety policy. The Fire Safety procedure is clearly located at key locations within the home.

The doors in the home have a door beep system in the house on each bedroom. These can be used to best safeguard the young people. These can be individually activated and deactivated for each room. Each young person is individual risk assessed to state if this is required to be on to meet their

needs, this is routinely reviewed. These are agreed with social worker/ parents/ carers on admission to the home.

Walnut Tree Lodge will have a minimum of 2 staff on duty during the day hours of 7am until 10pm where this is possible, or the lone working policy/risk assessment will be followed. The home will support young people during the night with 2 staff sleeping in specific adult sleeping rooms or one sleep staff and a waking night staff dependent on the needs of the home.

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Missing or Absence from the Home

Walnut Tree Lodge provides all staff and children with written procedures, which are clearly followed when a child is absent without Permission. The application of the Absence procedures is consistent but at the same time take account of the individual child's needs which are clearly set out in his, or her, Placement Plan and Risk Assessment.

Any child that is away from Walnut Tree Lodge is made welcome upon return – the principal aim will be to work with the child/young person to find out why he, or she, felt the need to leave his or her home without consulting or seeking permission from staff. Wherever possible, and in any case, as soon as possible after he or she has returned, the child/young person will be seen by his or her social worker or a person who is independent of the home. If this is not possible, staff will always record the reasons given by the child and these are reported to child/young person's social worker. Where necessary, changes to the Placement / Risk Assessment are recommended and agreed with appropriate people, including the child/young person.

Any report from a child that indicates he or she went missing in response to being abused will be immediately reported to the appropriate Multi Agency Support Team [MAST] and OFSTED. Appropriate measures will be made to protect the child/young person.

The home will adopt and observe any missing from care protocols developed and implemented by Local and other placing authorities. Also, we will work with the local Police to ensure an effective and balanced approach to managing matters pertaining to unauthorised absence and missing from care episodes, with particular regard to the proper and sensitive use of Police resources and positive relationships.

Anti-discrimination at Walnut Tree Lodge

Walnut Tree Lodge is a Child Centred home with its policy, procedural and practice framework designed to promote, in both philosophical and practical terms, the premise that the 'welfare of the child is paramount consideration' in any given care situation.

Our company name depicts our view that good, effective and appropriate comprehensive Care can serve to provide for the short or long-term Solutions necessary to block, reverse, prevent or stem those prohibitive and harmful factors that serve to interfere with the healthy and progressive development of our children. We believe that effective, well-planned care arrangements should serve as a Pathway to Independence. A soft landing to adulthood.

OFG believes that happiness should not be a destination but rather, a journey. Children have the right to enjoy the journey through early life to independence, following a Pathway, underpinned by the following key principles:

All of our children deserve and should be afforded the opportunity to:

- Be as physically and mentally healthy and able as possible.
- Enjoy maximum benefit and levels of attainment through good-quality and appropriate educational and developmental opportunities.
- Live in an environment that assures safety and protection from harm.
- Feel loved, respected and valued. Be encouraged, guided, motivated, and supported through a network of reliable, affectionate, and safe relationships.
- Experience and enjoy emotional, mental, and physical well-being.
- Feel empowered and enabled to become competent in self-care and everyday living.

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- Be encouraged to believe in themselves, through the development and maintenance of positive self-esteem, confidence, and respect.
- Have a secure and informed sense of identity, including cultural, racial and gender-based identity.
- Understand and enjoy a sense of community and citizenship through the development and use of good inter-personal skills and confidence in social settings and opportunities to play a part.
- To understand and enjoy rights and responsibilities and to be able to exercise effectively both principles, both in the care setting and in later life.

OFG firmly believes in its care philosophy, which impacts on and guides all areas of our service provision to every child/young person.

9. LEADERSHIP AND MANAGEMENT

Responsible Body for Walnut Tree Lodge
Outcomes First Group
Atria
Spa Road
Bolton
BL1 4AG
T: 0115 9473142

National Care Director:

Has worked in the care sector since 2001 in both local authority and private organisations in a variety of settings from secure accommodation, specialist therapeutic residential care, step down mental health and complex learning difficulties.

Has a variety of qualifications including a BSC honours psychology, L4 qualification in children and young people and L4 and L5 Leadership and management.

They are passionate about the work that she does and is a strong advocate for the rights of young people and their voice being heard as well as ensuring a high quality of care is provided to all our stakeholders.

