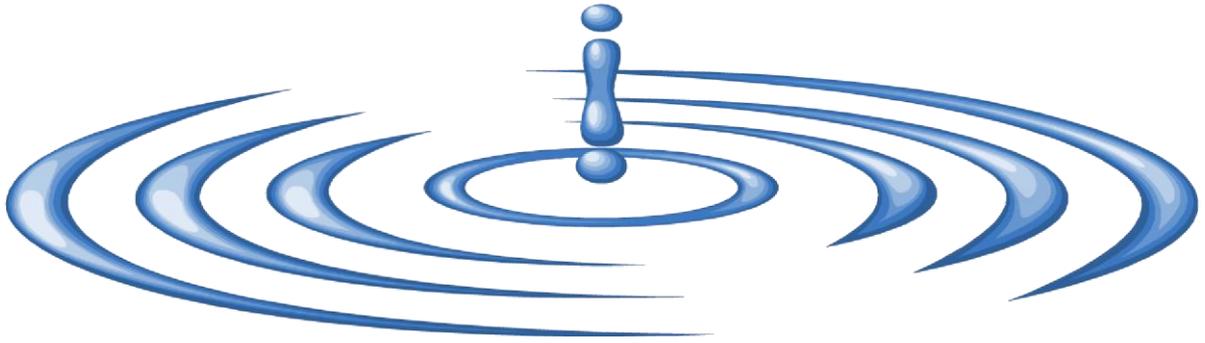


The Serendipity Centre Ltd



Every child deserves a chance
The past is something that's gone forever
The future is something we will work on together

Statement of Purpose

Serenity
URN SC463558

December 2018

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1. Quality and purpose of care

1.1 Statement of intent

Serenity is one of three residential care homes for children provided by the company trading under the name of The Serendipity Centre Ltd (TSCL). The Serendipity School, rated outstanding by Ofsted consistently for the past 10 years, is also provided by the TSCL.

Serenity provides residential care for girls between 9 and 18 years of age. The needs of the young people vary according to their cognitive ability and understanding. The staff and the environment at Serenity has the capacity to deliver care to meet the needs of young people who may have experienced significant trauma in their lives, resulting in emotional, behavioural and social difficulties.

The objective is to provide individualised support to each young person using a therapeutic approach to care. Serenity is not equipped for young people with physical disabilities. However, all referrals are considered individually to establish if reasonable adaptations may mean it is possible for a young people's needs to be met and accepted if the team believes outstanding outcomes can be achieved.

Serenity strives to provide a safe environment for young people to flourish, realise their full potential and discover their own identity at their own pace. A dedicated staff team is on hand to encourage and motivate and celebrate success. The primary aim is to equip the young people with the necessary skills they will need to succeed with as much independence as their individual needs will allow when they move on to adulthood.

Safeguarding the safety, health and wellbeing of the young people is of paramount importance. Serenity staff receive training to develop competent and confident practice to protect the girls from sexual exploitation, radicalisation and other high risk situations.

1.2 Organisational Vision

'The past is something that is gone forever. The future is something we will work on together.'

All residential care provided by TSCL aims to make a positive difference to the lives of the young people who may have experienced significant trauma in their lives, resulting in emotional, behavioural and social difficulties.

1.3 Mission Statement

Serenity's mission is to provide care that ensures each young person is safe and free from harm while nurturing their capacity to think skilfully and critically. We also strive to deepen the young people's commitment to values such as kindness, helpfulness, personal responsibility, and respect for others, qualities we believe are essential to leading productive lives.

The young people may display emotional and behavioural difficulties in a range of forms, verbal and physical aggression, and bullying, absconding, self-harm, inappropriate sexual behaviour, criminal and challenging behaviour. We recognise that each young person is unique and of equal worth, each one of them having their own individual combination of needs and ability.

Serenity upholds the right of each young person to have the same opportunities as others, irrespective of age, gender, sexuality and ethnicity.

Serenity seeks to build self-esteem and confidence so that each young person is steered and prepared for a life of happiness, purpose, self-autonomy and independence.

