

# **Illuminate Care Group**

## **Our Home Statement of Purpose**



Responsible Individual

[Nic](#)

Registered Manager

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It is a mandatory requirement set out in the Children's Home Regulations 2015 that every 'Children's Home' is to make available a written statement of purpose outlining how the home will function and what it is expected to provide.

This Statement of Purpose has been produced to reflect this; the document will be regularly reviewed with an updated version sent to Ofsted.

The Home publishes 'The Children's Guide' children receive a copy on admission to the home. The principles are taken from our Statement of Purpose and are produced in a form appropriate to the age, understanding and communication needs of the children to be accommodated in the home. This will include a summary of the home's statement of purpose and a summary of the complaint's procedure.

Please Note: Persons, bodies or organisations involved in the care or protection of a child can access the homes child protection & behaviour management policies on request via the home's electronic system. Behaviour management records are made available to IROs, SWs and management and shared on a 'needs to know' with relevant professionals via appropriate routes as required through legal or Child Protection, LAC review, LADO and or safeguarding procedures.



## Introduction

At Our Home, our primary mission is to provide a stable, caring, and supportive environment where children can grow, heal, and build the foundation for a positive future. We recognise the unique challenges and experiences that each child brings, and our goal is to support them in a compassionate, individualised manner that meets their physical, emotional, and developmental needs.

Our team is committed to creating a space that encourages growth, resilience, and self-worth, helping each child feel valued and supported. Through a combination of a therapeutic approach, structure, guidance, and warmth, we work to provide not just a place to live but a true home where children feel safe, respected, and empowered to reach their fullest potential.

## **Quality and Purpose of Care**

Our children's home provides safe and nurturing accommodation for up to four children of either sex aged 8 to 18 years. We specialise in caring for those with emotional, social, or behavioural difficulties (EBD) and can accommodate children with an Education, Health, and Care Plan (EHCP) and additional cognitive learning needs. To ensure a safe and supportive environment, we have a thorough matching, risk, and referral process to assess and meet each child's unique needs effectively

## **Core Values and Philosophy**

We believe every child deserves to feel genuinely loved, respected, and valued. By building relationships rooted in compassion and understanding, we create a safe space where children feel accepted and empowered to express themselves.

Our therapeutic approach is designed to support each child's emotional, mental, and physical well-being. We use individualised, therapeutic strategies by embedding TCI (Therapeutic Crisis Intervention) and love led practice into our daily care that helps children work through past experiences and develop healthy coping mechanisms. Our home ensures that they receive support not only during times of crisis but also in their day-to-day lives. These approaches together create an environment where children feel valued, understood, and guided with empathy, helping them build resilience, emotional regulation, and trust.

A love-led approach places kindness, respect, and empathy at the heart of all interactions, viewing each child not just through their challenges or behaviours but as a unique individual with strengths and potential. This approach helps children feel genuinely valued, fostering trust and emotional security.

Together, love-led practice and TCI create a consistent, therapeutic approach that guides every aspect of care, from daily routines to moments of crisis. By consistently reinforcing a loving and empathetic environment, children can start to trust in their caregivers and, over time, internalise these values for themselves. Additionally, TCI techniques ensure that during difficult moments, adults remain a steady, caring presence, helping children learn new ways to handle their emotions.

The combination of these approaches not only addresses immediate needs but also supports children's long-term emotional and psychological well-being.

Our mission is to empower each child to explore and develop their unique identity and potential. We are dedicated to providing a supportive environment where children can freely discover their own cultural backgrounds, belief systems, and personal values, including their sexual identity. We are dedicated to meeting the cultural, linguistic, and religious needs of each child in a respectful and inclusive way. We encourage children to express their individual cultural backgrounds, traditions, and beliefs and strive to create an environment where diversity is celebrated. Adults are mindful of providing personalised support that respects each child's heritage. We work closely with families and communities to understand each child's background and incorporate culturally appropriate practices into their daily lives. Children are encouraged to speak and maintain their native languages, and we provide resources and support to facilitate this, including access to interpreters when necessary. Religious practices are respected and accommodated through spaces for prayer, dietary considerations, and opportunities to attend services or celebrations. By actively supporting these aspects of identity, we empower children to develop a strong sense of belonging, self-worth, and pride in their heritage.

