



Statement of Purpose

Registration Number: 1277479



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Quality and Purpose of Care

Rock Road House was first registered with OFSTED in July 2018. Rock Road House caters for children aged from 8 to 17 years with moderate or profound Learning Disabilities and associated complex or challenging behaviours.

Our Ethos

Rock Road House believes that the following statements best describe the values within which they seek to operate on a daily basis. Each child in our care has a fundamental right to be

- Happy, healthy, safe from harm and able to develop, thrive and fulfil their potential.
- Valued and nurtured as an individual with talents, strengths and capabilities that can develop over time.
- Ambitious and to be nurtured to learn in and out of school to enhance their life prospects in every respect.
- Given emotional, mental health and physical health support. Including repairing earlier damage to self-esteem and encouraging friendships.
- Given person-centred support that places the young person at the heart of their care, and ensure that their views, wishes and feelings are sought and taken into consideration, and that decisions are made in conjunction with the young person, rather than for the young person.
- Supported by staff that have the ability and necessary training to understand and utilise each child's preferred form of communication, whether this be verbal, pictorial or sign language.
- Have access to multi-agency support and have on-going contact with their families and communities of origin.
- Supported by a staff team who are engaged in on-going learning about their role and the children and families they work with.
- In a safe and stimulating environment.

Type of Accommodation

Rock Road house is a two-bed facility located in Finedon, Wellingborough. The home provides accommodation for up to two children within the age range of 8 years to 17 years of either sex. The home will work with each child in its care to ensure that they are provided with a room that is decorated and arranged in accordance with the child's wishes and needs.

Location of the Home

Rock Road House is a two-bedroom semi-detached property in Finedon, Wellingborough. It is situated close to the high street which is 0.4 miles away. There is a bus stop a short walk away which provides access to Wellingborough, Thrapston, Kettering, Rushden, Leicester, and Corby. Other local services less than 1 mile away is St Mary's church, Finedon Independent Church, the community hall also offers classes, including Scouts, Clubs, and dance classes.

There are 2 local GP surgeries (Summerlee Medical centre and Dr R Child at the Finedon Health Centre) and a pharmacy (Finedon Pharmacy) a dental surgery (Finedon Dental Practice). The closest opticians (Latimer Opticians) can be found 2.6 miles via A6, there are several other opticians within a 4-mile radius namely Boots Opticians and Specsavers.

Educational services in Finedon include a local infant and primary school. There is a primary school and a high school for pupils with Special Educational Needs in Wellingborough the closest town to the Home. Both Rowan Gate Primary School which is 3.0 miles and Friars Academy which is 4.5 miles away are judged as Outstanding in their respective Ofsted Inspection

Cultural Linguistic and Religious Needs

The home provides care which meets each child and young person's needs and promotes their welfare, taking into account of the children and young people's gender, religion, ethnicity, cultural and linguistic background, sexual identity, mental health, any disability, their assessed needs, previous experiences and any relevant plans. The home promotes cultural diversity through regular culture themed evenings.

If required, the home will make contact with any local place of worship on a child's behalf.

Complaints and Suggestions.

The home has written and implemented a policy/procedure for dealing with any complaint, as follows:

"Children resident in the home are encouraged to raise any concerns they may have as a way of ensuring that any dissatisfaction is brought to the attention of the Manager of the home as quickly as possible. All concerns, complaints or suggestions will be taken



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seriously, fully investigated, handled quickly, sympathetically, and confidentially, and, where necessary, will result in improvements. The home's aim is to deal with any complaints efficiently and fairly, and, wherever possible, to achieve a resolution which is satisfactory to both the complainant and the home."

All complaints are to be forwarded to the Manager where they will be dealt with informally, if possible, although a formal resolution/investigation may be necessary in some cases. All complaints are recorded. Children resident in the home have a copy of the complaint's procedure in the children's guide. A copy of the complaint's procedure and safeguarding policy can also be accessed on the home's website.

Views, Wishes and Feelings and Consultation with Children.

The home takes the children's views, wishes and feelings into consideration when making plans. For example, children and young people are involved in planning their weekly menus and weekly activities. There are key working sessions and weekly young people's meetings held where their views, wishes and feelings are gathered. In the weekly meeting, young people are reminded of the complaint's procedure.

The Children's views and wishes are also gathered during the Regulation 44 Independent Visits, where the Independent visitor talks to the young people to find out their wishes and feelings regarding the placement.

For planned placements, pre-admission meetings are held where children and young people are invited to come to assess whether they like the placement.



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Equality

The Home's Equality Policy *“Covers all employees, or potential employees, and embraces the principle that all people shall be treated equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (these are known as “protected characteristics”), or offending background unless unequal, or different treatment can be shown to be justified and is appropriate”.*

“This clear unambiguous statement of intent will apply to all aspects of the home's operations and to the treatment of all children within the home, at all times, whilst, at the same time, taking into account the individual's special needs with regard to their religion, culture, language etc. Children receive personalised care that promotes all aspects of their individual identity and are treated as an individual rather than a member of a group. Children will be able to exercise choice in the food they eat and be supported to prepare their own meals and snacks reflecting their cultural/religious background and personal taste.”