Serenity provides a secure, stable home for young people to be assisted to form healthy attachments and build positive relationships through the role modelling by the Serenity staff team. The Serenity team aim to promote this attachment through a consistent approach, with positive behaviour and positive risk management techniques. Keeping young people safe is paramount whilst improving their knowledge and understanding of risk taking behaviours, through appropriate communication methods, will enhance their community presence and resilience into adult life.

Each young person will receive a thorough assessment prior to admissions, where targets and outcomes can be agreed. Young people are supported and encouraged to safely access new experiences and build upon their successes to meet their targets and improve their outcomes. These plans are regularly reviewed with the young person, and appropriate network, to ensure their immediate needs are being met and future aspirations are worked towards. Staff will use their knowledge gained from 'Spotlight Sessions' of developmental and attachment trauma to underpin their interventions with young people adapting the care where necessary to meet the young person's emotional, behavioural and cognitive presentations.

Staff will receive regular 'Spotlight Sessions' with the Head of Wellbeing to discuss young people's presentation and how to support and develop the young person's ability to use coping skills and manage their own behaviours. The Serenity team recognise that a positive relationship with an adult, who has day to day contact with a young person, provides the greatest potential to bring about the therapeutic change for the young person.

1.4 Accommodation

Serenity offers a homely environment that is comfortable, the three storey house can accommodate six young people, and has been adapted to meet the standards required for a children's home and meets all Health & Safety and Fire regulations.

Grounds

- The home has a large garden and patio area but also has pasture and a paddock. The grounds extend to 9 acres and includes 3 alpacas and 2 sheep.

Lower Ground Floor

- Large lounge area with television, large settees, patio doors looking out to part of the garden
- Open Plan kitchen/dining/living room with large dining table so the girls and staff can enjoy mealtimes together; a play area with television and a cooking area. It also has 2 sets of patio doors looking out to the garden
- Utility room with washing machine, tumble dryer, second fridge, large freezer, secure cleaning cupboard, sink and draining area
- Hallway to front door
 - Small chill-out room with computer for the young people
 - Easy access toilet

First Floor

- Landing leading to:
- 4 bedrooms for young people, all with en-suite
- Staff sleep-in rooms with en-suite and office space

Second Floor

- 2 bedrooms for young people, all with en-suite
- Staff sleep-in rooms with en-suite and office space

All young people have their own bedroom with en-suite and at no time will they share a bedroom or bathroom. Serenity is decorated to the highest standard and any damage is quickly repaired by our in-house maintenance team.

Serenity is located in the Hedge End area of Southampton which is in Hampshire. The home is placed perfectly to access the beauty spots of the south coast and the New Forest, being a short drive away. The village of Hedge End is a short walk away allowing easy access for the girls when assisting them to develop their independence.

Serenity has good links within the community and is walking distance from the local swimming pool and parks.

The Doctors surgery and opticians are located in the village; the specialist dentist we use for the girls is only a short drive away.

Serenity's location ensures easy access to the train service and other public transport and is ideally located for accessing several schools and colleges.

1.5 Supporting cultural, linguistic and religious needs

The cultural, linguistic and religious beliefs of the young people accommodated in the home are supported by the staff team. All young people are encouraged to follow their own culture and their religious beliefs. Serenity have contact with local churches and the local mosque. Serenity staff team believe that it is important to have an understanding of culture, diversity and acceptance of ethnicity and sexual orientation. We maintain information on the various religious venues in the locality. Young people placed at Serenity are supported to attend any place of worship, and any requirements specific to their religion (e.g. prayer books, prayer mats or halal meat) are provided.

1.6 Complaints Procedures

Our philosophy and working practice is based on equal opportunities and anti-discriminatory practice. The organisation supports the staff and our young people to be able to speak out when they have a concern. The young people are provided with different opportunities to have their voice heard, raise concerns and contribute to decision making. The young people are also supported to complain if they believe they are being treated unfairly and they receive a timely and appropriate response.