At Our Home, we are committed to fostering nurturing and respectful relationships with the children in our care. We prioritise positive interactions between adults and children, based on mutual respect, to create a safe and supportive environment. Regular one-to-one time with adults and sharing ideas as a group, are integral to our approach, providing the children with a platform to share their views and actively shape the care they receive. This collaborative approach ensures every child feels that their voice matters and that their input is valued.

Through outcome-based placement planning, structured daily routines, and support from other professionals, each child gains the tools needed to make a meaningful contribution to society. Our focus is on reducing vulnerabilities to exploitation or engagement in criminal or anti-social behaviour, fostering positive values that can guide them into adulthood.

We address each child's needs with sensitivity, structure, and consistency, promoting personal growth, responsibility, and problem-solving skills that empower them to pursue their aspirations. Actively involving children in the running of the home by inviting their participation in daily decisions and acknowledging their wishes and feelings helps build a strong sense of belonging. This collaborative, inclusive approach bolsters their confidence, self-worth, and ability to take on adult responsibilities with resilience and optimism.

## Our Home

Our Home is a spacious, welcoming detached cottage situated in a small Lincolnshire Village. The home features five bedrooms, three of which are designated for children of either gender, while the other two serve as sleep-in rooms for the adults. Four bedrooms are located on the first floor, and one is on the ground floor, with a bedroom for the adults on each level to ensure support is close by.

The property includes a ground-floor toilet and a large family bathroom with a bath and shower. Each child is provided with their own bedroom, which is decorated and personalised to a high standard according to their preferences, fostering a sense of ownership and comfort in their space.

On the ground floor, the home offers a spacious lounge, a combined kitchen and dining area, a recreation room, and a utility room. Additionally, there is an office located at the front of the home to support daily operations and ensure effective communication within the team.

Outside the garden is spacious, safe and private and is intended as a place for both relaxation and outdoor leisure activities, encouraging children to enjoy and contribute to their surroundings. Children are motivated to personalise and enhance the home environment, taking part in gardening, recycling initiatives, and incorporating their ideas for decoration and design. To ensure a safe environment, the Home's Location Risk Assessment is regularly reviewed, helping to maintain a secure and supportive setting for outdoor exploration and creative expression.

## The Location

Surrounded by beautiful countryside, it provides a welcoming and supportive environment for children to grow and thrive. The village is rich in history, with features like St. Margaret's Church, which dates back to Norman times, adding to its character.

The small Lincolnshire Village offers a safe and friendly community, with plenty of open green spaces where children can play and explore. The nearby River Trent provides opportunities for scenic walks and enjoying nature. Local amenities, including a village hall, post office, and small shops, contribute to a sense of community spirit.

For more extensive facilities, the market town of Gainsborough is just a short drive away, offering schools, leisure centres, and healthcare services. The calm and nurturing atmosphere of the Village makes it an ideal location for a children's home, encouraging a sense of stability and belonging.

## Complaints and the Child's Voice

At our children's home, we believe that every child has the right to express their views and voice any concerns they may have about the services they receive. We ensure that children have access to a clear and accessible channel for making complaints or representations about adults or the care provided. Children can share their concerns with the Home's Manager, the Responsible Individual, or the Head of Service. Additionally, if they prefer, they can speak to an independent person or access an advocate who can represent their views independently of Illuminate Care Group.

To further support children in expressing their feelings, our Reg 44 Visitor conducts monthly visits and engages directly with the children to gather their views, wishes, and feedback about the care they receive. This process ensures that children's voices are heard and considered, and that their feedback is used to continually improve the services and care provided in the home.

## Views Wishes and Feelings

At Our Home, we believe that every child's voice should be heard and valued. Understanding the views, wishes, and feelings of the children in our care is essential to creating a supportive and empowering environment that truly meets their needs. We are committed to providing regular, safe, and meaningful opportunities for children to express themselves openly, and we actively incorporate their perspectives into our daily practices and care plans.

To ensure children feel heard and respected, we take the following approach:

- **Regular, Open Conversations:** We build trusting relationships through daily interactions and intentional one-on-one conversations. These regular, informal discussions help children feel comfortable sharing their thoughts, concerns, and preferences in a natural and supportive setting. During these conversations, we encourage open dialogue and ensure children know their views are respected and valued.
- **Children's Informal Group Feedback Sessions:** We gather feedback from children in an informal, comfortable setting as this can be one of the most effective ways to capture their genuine thoughts and feelings. Informal group feedback sessions offer children the chance to share their ideas, concerns, and suggestions in a relaxed and supportive environment, free from pressure.
- **Surveys and Feedback:** We provide opportunities for children to share their views through surveys, suggestion boxes, and feedback forms. These tools allow children to express themselves in a way that feels comfortable and may offer additional privacy.