National Care Manager:

Qualifications: Level 5 qualification in Leadership and Management for Young People's residential services

I am the new national care manager for Outcomes for young people. Have worked in social care for over 44 years. Started as a RSW in a children's home then gradually making my way up to manager. Worked with all types of homes such as EBD, learning disabilities, specialised in young people with trauma from being sexually abused. Then moved into the regulation field. NCSC through to ten years as a regulatory inspector with Ofsted. Completing compliance work, Ofsted inspections and registration of new children's homes. Before coming into this role, I worked as a compliance manager for a big organisation completing audits, investigations, safeguarding investigations etc.

My role as the National care manager takes me to all the homes offering support and guidance within the homes and ensuring the standard of care is outstanding.

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Responsible individual: (Regional Manager)

Has been working with the company since it was Pathway from 2005.

Prior to working for Pathway they have worked as a children and families' social worker for Nottinghamshire and is DIPSW qualified.

This compliments her DIP 5 in Leadership and Management in Health and Social Care [2013] In her spare and enjoys watching their children play football

Homes Manager:

Qualifications: Level 3 Diploma in Residential Care, Level 3 Diploma in Children's, and Young Peoples Workforce in Education. Level 5 leadership and management.

Has a good in-depth knowledge of working with children within the Residential and Education. They can adopt a child centre approach. They have worked with young people in a residential setting for the last 3 years. They were a competent and capable senior and are able to delegate and run a team offering support with any challenges that have arisen, while also reflecting and taking on board other experiences within their roles. They have worked in education since 2009 starting off as a parent volunteer and progressing to a teaching assistant before changing her career path to residential in 2017 and has progressed from residential care worker to a senior then into a deputy role and now the homes manager They are able to use their knowledge and skills to de-escalate challenging situations and is keen to support a staff team to develop. They are able to implement and support the young people in new and positive life experiences and drawing upon my previous positive experiences. As well as ensuring the care the children receive is of a high standard and offers a secure and safe environment. They are very keen to put this into practice at Walnut Tree Lodge and support the young people and also to continue their career progression. They have completed the Level 5 in Leadership and Management.

Deputy Manager:

Qualifications: Level 3 Diploma in Childrens an young Peoples workforce, Level 5 in Leadership and Manager for Residential Children's Care

They have 5 years' experience of working in a Residential Children's Care provision, They have progressed within their role from a Residential children's care worker to a team leader and then into a Deputy manager role within a provision building their knowledge of managing a staff team and supporting the development of the young people. Within their experience they have supported children with challenging behaviours between the ages of 8–16-year-olds. They have been able to de-escalate challenge behaviours and are able to adapted to a child centre approached ensuring he meets the needs of the individual children he is working with.

The Role and Responsibilities of Residential Childcare Workers [RCCWs]

OFG Residential Childcare Workers are responsible for providing, and promoting, the provision of various developmental aspects in the life of the child/young person, which includes their health, physical needs, emotional security, social experience, sleep, clothing, and diet. Furthermore, all Residential Childcare Workers, and supporting residential staff, will ensure that they:

- Develop, and sustain, a manner of living, which encourages within each child/young person a sense of stability, security, worth and responsibility.
- Positively promote and encourage awareness within each child of intellectual, religious, and cultural matters.

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- Develop and maintain a sound professional and nurturing relationship with the child/young person, based on the principals of mutual respect, and regular/meaningful consultation. RCCW's will ensure that this principle is maintained even though there may be specific periods where the behaviour of the child/young person may be deemed as unacceptable.
- Promote and encourage the understanding, acceptance, and practice of acceptable forms of behaviour among ALL children/young people residing at the home.
- Develop an understanding of the individual needs of each child/young person, whilst encouraging the exchange of views and opinions between the staff and child/young person.

The OFG Corporate Team is responsible for overall operation and resourcing of Walnut Tree Lodge and ensures that the company's core values are adhered to on a day-to-day basis.

The staff team comprises a healthy gender and racial balance of staff that has broad and extensive experience of residential and/or work with children. To ensure the suitability of staff, Outcome firsts Care Solution's Recruitment & Selection criteria ensure that all staff are vetted through the DBS system.