Due to the cognitive or learning ability of some of our young people we encourage the use of 'worry forms' these allow the young people to use pictures and visual prompts to support what they wish to communicate. Serenity has a child friendly flow chart that shows the girls what a complaint /worry is and what happens when they

raise one. The “Young People’s Guide” is provided to each young person as well as a verbal explanation about how and to whom they can make a complaint.

Staff will support the young people to fill in the forms if they wish.

The young people have many opportunities to voice if they are unhappy or concerned about anything, in 1-1 key work sessions and weekly house meetings. Each young person also has a “Champion” assigned to them on arrival so further support is available if needed. Advocacy is promoted and each young person is encouraged to spend time with an advocate regularly – if they do not wish to see an advocate, staff undertake key work sessions to ensure the young people understand what an advocate does and how they can help and support them.

The home ensures the contact number for Ofsted and Child line and our local advocacy service is available to each young person. The young people can also share any concerns with the Independent Regulation 44 visitor, independent reviewing officers, and social workers when they visit the home. All young people can make a private phone call in the office, or use the house mobile if necessary, particularly if they want to make a complaint about a particular staff member or the quality of their care.

If the young people do not want to share a complaint to their staff they can write to the Responsible Individual or the Director of Care.

Responsible Individual: Sue Tinson 01489 876859

Director of Care: Carmen Haverly 01489 876898

The Serendipity Centre Ltd

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St Luke’s Close

Hedge End

Southampton

Hants

SO30 2US

Phone number; 02380422255

Ofsted can be called directly on: 03001231231 or at enquiries@ofsted.gov.uk

All staff receive a copy of the staff hand book at their induction which contains information about how to complain and there is a whistleblowing policy in place to guide staff in how to speak out about a concern.

Serendipity aspires to be an organisation that uses feedback from service users and others to continually improve the quality of care provided which will ensure the best outcomes for the girls in our care.

1.7 Safeguarding Children Policy and Behaviour Management Policy

Any person, body or organisation involved in the care or protection of a child can access our Safeguarding Children Policy and our Anti-Bullying Policy on our website. Our behaviour management policy and complaints policy can be provided on request.

2. Views, wishes and feelings

2.1 Consulting girls about the quality of their care

The views of the young people living at Serenity are regularly sought and acted upon. This is achieved through weekly house meetings and the young peoples' views are then fed into the staff team meetings. The Director of Care will attend some of these meeting. These meetings encourage the girls to voice their views on the daily running of the home.

Before any meeting where the purpose concerns the young person for example a Personal Education Plan (PEP), Child Looked After Review (CLA) or our internal Network, our girls are encouraged to complete "My Wishes and Feelings" forms to capture the child's voice and ensure their views are listened to and respected and taken into account in the meeting. If the young person cannot attend the meeting for whatever reason, feedback about the outcome is provided to them by the staff.

The young people all make personal choices about their own bedrooms choosing their own colour scheme and picking bedding and a rug to match. They are encouraged to make this their own space. The time scale of this varies according to the young person's individual needs, some girls feel overwhelmed by having too much given all at once on placement. This arrangement forms part of the transition plan and the team assisting the girl to settle into Serenity will act on the agreed timescale.

Young people are encouraged to undertake group chores or house jobs; they discuss the rota for chores at house meetings. They are supported to keep their bedrooms clean; this again is individual to each young person's needs. The rationale for starting very basic chores is to encourage the development of group living which leads eventually to the young person developing skills for independent living.

The young people complete an 'All about Me' document with the support of their champion. Each young person is encouraged to reflect on how they would like to be looked after, and what they want from their care team. Once captured this informs their support plan. All young people are asked for their consent for the independent Regulation 44 visitor to have access to their files as part of their role to ensure they are well looked after.

2.2 Anti-discriminatory practice and children's rights.

Serenity is part of TSCL, which has an internal intranet to communicate across the whole service. All policies and procedures can be found on the intranet and they are updated in line with any legislation.

Serenity staff team firmly believe that all people should be treated equally, with respect, understanding and have their rights acknowledged. This applies to the girls and their families, the staff and visitors to the home.