- **Advocacy and Support:** We encourage children to seek advocacy support if they need assistance in voicing their wishes or concerns. We work with external advocates such as NYAS when appropriate, ensuring that every child's voice is represented and supported.
- **Empowering Decision-Making:** Where possible, we actively involve children in decisions about their routines, activities, and care plans, respecting their preferences and providing choices. This empowers them to feel a sense of control and ownership over their lives.
- **Celebrating Progress and Giving Positive Feedback:** We recognise and celebrate each child's achievements and contributions, reinforcing that their opinions matter and that their presence and input are valued.

By prioritising open communication and genuinely valuing each child's input, we create an environment where they feel safe, understood, and empowered. Listening to the views, wishes, and feelings of children allows us to tailor our care to their unique needs, helping them thrive within a space they can truly call their own.

## **Education**

At Our Home, we believe that every child deserves access to a quality education that is tailored to their unique needs, strengths, and aspirations. Education is not only a pathway to academic achievement but also a vital part of each child's journey toward self-confidence, independence, and a brighter future.

We are committed to creating an environment where children can thrive academically through individualised support, encouragement, and guidance. Our approach emphasises the following:

- **Personalised Learning Plans:** Each child is unique, and so are their educational needs. We work closely with educational professionals, schools, and families to create personalised learning plans that recognise and address each child's academic strengths, challenges, and goals.
- **Holistic Support and Stability:** Many of the children in our care have experienced disruption or hardship in their schooling. We are dedicated to offering the consistency and encouragement needed to help them re-engage with learning and feel secure in their educational journey.
- **Focus on Lifelong Skills:** Beyond traditional academics, we emphasise building essential life skills such as critical thinking, problem-solving, and emotional regulation. These skills are fundamental for success both inside and outside the classroom, and we integrate them into daily routines and interactions.
- **Empowering Self-Belief and Aspiration:** We believe that education is about more than just grades; it's about helping each child believe in their potential

and strive toward their dreams. By celebrating achievements, big and small, and encouraging children to set goals for themselves, we foster a growth mindset that empowers them to pursue their aspirations.

- **Collaborative Partnerships with Schools:** We maintain strong relationships with local schools, teachers, and educational support staff to ensure that children receive appropriate resources and adjustments that support their success. Regular communication allows us to advocate for each child's educational needs and celebrate their accomplishments together.

At Our Home, we understand that some children in our care may not be actively enrolled in formal education for various reasons. In these cases, we are committed to ensuring that they continue to grow, learn, and develop in ways that meet their needs and help them build a foundation for future success.

Our approach to engaging children who are not in formal education includes the following elements:

- **Personal Development Sessions:** We can create structured sessions focused on personal development, including life skills, social skills, and emotional well-being. These sessions provide opportunities for children to learn practical skills such as time management, self-care, cooking, budgeting, and more.
- **Customised Learning Activities:** We work with the child to design learning experiences that reflect their interests and developmental needs, such as creative arts, hands-on projects, reading, or nature-based activities. These activities encourage curiosity and exploration while reinforcing key skills like communication, problem-solving, and teamwork.
- **Skill-Building Workshops and Vocational Training:** For older children, we offer support in opportunities for vocational training that may spark an interest in a specific career path. From technical skills like computer literacy to creative arts, these experiences help children gain confidence and develop skills for future job opportunities.
- **Community Engagement and Volunteering:** Community-based activities and volunteering provide valuable learning opportunities and a sense of belonging. We actively encourage children to participate in community service, local events, and volunteer programs that promote social skills, empathy, and teamwork.
- **Encouraging Hobbies and Interests:** We believe in the importance of nurturing each child's passions and interests. Whether it's sports, music, art, or technology, we support children in discovering and developing hobbies that bring them joy, build confidence, and cultivate resilience.
- **Transition Planning and Future Education Goals:** For children who may re-enter formal education in the future, we work collaboratively with them, their families, and education professionals to build readiness and set

achievable goals. This includes helping them build essential academic skills, fostering a positive attitude toward learning, and creating a supportive transition plan.

At Our Home, we are dedicated to removing barriers to learning and ensuring that every child has access to the tools they need for academic success. To support each child's educational journey, we provide all necessary equipment, resources, and materials tailored to their unique learning requirements.