All Walnut Tree Lodge staff has been, or will be, trained in the following:

- Health & Safety
- Moving & Handling
- Attachment based support
- Food Hygiene
- Safeguarding / Child Protection /CSE/Terrorism Act/Radicalization /MFC
- First Aid
- Medication
- Ligature
- Fire
- Control & Restraint [MAPA]
- Specialist techniques in working with young people where appropriate
- Therapeutic parenting including PACE model

OFG as an organization observes to staff qualification targets as set out in the Children's Homes Regulations 2015

All staff receive regular supervision and training and are required to hold or be pursuing Diploma level 3 in Working with Children and young People [as a minimum]. Managers must hold or be pursuing the Diploma in Social Work or NVQ level 4 as a minimum.

Each young person has a designated Key Worker. Walnut Tree Lodge is staffed 24 hours a day, 7 days a week. All OFG staff are committed to providing for the young people in our care high quality, user-friendly care & support services. Young People benefit from OFG's commitment to a 'small homes' policy, and a high staff to child ratio: this ensures that young people get the focused care and attention they need and deserve.

10. CARE PLANNING

Staff Responsibilities

Upon Admission, Walnut Tree Lodge staff will ensure that the child is made aware of how to make complaints and compliments.

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The staff team at the home value the role of the key worker and on arrival each young person will be allocated one, together with a co-key worker who can act on the key worker's behalf when they are not available. The role of the key worker will include responsibility for:

- Upon admission, provide the child with Complaints Booklet information.
- Ensure the child has free access to a supply of Complaints Forms.
- Ensure that if the child has difficulty in reading, writing, or understanding the form, he / she has the procedures verbally explained by an appropriate adult.
- Ensure the child's Social Worker has given him/her the respective LA's Complaints Leaflet.
- Upon Admission, the child is given OFSTED's contact details and advised of how to make an external complaint.
- Ensure Parents / Carer's / Social Services staff are informed about the OFG Complaints Procedure.
- Ensure complaints are recorded on the home's Central Complaints Record, which is routinely inspected by OFSTED and available to social care workers. A copy of the complaint will be placed on the child's file and one copy sent to the OFG designated Complaints Coordinator, who will liaise with and copy the form to the child's social worker.

The home adopts a holistic approach to care and development, addressing the emotional, social, cultural, physical, and educational needs of the children.

We believe that our children/young people should be cared for in a positive, non-discriminatory environment. On admission, each resident has a Placement Plan where behaviour constitutes a key issue the Placement Plan may incorporate a Behaviour Management Plan], Health Plan and Risk Assessment formulated for them which aims to develop the young person, keep him or her safe and foster a relationship based on equality, trust, equal value, dignity, and respect.

Wherever possible Risk Assessments are formulated ahead of admission and reviewed as soon as possible thereafter. Where appropriate, plans are shared with the young person concerned. All plans are shared with, and ratified by, Case Managers

Walnut Tree Lodge seeks to provide a safe and accepting environment where issues of will be addressed and expression of feelings encouraged in a positive and appropriate manner. In line with OFG corporate policy, the home aims to deal with issues and meet needs associated with:

- Education & Leisure
- Behavioural Issues
- Sex Education
- Family contact
- Skills/Emotional maturity
- Health, Hygiene and Self Care
- Child Protection Issues
- Interpersonal Skills & Socially acceptable behaviour
- Self Esteem/Confidence
- Eating Disorders, substance abuse, self-harm.

Key day-to-day living arrangements include:

- Main meals are taken together, in a family style atmosphere, and special dietary needs are catered for.
- Children/young people have their own bedroom key with lockable spaces for personal possessions. (Unless deemed at Risk)

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- Communal, as well as individual leisure/recreational activities are made available and actively encouraged.
- Walnut Tree Lodge is well equipped with a variety of therapeutic tools and equipment, e.g., games, DVDs, books, music, craft, and other resources.

Whilst living at Walnut Tree Lodge all children/young people receive the following allowances:

- Pocket money & Phone money
- Clothing Money
- Personal allowances for activities/interests
- Birthday Money, Christmas

Available Services

Residential Placements

- Medium to Long term residential placements.
- The home won't be accepting emergency placements to support the young people who are residing in the home.
- Placements with therapeutic support from the clinical team

Who may be referred to Walnut Tree Lodge

Walnut Tree Lodge is able to accommodate:

- 4 young people
- Male or Female
- Aged between 8 to 18
- Young people with social-emotional / behavioural difficulties

In accordance with OFG Equal Opportunities Policy, children of any gender or ethnic origin may be referred. OFG carefully considers all referrals as part of a caring and responsible approach to Admissions.