We consider all young people are equally entitled to have their needs met and to live free from abuse and exploitation. Each young person has a champion who is responsible for assisting the young person to understand their rights and that these are achieved. Within their 1-1 key work sessions the young people are encouraged to share their views and to have an understanding of what their rights are; they are supported to know they are listened to and treated equally and fairly.

Serendipity is an organisation that is committed to equal opportunities and anti-discriminatory practice both in terms of the girls who live in the home and the staff team employed.

3. Education 3.1 Supporting children with special educational needs.

Young people placed with us may attend The Serendipity School if this is part of their care plan. All Education needs are supported in line with the young persons Individual Education plan (IEP) and young people are supported wherever they access education. The care staff will liaise with the school in regard to any communication aids which will support the young person's education and will work in a manner which is sympathetic with their individual learning style.

Serenity is well-suited to supporting girls with special educational needs and works collaboratively with our in-house school and with all of the mainstream schools our young people attend, to provide a joined up approach to promote and support learning.

All young people are provided with support to do their homework and reading is often planned into the evening routine. The staff provide opportunities for the young people to attend after school clubs and activities. The main aim of any activity is for the young people to experience the excitement of a new challenge and to have fun. The emphasis is always to lift self-esteem, social skills, trust, responsibility and awareness of others.

3.2 Promoting Education

The Serendipity Centre Ltd which includes Serenity consider education to be central to each young person's placement and essential for their ability to achieve economic wellbeing in future years. The staff team place emphasis on school attendance and enjoyment. The staff team also understand that opportunities outside the school day can help to provide an opportunity to increase learning and social independence skills.

3.3 Arrangements for local schools

The staff team consistently communicate with all education providers involved with each individual young person and have regular meetings with the provider to ensure the best outcome for the young people is achieved. Parents evening and other appointments with the education establishment are always attended by staff.

4. Enjoyment and achievement

4.1 Activities

We aim to provide a broad range of community and leisure activities. These opportunities provide each young person with a range of experiences that has the potential to uncover a talent for something that they can excel in and enjoy. Our young people will always be involved and be part of the decision making to find activities that they wish to try. Current activities are:

- Stage coach (Theatre Schools and some cater for young people with additional needs)

- Various youth clubs (Ensuring all abilities are catered for)
- St John Ambulance
- Guides
- Trampoline (Including Just Jump an inclusive trampoline group)
- Horse riding
- Stable management
- Pony club
- Dancing (Varied clubs)
- Army cadets
- Swimming club
- Go karting

This list is not exhaustive we will always look for anything that is suitable for each girl, that they are likely to achieve and which will lift their self-esteem. Other leisure activities include;

- The Farm
- Walks
- Cinema
- Crafty Saturday
- Theatre
- Gym
- Beach
- Theme parks
- Fair
- Crabbing
- Gardening
- Park

Again this list is not exhaustive and we will always look for different ways to help the young person explore and discover enjoyment from any form of activity.

Safe / Protected activities

At Serenity we encourage our young people to find an activity that helps them to become part of the community and help build their self-worth. This activity will be a safe / protected activity and will never be withdrawn; a young person will only not attend if there is a safeguarding issue that prevents this. At Serenity the young people are part of the planning for their summer holiday. We want the young people to have the opportunity to learn to play, have fun and feel safe.

5. Health

5.1 Health Care and Emotional Wellbeing

All staff are trained in first aid. All staff are aware of the opening times for the General Practitioner, the local Walk-in Centre and local hospitals. (The staff list and qualifications is contained at Annex A)

When a young person is placed with us she is registered with the local Doctors surgery, Dental practice (including a specialist Dentist for young people with additional needs if this is required) and the Optician. At Serenity we use the same health professionals as our other residential care homes to ensure good communication and sharing of good practice; this supports our confidence in quality of the health care provided.

Serenity promotes a healthy life style; the young people are encouraged to exercise and have a healthy diet, and the house menu is planned with the young people. Sexual health promotion is supported with the use of the teenage walk in centre at the local Doctors surgery.

All young people have an individual health plan. This is discussed at placement and past medical history is used to agree an appropriate support plan. The young person's views are part of the plan ensuring they understand why they may need additional health services and their health needs are regularly reviewed.