Children have rights in relation to every aspect of the care they receive in the home. These rights are protected through various policies and procedures, for example, protection against abuse and bullying, and rights to be dealt with fairly through the behaviour management policy.



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Education

The home ensures that each child receives an education which “enhances their life prospects in every respect”. The home will endeavour to achieve this by:

Understanding each young person’s EHC Plan and working with other agencies in reviewing and implementing the plan.

Creating a plan that incorporates the child’s goals and aspirations and this will be reviewed regularly to assess progress.

Ensuring that all the children and young people are supported to complete homework.

Encouraging children to engage in their chosen hobbies, clubs and any other activities they wish to partake in.

Encouraging and supporting children and young people to attend their places of education.

Ensuring that all forms of communication including PECS are used in line with the needs of the children.

Enjoyment and Achievement

The home provides a range of leisure activities which are suitable for and appropriate for children in our care.

The home arranges trips, on a regular basis. These may include dependant on the children’s preferences:

- Visiting local restaurants.
- Ten-pin bowling.
- Visiting the cinema.
- Going on a holiday.
- Visiting the local parks.

This is not an exhaustive list.



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Health

The home seeks to promote and protect the health of all children by:

- Reviewing and responding to the healthcare needs (physical, mental, and emotional) identified within the case notes and files upon arrival.
- Registering each child with local GP and Dental Practices and arranging for/encouraging regular attendance and check-ups.
- Working in partnership with healthcare professionals such as doctors, dentists, opticians etc.
- Ensuring the children and young people are aware of the risks associated with harmful substances such as drugs, alcohol and cigarettes.
- Encouraging a healthy lifestyle through the undertaking of regular exercise, and the implementation of a healthy and varied diet, in line with the wishes of the child.

Positive Relationships

The home commits to ensuring that children and young people maintain important contacts in their lives by

- Providing transport to and from contact
- Encouraging children and young people to go out into the local communities and interact with other local young peers.
- Identifying local young people's clubs and encouraging and supporting the children and young people to attend these.
- Encouraging important contacts to visit the children and young people at the Home.

Protection of Children

Monitoring and Surveillance

The home does not operate any form of surveillance equipment, either internal or external.



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Behaviour and Support

It is unavoidable that on some occasions the home will have to exercise control, restraint and discipline towards some or all of the children in its care. However, the home accepts, and has high regard for, the responsible way in which it must deal with and accomplish these essential tasks, so that any punitive actions have an effect on improved behaviour for the future, and do not have to be repeated.

All staff must understand the framework behind the home's underlying philosophy towards behaviour management, and therefore the home has written, and makes available to all staff, its policy on "Behaviour Management". The Policy States

"The home has high expectations of all children and staff and will strive to establish and maintain clear, unambiguous and acceptable levels of behaviour and positive relationships."

"Where behaviour falls below the standards expected, then this will be discussed with the person(s) concerned and corrective action implemented."

The home will apply firm, fair and consistent principles in the application of this policy, including:

- Treating each child with understanding, dignity, kindness and respect.
- Building, protecting and preserving positive relationships between each child and the adults caring for them.
- Understanding each child's behaviour to allow their needs, aspirations, experiences and strengths to be recognised and their quality of life to be enhanced
- Involving children and relevant others wherever practical in behaviour management.
- Supporting each child to balance safety from injury (harm) with making appropriate choices.
- Making sure the child's rights are upheld.



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Restraint of a child may only be undertaken in extreme circumstances, and as with the subject of behaviour management generally, the home deems this a serious topic worthy of its own policy and procedure.

Policy

Restraint is defined in the Regulations as using force or restricting liberty of movement and the only purposes for which restraint can be used are:

- a) preventing injury (physical or psychological) to any person (including the child who is being restrained);
- b) preventing serious damage to the property of any person (including the child who is being restrained);
- c) preventing a child who is accommodated in a secure children's home from absconding from the home.

Staff employed by Good News Nwk Ltd. (the Home) will exercise physical restraint of a child only when other less intrusive methods have been attempted or considered, and only in the extreme situations described above, and provided that they have been properly trained in how to exercise physical restraint safely and without inflicting pain.

Physical restraint may be used when non-physical interventions have been attempted without success or when it is apparent that they would not be effective. It may only be used when a child's behaviour poses a threat of imminent, serious physical harm to self and/or others, or serious damage to property.

Staff will be trained in Team Teach, whereby the ethos is on proactively managing behaviours so that the need for physical interventions is minimal, and only a last resort.