The layout and design of Walnut Tree Lodge is such, that the home is able to accommodate a young person with mild mobility difficulties. It would, however, not be suited for children with more severe mobility difficulties.

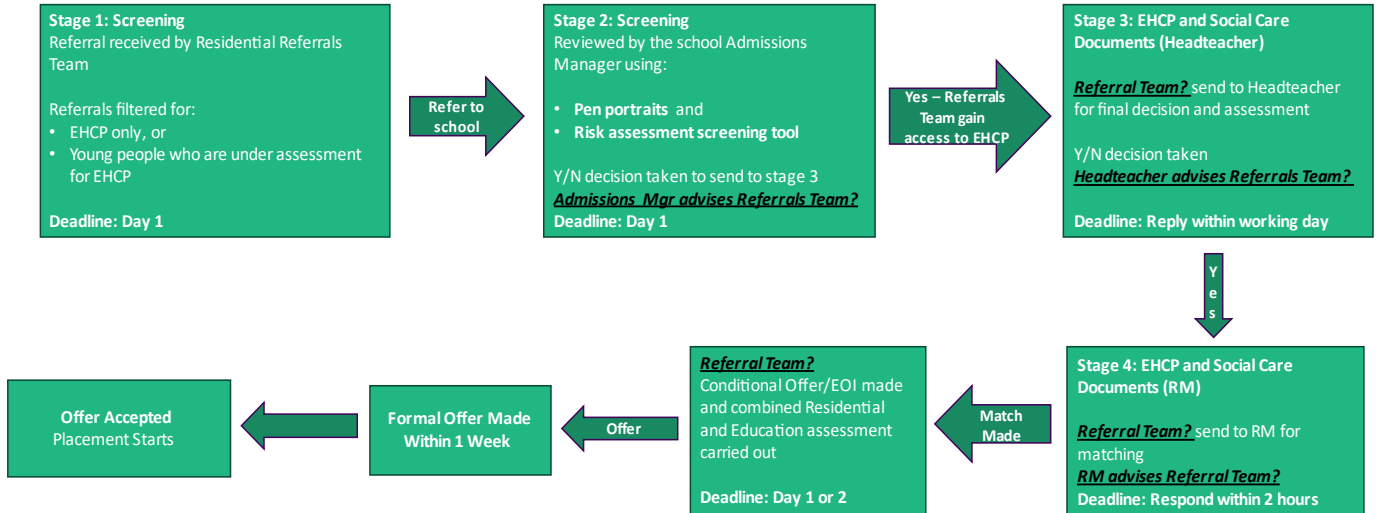
Admissions Procedure

We always aim to ensure the admission process is as speedy and straight forward as possible.

Preferably, placements should be planned, providing for as smooth a transition as possible for the child/young person concerned.

The flow chart below shows the normal Referral/Admissions Process. The process can be adjusted to accommodate individual referral circumstances.

Joint Placement Referral Process



Appendix A – workforce experience and qualifications

Staff member Name	Start date	Job Role	Experience	Qualifications
RCCW	15.01.2021	Residential Childcare Worker	They have completed placements in schools that specialise in young people with special needs. Chloe has also worked in care homes with challenge and specialised learning difficulties and brings these skills to Walnut Tree Lodge. They are passionate about making a positive difference in young people's lives.	Level 3 extended diploma in Health & Social Care. Currently enrolled on Residential Childcare Advanced Level 3
RCCW	09/07/2020	Residential Childcare Worker	They have 11 years of personal experience of caring for children with attachment disorder, sensory processing disorder, early life trauma and other complex needs within his personal life. They are committed and passionate about seeing excellent	Residential Childcare Advanced Level 3

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			outcomes for young people in my care. They have transferred from another home in the region to Walnut Tree Lodge on 18th March 2021.	
RCCW	07/03/2022	Residential Childcare Worker Currently on maternity leave	They have experience within adult care for 3 years prior to starting with the home, she is passionate about developing the young people we support.	Currently enrolled on Residential Childcare Advanced Level 3
RCCW	25/10/2021	Residential Childcare worker	They have had placements in a school setting and worked with elderly in a residential care home. They have had life experience with raising her own family and would like the opportunity to develop and support other young people. They are passionate about supporting young people achieving their full potential.	NVQ Level 2 in Health and Social Care – Working towards level 3
RCCW	30/10/2023	Residential Childcare Worker	They have worked in customer services and has skills that are transferable, They have a passion to work	Currently awaiting to be enrolled onto Residential Childcare Level 3