Serenity take a holistic view of the young people they support, the team recognise that nurturing positive emotional wellbeing is as important as providing a secure physical environment. In order to provide this the team are supported by the in-house therapy team – Tranquillity. The Head of Wellbeing from Tranquillity will facilitate regular 'Spotlight Sessions' where staff will have the opportunity to discuss the young person's presentation and how to best support and develop the young person's ability to use coping skills and manage their own behaviours. In addition to the therapy team at Tranquillity, the service has links with the local CAMHS (Child and Adolescent Mental Health Services) to provide a medical clinical oversight should that be required to meet the young person's needs.

All young people will be offered the opportunity to engage in one to one therapeutic work with a member of the Tranquillity team. The wellbeing team consists of the Head of Wellbeing, who is a trained counselling therapist and registered learning disability nurse, who predominantly offers supervision and supports the staff teams across the service; two creative counselling therapists and a holistic wellbeing instructor, who provide the direct work with the young people. Sessions are offered throughout the year, they are built into their educational provision or offered outside of curriculum time if that is more appropriate. Sessions continue through the school holidays as young people are encouraged to continue their therapeutic journey. Young people will co-create their own individual contract with the therapist working on the issues, through creative means, that they chose to bring to the room. They will be asked to evaluate their sessions at periodical points throughout their journey to ensure the therapy is meeting their needs and to demonstrate therapeutic outcomes. The therapists will use their knowledge and skills of working with traumatised young people to tailor the sessions to the presenting issue, this can be drawing upon a range of theoretical and therapeutic models (such as CBT; humanistic and Gestalt approaches; mindfulness; anger management strategies) as necessary and appropriate. The aim of the therapy is to provide a safe space for young people to work on their past experiences and make sense of them in the here and now. Tranquillity also focus on the development of the young people's sense of identity and self-esteem through the provision of one-to-one sessions with the holistic wellbeing instructor. These sessions enable young people to learn to take care of themselves in a manner that enables them to feel valued and safe. The young people are able to explore cosmetics, hair and skin care and personal hygiene with a therapist who also provides guidance on nutrition and learning helpful ways to relax and calm oneself in times of stress and tension.

The Tranquillity team will work closely with Serenity to provide direction on how to meet the emotional needs of the young people, but will always endeavour to maintain a confidential therapeutic relationship first and foremost. Tranquillity work

within a safeguarding framework to ensure the safety of the young people is paramount.

A 6 monthly Multidisciplinary Team Meeting (MDT) enables the different professions involved in the provision of care, education and emotional wellbeing to review and contribute to the plans for all young people living at the house.

6. Positive relationships

6.1 Contact between the young people and their family and friends.

Contact arrangements for each young person are agreed at placement and form part of their support plan. Contact arrangements are regularly reviewed at our internal network meetings or Child Looked After Reviews. The young people's views are always listened to and if they feel they are not being heard then the promotion of advocacy services are encouraged, to support them. Families are encouraged to have contact but this will not be in Serenity. However if necessary and appropriate a visit to the home can be made. This is pre-planned so the other young people are engaged in an activity outside the home so they are not anxious due to strangers being in their home. The rationale for regular contact being away from the home is so that the young people that have no family contact feel equal and to maintain the home as a safe environment for all.

Contact is supported by staff in line with the support plan which is individual to the young person and her family. The arrangements can include many options such as fully supervised contact by staff, accompanied to and from contact, or supported in a contact centre by staff.

The Serenity team encourages friendships outside of the home and are willing to support the young people to bring friends back to the home for tea or to play. We support the young people with visiting friends, having tea and leading up to a sleepover where appropriate and agreed at a Network meeting. A risk assessment informs all contact with family and friends so that the young person is supported to have a positive experience.

7. Protection of children

7.1 Safeguarding

It is particularly important that the staff have the knowledge and skills in relation to sexual exploitation and Female Genital Mutilation (FGM) given the gender of the young people we care for. These topics are the core of our safeguarding training and support provided to staff. All staff have access to training to help them carry out their safeguarding responsibilities effectively. Each young person has an individual plan which relates to keeping them safe from harm. The staff team work collaboratively with each young person's social worker to ensure that the risk of sexual exploitation is assessed using the Sexual Exploitation Risk Assessment Form (SERAF) used by the placing authority and that care is provided to mitigate those risks, and regularly reviewed to reflect new concerns. Serenity has developed a positive working relationship with our local police force who attend our school and home and work with our young people to keep them safe.