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Leadership and Management

Registered Provider

Good News NWK LTD
First Floor Offices
25 Sanders Road
Finedon Road Industrial Estate
Wellingborough
NN8 4NL

Responsible Individual

Nokuthula Wendy Mangwendeza:

Registered Manager

Craig Waights



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Experience and Qualification of Staff

CONFIDENTIAL – TO BE SHARED WITH THOSE WHO HAVE A REQUIREMENT FOR SUCH DATA



Management and Staffing Structure of the Home.

Rock Road House is run by the Registered Manager, Craig Waights who reports to the Responsible Individual, Nokuthula Wendy Mangwendeza. Reporting to the Registered Manager is a Team Leader to whom all other staff report. Each child is allocated a “key worker” who takes responsibility for the most important aspects of the care of the child, whilst overall care is a shared responsibility of all staff. The key worker takes part in regular reviews of the child’s placement and care plan ensuring continuity of care. Staff receive regular supervision and their training needs are assessed on a regular basis. Staff also undertake a formal annual appraisal with the management team every January, with a further review of progress being held in July..

Staffing Policy

The home has important responsibilities to ensure that staff are available in sufficient numbers to adequately deal with the needs of children, whilst at the same time ensuring that such resources are used efficiently and economically. The home has capacity for two children.

The home is appropriately staffed 24 hours a day, 7 days a week. Shift times are below which include a 15-minute over-lap at the start and end of each shift to allow time for handover to be completed ensuring continuity of care through clear and concise communication.

- Early Shift: 07:30am – 13:45pm
- Late shift: 13:30pm – 21:15pm
- Long day shift: 07:30am – 21:15pm
- Waking Night: 21:00 hours to 07:45 hours



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The home's staffing levels allow for adequate staffing during the day, and at night.

Staffing levels are adjusted as necessary to ensure they are appropriate to meet the risk/assessed individual needs of the children/young people in the home to ensure that a safe level of staffing in line with these risk assessments is provided.

Where young people require it, the use of a sleep-in member of staff will be utilised. This negates the need for lone working, and offers a second member of staff to support the young person overnight.

Notes:

- Staffing levels are in line with the individual needs of the children placed at Rock Road House.
- Where all children are at School, and away from the home then the home may not be attended. However, one member of staff is always contactable, and details are supplied to all schools.
- The Registered Manager when not required to be on duty at the home, makes unannounced visits (including at night) to ensure that the home is run properly in his/her absence.
- Any member of staff on duty may contact the "On-Call" Manager in the case of an emergency. The "On-Call" rota, with contact telephone number(s) is posted on the main notice board in the Office.
- As the home may have only one person on duty at any one time, and all staff share in the home's staffing rota, then all staff have a risk assessment in respect of lone working. This is maintained on the employee's personal file.

Role Models

The home employs staff of both sexes.

Supervision, Training and Development of Employees

The home has developed and implemented its own policy on staff supervision and support, as follows:



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All employees will receive the support and supervision they need to carry out their jobs. Such support will be available through the normal day-to-day supervisory and managerial processes although employees with direct responsibility for the delivery of care will have organised and regular review sessions with a nominated supervisor/manager. This process is known as “practice review” and is in addition to the employee’s annual performance appraisal.

The Staff Support programme embraces the following topics:

- Responses to and methods of working with children.
- Work with any child for whom the staff member is a key worker.
- The staff member’s role, including their accountability, in fulfilling the home’s Statement of Purpose.
- The staff member’s work in fulfilling the placement plan for individual children.
- Degree of personal involvement, feelings, concerns and stress.
- Staff development and training.
- Feedback on performance.
- Guidance on current and new tasks, including the setting and maintenance of standards.
- Personal issues which may impinge on the member of staff’s ability to carry out their duties effectively.

Where the discussions lead to an agreement that further training/development of the employee is required, then this will be incorporated into the employee’s Personal Training and Development Programme which is an integral component of the annual performance appraisal and development programme.



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Through its robust recruitment and selection policy the home undertakes to employ only those persons it believes have the requisite skills, education, training, prior work experience and attitude which will complement and enhance the quality of care we deliver. All staff are provided with an induction training programme and further ongoing training, appraisal, supervision and support as needed. All job applicants are required to apply for an enhanced disclosure from the Disclosure & Barring Service so that the home may be satisfied that they are appropriate persons to look after children.

Care Planning

Admission to Rock Road House

Admission to the home is by application to the Registered Manager, and will normally follow:

- A review of the applicant's history and circumstances.
- Assessment as to whether the applicant meets the home's general admission criteria.
- An assessment related to the composition of the home's current child, and the home's ability to cater for the needs of the child in question.
- Discussion with those who know the child well in a range of settings (home, school, respite, previous placements, social worker, PA, etc).

Emergency admissions are accepted provided that the above information has been supplied, and the home has had time in which to consider the appropriateness of the placement, and a bedroom and appropriate facilities are available upon arrival. Of equal importance and consideration is the capability to care for children admitted at short notice while continuing to offer high quality care to children already living in the home.