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			with young people to support and develop their positive outcomes and life chances.	
RCCW	13/11/2023	Residential Childcare Worker	Has worked in customer services and has completed a level 2 in health and social care and has a passion to work with young people with additional needs and challenges	Currently awaiting to be enrolled onto Residential Childcare Level 3
RCCW	28/03/2023	Residential Childcare Worker	Has 6 years' experience in adult social care and also 15 years' experience in the hospitality industry prior to this. They have children themselves	Currently enrolled on Residential Childcare Level 3
RCCW	27.11.2023	Residential Childcare Worker	They have worked in customer service roles; and has a passion to work with young people who face challenges. They have been a part of a family who have fostered young people.	Currently awaiting to be enrolled onto Residential Childcare Level 3
RCCW	29/01/2024	Residential Childcare Worker	Has worked with the agency before moving over to a full-time member of staff, They have worked in many different	Currently awaiting to be enrolled onto Residential Childcare Level

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			residential homes and supported young people who have had different needs and faced different challenges.	
RCCW	12/02/2024	Residential Childcare Worker	Has come from an adult care background and has a passion to making the lives of young people better and giving good life chances, they wish to develop her career	Currently awaiting to be enrolled onto Residential Childcare Level
RCCW	11/04/2024	Residential Childrens Care worker	Has worked within a care role, They are passionate about making a positive difference and is keen to support people to grow	Currently awaiting to be enrolled onto Residential Childcare Level

Temporary Staff member Name	Start date	Job Role	Experience	Qualifications

Appendix B - Wellbeing and Clinical Service

Who Supports the Home and Young People

Wellbeing and Clinical Service support is available for all of our young people, residential teams and school teams, and is provided by a team of clinicians which serve a 'hub' of residential care homes and schools and includes a range of clinical professionals. Each residential setting's designated clinical support will reflect the strengths and needs of the young people that live within the setting; however additional support can also be accessed from other specialists within the wider clinical services across the group where required. This enables us to be responsive to the needs of an individual throughout their placement with us.

Please find below a list of clinical members of the Meadowcroft hub, together with their professional qualifications. These clinicians may support any of the residential settings within the Meadowcroft cluster:

Athena Hub Wellbeing and Clinical Service		
Clinical Employee Name	Job title	Qualifications
Vacant		
<i>NB. list is live as of February 2024</i>		

Appendix C – Wellbeing Model

How The Home and Young People Are Supported

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Our therapeutic offer is informed by the OFG Wellbeing Rainbow; this strategy places wellbeing at the core of everything we do. The rainbow represents a tiered approach to wellbeing support at a multi-professional level:



The overarching red and orange stripes apply to every OFG employee.

Wellbeing and Clinical Approach

The yellow stripe represents our core care and education teams, and how they ensure a young person's wellbeing through their nurturing and compassionate approach during every hour of a young person's day. The teams around each young person are trained to have the knowledge and skills to create inclusive communities and cultures which: -

- 1) Consistently deliver trauma informed practice (please see TIP leaflet available at request)
- 2) Use a Neurodivergent Affirmative approach (please see AAD leaflet available at request)
- 3) Adhere to each young person's individual support plan.

Our goal is to create inclusive communities within our residential settings to ensure young people are engaged in their development and increasing independence and have a sense of belonging in their home that will have either a primary focus based in the neurodivergent affirmative approach (Options Autism) or Trauma Informed Practice (Acorn Education and Care). These approaches are seamlessly blended to meet the specific needs of each home's individuals. As part of meeting the needs of individuals, we have developed two core clinically informed strategies – one focused on Autistic/Neurodiverse individuals (Ask, Accept, Develop) and the other focused on those with lived experience of trauma (Trauma Informed Practice principles of Co-reflect, Connect, Co-regulate). Both strategies are based on clinically informed, evidence-based practice and the most up to date research base.

Our homes embed, implement and take ownership of the concepts of AAD and CCC through training and the accreditation process. This allows us to plan, consistently deliver training and monitor best-practice in collaboration with care governance processes. The homes will self-review to identify areas for development. Homes are able to achieve a quality standard assurance rating of Bronze, Silver or Gold according to their current level of delivery. Further information on the AAD and CCC strategies are available on request.

Universal Offer

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The green stripe reflects the OFG Universal Offer. This is where the clinical service can support further around the creation and maintenance of a therapeutic environment and staff approach.