The Designated Safeguarding Lead (DSL), responsible for the safeguarding arrangements across the organisation, is Emma Cooper, Director of Wellbeing.

Emma.cooper@serendipity-education.com

The Deputy Designated Safeguarding Lead (DDSL) is Carmen Haverly, Director of Care.

Carmen.haverly@serndipity-education.com

However safeguarding is everyone's responsibility and every member of staff is supported to undertake their role to safeguard the young people, keep them safe from harm and promote their health and wellbeing.

The safeguarding lead within Serenity is the Registered Manager Dee Sheeran.

Dee.sheeran@serendipity-education.com

7.2 CCTV

The home uses CCTV to support children and staff and all placing authorities give their consent to the use of CCTV. The consent of parents, where appropriate, and all children is also sought. The CCTV in communal areas, kitchen, dining room, lounge and hallways / landings only. There is no CCTV in private areas (bedrooms, bathrooms). The CCTV is only viewed when a request is made directly to the Managing Director, Director of Care and Designated Safeguarding Lead Emma Cooper, when justifiable reasons deem it necessary.

7.3 Missing from home

TSCCL has a robust but individualised Missing Child Policy. Serenity undertake care planning which includes assessment of risk for each girl so that there are individual plans in place to support the prevention of child sexual exploitation and missing episodes. The plan can be altered to support the needs of a young person that continually go missing and may include a safeguarding meeting between Serenity, the police and social care. The plan is in place to reduce the number of missing episodes and the risks associated with this. All plans are shared with the young people, so they have a clear understanding of what will happen if they leave the home without permission, placing themselves at risk. Staff actively look for the young people if they are missing. If a young person is missing, their local authority, and families are updated as needed, by telephone, text and/or email.

There is a strategy in place for each young person who has a history of going missing to reduce the risk, and an individual plan is agreed with the local police should they go missing. This includes a 'grab sheet' containing all details about the young person that are vital to share with other agencies to assist a speedy resolution and help to keep the young person safe. The purpose of the plan is to share relevant information with all agencies that can help to reduce the risk of a young person going missing, thus supporting the reduction in risk taking behaviours.

When a young person returns from being missing, apart from the statutory responsibility of the placing authority to conduct an independent return interview, Serenity staff will have a safe and well discussion with the young person. This serves a dual purpose; the young person is encouraged to have something to eat / drink and the staff team make them feel welcome and cared for. All information gathered at this time is clearly documented and shared to reduce the risk of future missing episodes.

On occasions, the police may undertake a joint safe and well interview, particularly if there is a suspicion of harm to the young person.

The team wish to provide a safe and comfortable environment, with staff that the young people feel they can talk to about their worries and frustrations. The team want Serenity to be a safe haven that the young people do not want to run away from. Serenity team provide the young people with an activity plan that will motivate and lift self-esteem so the young people are occupied, to reduce the risk of missing episodes. The young people receive 1-1 keep safe work to support them to understand child sexual exploitation and the risks they may be exposed to if they run away from the home.

7.4 Bullying

Serenity practices a zero tolerance approach to bullying. The young people are encouraged to keep the home free from bullying. The team achieve this through key working, house meetings and by encouraging worries and complaints to be shared and acting promptly to address any issues raised. The young people are encouraged to fill in worry forms which provide a degree of anonymity should this be required and if they have concerns they are supported to speak out within the house meeting. The relationship and attachment the young people build with the staff team is vital to allow the girls to be open about bullying.

Serenity team provide support to the person exhibiting bullying behaviour and those experiencing the behaviour to understand the situation. Continual 1-1 work and group work support the group living arrangements to ensure the zero tolerance of bullying is sustained. Staff are helped to understand and manage bullying within our safeguarding children training.