The clinical service will facilitate regular 'reflective practice' for the whole care team. These sessions recognise the emotional impact that living with traumatised young people can have on the team members' own sense of emotional and physical wellbeing. Colleagues are supported to express, reflect upon and process their thoughts and feelings in relation to their roles with the young people, their colleagues and of events and incidents. Processing in this way enables the team to continue to provide a milieu which can respond to a child or young person's communications and presenting needs therapeutically.

The clinical service will support residential settings to become TIP and AAD accredited: this may be via contribution to care staff training, offering of supervision to TIP and AAD champions, and monitoring to ensure that TIP and AAD are at the centre of the homes practice.

The clinical service might provide further targeted and bespoke training or resources to the care team at this level.

Enhanced Offer

The blue stripe reflects the OFG Enhanced Offer. This is where the clinical service is involved with individual young people, primarily indirectly, through working closely with the team around the young person to develop a shared understanding their needs. The TIP and AAD approaches are used to inform thinking and practice at this level.

When a young person arrives in our residential settings, an initial assessment will be completed based on the young person's existing paperwork, discussions with, and information gathered from, key adults and the young person's views. This aids the creation of a clinical overview, which includes a formulation, recommendations and agreed targets to work towards. Following the initial clinical overview, the young person may move to the universal or specialist offer.

Multi-disciplinary team meetings, attended by the clinical, residential and education team, are held regularly for all residential young people. The meeting will review the therapeutic care plan, analyse outcome measures, identify what has worked well and consider areas that remain a barrier to the young person's quality of life and achievement. The outcomes of these meetings inform relevant goals for the young people and progress towards meeting them.

At this level of offer, clinicians may also attend other professionals' meetings e.g. 'LAC Reviews'. They will also be involved in supporting the development of that young person's communication profile and sensory profiles, all in line with AAD and TIP approaches.

The enhanced offer may also involve programme led group or individual interventions, co-delivered by supervised members of the clinical service and supporting care or education staff. The clinical service might also supervise or coach care or education staff to deliver specific interventions.

Specialist Offer

The violet stripe represents the most specialist support provided to our most complex young people. This is where clinicians have identified the need for direct involvement with a young person. This will be in addition to involvement described above.

Individual or group-based evidence-based interventions are delivered by our clinicians, who are trained in disciplines which focus on increasing wellbeing through: communication (Speech and Language Therapists); enabling access to/improving independence with functional skills (Occupational Therapists); and mental health (Psychologists and Psychotherapists). Clinicians may need to work closely with clinical colleagues in our local

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communities and ensure that our young people also access statutory services such as CAMHS as necessary.

Appendix D – Crisis Prevention Institute Safety

All members of the care teams within the home are trained within Crisis Prevention Institute Safety Intervention Foundation level training (CPI).

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This first tier training incorporates trauma-informed and person-centred approaches integral to the application of the model. CPI focus on prevention through de-escalation techniques through to non-restrictive and restrictive intervention.

If a child in the home demonstrates increased extreme risk behaviours, the home can increase this training to the advanced and emergency training model highlighted below - this is assessed through behavioural observation and assessment of risk and tailored to the individual needs of the child. Outcomes First Group (OFG) have set a clear procedure to follow in times where a service feels there is a justified need for Advanced and Emergency Disengagements and/or Holding Skills. This procedure requires services to make an application to the Reducing Restrictive Practices (RRP) Board. CPI will then be commissioned to complete a validation visit and compile a report that is then presented to the board for authorisation.

Each level of training will then be refreshed every 12 months as part of mandatory training. Also covered as part of the training will be the law around physical interventions, including any changes/updates to legislation, (DFES & DOH) and regulations such as the Children's Homes (England) Regulations.

The CPI ethos is to ensure physical intervention is used as a last resort except in circumstances of immediate risk, threat of danger or serious harm as per company values and legislation. Care teams, where possible, are to communicate to all children before physical intervention is initiated as a possible measure to ensure they remain safe, giving an opportunity to co-regulate. After any physical intervention, this will be revisited to communicate why this was an appropriate measure – for example, to prevent serious harm to themselves or someone else. Relationships can be fractured during any incident, especially those of a physical nature, and an opportunity will be given within a reasonable amount of time for all parties to co-connect and co-reflect, re-attuning the relationship by talking through incidents, via debriefs, key working and/or mediation group work.

OFG is an affiliate member of Crisis Prevention Institute (CPI), and services subscribe to either one of the below Safety Interventions (SI) packages – Foundation, Advanced or Advanced and Emergency. The arena of education also covers residential services and health/human cater to the group's adult division. The benefits of the CPI model are that it has a tiered approach based on the needs of an individual. CPI has 3 levels - this also sits in line with the organisations well-being model.

Safety Intervention - Foundation™



Table 1: Disengagement

Name & Sequence Market	Strike	Wrist	Clothes	Hair	Neck	Body	Bite	Interventions (1 staff)			
								Low	Medium	High	
Education	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Health/Human	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Timings (minutes)	90										

KEY
Green ✓ = Foundation Safety Interventions included
Red x = Skills not included

Table 2: Holding

Name & Sequence Market	Seated			Standing			Team Interventions (2 staff)	Transitions (2 staff)	Children Holds		
	Low	Med	High	Low	Med	High			Seated (chair)	Seated (floor)	Standing
Education	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Health/Human	✓	✓	✓	✓	✓	✓	✓	✓	x	x	x
Timings (minutes)	150										

As noted, CPI SI Foundation Training is our core training that all care team adults are trained within, which incorporates trauma informed and person-centred approaches. The programme has a focus on prevention, it also teaches de-escalation skills as well as non-restrictive and restrictive interventions. The programme is Restraint Reduction Network (RRN) certificated training curricula.

Safety Intervention - Advanced™



Table 1: Disengagement

Name & Sequence Market	Strike	Wrist	Clothes	Hair	Neck	Body	Bite	Interventions (1 staff)			Neck (high risk)
								Low	Medium	High	
Education	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Health/Human	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Timings (minutes)	90										15

KEY
Green ✓ = Foundation Safety Interventions included
Red x = Skills not included
Yellow ✓ = Advanced Skills included

Table 2: Holding

Name & Sequence Market	Seated			Standing			Team Interventions (2 staff)	Transitions (2 staff)	Children Holds			3 rd Person		Advanced Team Interventions (3 staff)	Transitions (3 staff)	Standing to floor transitions (Slips, Trips and Falls)		Standing to floor transitions (Slips, Trips and Falls)	
	Low	Med	High	Low	Med	High			Seated (chair)	Seated (floor)	Standing	Seated	Standing			Standing to Seated	Standing to Seated	Standing to Seated	Standing to Seated
Education	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Health/Human	✓	✓	✓	✓	✓	✓	✓	✓	x	x	x	✓	✓	✓	✓	✓	✓	✓	✓
Timings (minutes)	150											30	20	15	35	35	35	35	

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Who are we?

In 2016, NFA Group combined forces with Acorn Education and Care to create the UK's leading and largest Children's care provider. With over 2 decades of experience and a positive reputation as a specialist, multi-divisional organisation, the NFA Group provided high-quality Education, Care and Fostering services to vulnerable children and young people, offering them a safe and nurturing environment in which to learn, grow and succeed.

2019 saw this position further strengthened by the alliance of the NFA Group and Outcomes First Group creating the unified Group you see today – a Group which has become a vital part of local communities in England, Scotland, Wales and Northern Ireland with a renowned reputation for quality and positive outcomes for the people we care for.

The children's and young people's part of the organisation is divided into 2 clear areas.

1. **Acorn education and care** – this is our universal offering of SEMH care made up of 35 children's homes, 2 residential Schools and 32 schools. Our services support young people with emotional behavioural difficulties, young people diagnosed on the ASD spectrum, emerging mental health, 12-week assessment and homes that specialise in pathway to fostering and transitions to adulthood. (These services include homes under the following legal entities Bryn Melyn Care, Pathway Care homes, Hilcrest children's services and ECS homes)
2. **Options autism** – this is our specialist services for young people with complex learning disabilities including autism and social, emotional, and mental health needs made up of 20 services. (These services include homes under the following legal options autism, underlay gardens, Acorn Park, Falklands House and Holistic Care)

Within the group we have homes that are specialists under the above bracket however we understand that young people may move in and out of higher and lower acuity need based on their behavioural responses to their trauma and attachment needs so we have developed well-being and CPI models that are able to adapt to the needs of the young people in our care.

For example, a home may sit under acorn education and care with a young person under a universal package, they may then hit a period of crisis and the needs of that child may escalate. Rather than destabilising the child further and moving the young person we are able to bolt on additional training, advanced CPI needs, and additional packages of clinical investment based on the needs of the child to support that young person.

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