8. Behavioural support

8.1 Rewards and sanctions

At Serenity the aim is to reward the young people's achievements wherever possible to promote positive behaviour, rather than the use of sanctions. Young people are encouraged to be part of the decisions in relation to rewards and consequences and sign to say they agree with what has been put in place. Helping the young people to learn self-regulation through a positive approach, effective support, praise, and enabling them to feel safe and secure is of paramount importance. Staff will help the young people to achieve this through:

- Positive reinforcement
- Discussing the actions and consequence with the individual
- Helping young people to take responsibility by helping them to 'put things right'
- Reward charts
- Behaviour contracts
- 1-1 time at key times during the day to support positive behaviour e.g. settling at bedtime, planning a clear bedtime routine.
- Consulting the girls on what would they like or feel would help to support them.

Sanctions are used sparingly and recognised as only necessary where some behaviour is unacceptable; the sanction should always be proportionate to the behaviour and not become a punitive measure of control. The girls should be consulted about all sanctions and encouraged to sign they agree with the sanction.

Sanctions which are not permitted:

- Corporal punishment
- Deprivation of food and drink
- Restriction of contact visits or communication
- Withholding medication
- The use of accommodation to physically restrict the liberty of any child
- Intentional deprivation of sleep
- Intimate physical searches
- Sending a girl to bed or her bedroom
- Withdrawal of 'safe activities' (see Activities below)

8.2 Restraint (Positive Hold)

TSCCL aims to achieve a 'no-hold' practice when managing aggressive or risk taking behaviour. All staff are trained on a two day 'Team Teach' course as a preventive and safety measure to ensure if needed, that the right techniques are used to keep the young people and staff safe from harm. The 'Team Teach' physical intervention is only used as the last resort; all other de-escalation techniques and strategies are used first and the most common and useful technique is humour!

8.3 Training and competence assessment of staff in relation to positive holds

Team teach is a two yearly course with small refresher courses on a regular basis to keep staff updated. All positive handling is reported internally and to the placing authority. There is senior management oversight of all incidents and a review of each case to establish the antecedent behaviour and to ensure that the response was in line with the young person's behaviour plan and individual risk assessment. A debrief is provided for staff members and the young person following any positive handling incident.

9. Leadership and Management

9.1 Registered Persons

<p>Registered Manager – Post filled Dee Sheeran has been appointed, awaiting registration interview with Ofsted</p> <p>The Serendipity Centre Ltd 1st Floor, Goodland's House St Luke's close Hedge End Southampton Hants S030 2US Tel: 02380422255</p>	<p>Responsible Individual Sue Tinson</p> <p>The Serendipity Centre Ltd 1st Floor, Goodland's House St Luke's close Hedge End Southampton Hants S030 2US Tel: 02380422255</p>
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9.2 Experience and qualifications of staff

Sue Tinson is the Responsible Individual for Serenity. She holds the NPQH, a MEd with distinction and has worked with children with social and emotional behavioural difficulties for 28 years. Sue was a looked after child herself so offers a unique perspective on the needs of our young people.

Appendix A staff qualifications (available on request) All staff receive;

- Advanced Safeguarding
- Equality and Diversity
- Fire safety
- Food hygiene
- First aid
- Child Sexual Exploitation (CSE) training
- Safeguarding Children: Internet Safety
- FGM
- PREVENT
- Data Protection
- Mars (Boots medication)
- Team Teach
- Positive Reinforcement
- Diploma 3 within 3 months if they do not already hold this
- Regular Supervision
- Manager's diploma 5

9.3 Safe recruitment

In line with safer recruitment practice we have a very robust procedure.

- Application form
- Interview
- Observation visit with a requirement for the applicant and the home to provide a written feedback
- Reference checks, verification.
- Recruited or declined
- Induction - Each new member of staff will receive a verbal 'check-in' during their first week and this is evidenced in their first probation meeting. Staff will receive a monthly probation meeting to assess their performance and understanding of the role, company policy and procedure.

The staff member will have a review at the end of their 6 month probationary period, this is completed on the standard supervision form, and if they have made appropriate progress, they will be signed off as competent and be confirmed in post. Serenity uses supervision format which encourages work based discussions centred-around the quality standards, and evidences staff development. Serenity is committed to providing staff with quality supervisions each month.

We pride ourselves on the diversity of the team which represents a wide cross section of society. At TSCL we believe that people are our best resource and we invest in both support and training, to further their individual development, promote their wellbeing and to maintain the standard of practice that provides outstanding outcomes for the young people.

9.4 Management and staffing structure

The planned staffing establishment in Serenity is:

- Home Manager full time
- Deputy Manager full time
- 4 senior residential care workers full time
- 8 whole time equivalent residential care workers

Appendix B staff rota (available on request)

There are always 2 staff sleeping in overnight at Serenity. The staff team is equipped to increase staffing to accommodate any additional needs identified for the girls. There is always a senior to lead the shift and the on-call rota is 2 tier, ensuring that the home has full support for any level of incident or safeguarding issues 24 hours a day.

9.5 Supervision

Serenity staff support and supervision are in line with Children's Homes Regulations and Quality Standards

- All contracted staff have monthly practice related supervision
- Registered manager and deputy have an open door policy, to support the team with ad hoc advice and support.
- The Registered Manager will support and supervise on shift as required.
- Supervision sessions provide support, constructive feedback, developmental coaching and positive feedback.
- Supervision is interruption free.
- Supervisors ensure that the supervisee is aware of their role and are able to raise queries and concerns and understand accountability and responsibility.

Senior and residential care workers undertake the direct care of the young people, they are allocated roles as champions to individual young people. They are delegated organisational responsibilities for the home as part of their personal development and they are expected to conduct their role in line with good practice, following company policies and procedures.

9.6 Staff Gender Mix

The recruitment process ensures that Serenity staff team achieve a good skill mix of care workers. We encourage applications from male care workers to ensure the young people have access to appropriate male role models. The shift pattern ensures that we do not have an unbalanced skill mix or too many male workers on any one shift. We always have a minimum of one female care worker (out of two) sleeping in. The home ethos is to provide, support, nurture and good parenting.

10. Care planning

10.1 Admission to Serenity

Serenity's admission criteria include admission of all young people as a planned transition; we do not take emergency placements. The transition is very individual to each young person. The Pre-admission Assessment takes place following receipt of a referral from the placing authority, this could initially be a telephone call. The MDT Team undertake an analysis of the information provided, at this stage we may ask for more information or clarification from the placing authority. We collate as much information as possible to allow for a thorough consideration of how the young person's needs will be met at Serenity, taking into account the likely impact on the young people currently living there.

If we feel we can meet the needs of the young person alongside our other young people, we will arrange a meeting with the placing authority, social worker and young person to carry-out a formal assessment and impact assessment. The following stages are adapted to meet the individual need of each young person, the timescale will vary, and some young people will require more than listed below.

- Arrange to meet the young person.
- House Manager and staff member visit young person in placement.
- The young person visits Serenity for lunch, to meet some young people, with some of their own belongings.
- If the young person is attending The Serendipity School, then a visit to our school is also included.
- A visit to Tranquillity House (therapy centre).
- On some occasions an overnight visit bringing some belongings, meet all the young people maybe as appropriate
- Arrange a date to move in.

This is the basic transition and can be adapted to meet the needs of the individual. We can undertake outreach if a longer transition is needed and provide support to the current placement to achieve a successful integration and transition into Serenity.

When a young person is placed, all paper work is signed and the care plan agreed at a planning meeting. There is a statutory requirement for the social worker to visit the young person at least once a month and the first review takes place within 20 days' post placement, then four months post placement and every six months after this.

TSCCL aims to hold network meetings 6 weekly and may be more often if these are needed; these meetings involve any agencies that contribute to the care provided to ensure the safety and wellbeing of the young people. Serenity' team has a commitment to work in partnership with families, placing authorities, education, and all other agencies for the best interest of the young people.

A house is a building - a home is a feeling. Serenity is a lovely nurturing and friendly home and we hope you will be very happy during your stay with us.

The Serendipity Team.