We supply essentials such as school uniforms, stationery, textbooks, and digital devices, as well as specialised learning aids where needed. Whether a child is learning in a traditional school setting, pursuing vocational training, or engaged in customised learning activities, we ensure they are equipped with the resources to fully participate and thrive. Additionally, we maintain a supportive study environment within the home, complete with quiet study areas, reliable internet access, and access to educational resources. By providing this equipment and support, we empower children to engage confidently in their education, pursue their aspirations, and overcome any logistical barriers to learning.

Our holistic approach aims to create a positive, enriching environment that encourages children to grow intellectually, emotionally, and socially. By focusing on engagement, personal growth, and skill development, we help each child build the confidence, resilience, and enthusiasm to embrace new learning opportunities when they are ready. Through our commitment to providing a nurturing and supportive educational environment, we aim to inspire a lifelong love for learning, helping each child gain the knowledge, skills, and confidence needed to reach their full potential.

### **Enjoyment and Achievement**

At Our Home, we believe that every child deserves to experience the joy of achievement and the thrill of discovering their unique talents and passions. Our approach prioritises creating opportunities for both enjoyment and accomplishment, recognising that each child's personal growth is nurtured through positive experiences and meaningful success.

We are committed to fostering a supportive and engaging environment where children feel encouraged to explore their interests, try new activities, and celebrate their achievements, both big and small. Whether it's through academics, sports, arts, personal hobbies, or social contributions, we encourage children to set goals, embrace challenges, and take pride in their progress.

When children come to us with existing hobbies, we are committed to supporting and nurturing these interests, providing the encouragement, resources, and opportunities they need to continue exploring what they love.

We actively work to maintain continuity in their pursuits, helping them build skills, confidence, and a sense of identity. Our team collaborates with local clubs, mentors, and community programs to ensure that children have the chance to participate fully and grow within their chosen activities.

By supporting children in continuing and developing their hobbies, we help them find joy, build resilience, and create positive experiences that enrich their lives and strengthen their sense of self.

Our team celebrates each child's journey, recognising that achievements are as diverse as the children we serve. By promoting enjoyment and celebrating each child's milestones, we help instil a sense of self-worth, confidence, and a lifelong love of learning. At Our Home, we aim to empower every child to build a positive, hopeful vision for their future.

## **Health and Wellbeing**

At Our Home, the health and wellbeing of the children in our care are our top priorities. We recognise that a child's physical, emotional, and mental health is foundational to their development and future success. We are committed to providing a comprehensive and holistic approach to health and wellbeing, ensuring that each child has access to the support and resources they need to thrive.

Our approach to health and wellbeing includes the following key areas:

### **Physical Health and Nutrition**

- **Access to Medical Care:** Every child receives regular health check-ups with their Children Looked After Nurse or through trusted local health services. We ensure children have access to the necessary medical support, including emergency care, dental check-ups, and any specialist treatments they may need.
- **Nutritious and Balanced Meals:** We provide healthy, nutritious meals that meet the dietary needs of each child, including options for any food allergies, intolerances, or preferences. We believe in promoting good eating habits that support long-term health.
- **Physical Activity and Fitness:** Physical activity is an important part of every child's routine, whether through daily exercise, outdoor play, or participation in sports. We encourage children to stay active and engage in activities they enjoy, helping them develop healthy habits and improve physical fitness.

## Mental Health and Emotional Wellbeing

- **Emotional Support and Counselling:** We provide emotional support for children who may be dealing with past trauma, anxiety, or other mental health concerns. Our adults are available for one-on-one emotional support, and can gain access to professional therapy or counselling services when needed.
- **Safe and Nurturing Environment:** We strive to create a safe, secure, and stable home environment where children feel valued, respected, and emotionally supported. This environment fosters resilience, confidence, and a positive sense of self-worth.
- **Building Emotional Regulation Skills:** Our staff work with children to help them recognise and manage their emotions, using TCI strategies as well as mindfulness, relaxation techniques, and problem-solving skills. This empowers children to cope with stress and build healthy emotional resilience.

## Social Wellbeing and Relationships

- **Fostering Positive Relationships:** We promote healthy social interactions by encouraging children to develop positive relationships with peers, the adults who care for them, and the wider community. Team-building activities, group outings, and collaborative tasks help strengthen social bonds and encourage mutual respect.
- **Building Social Skills:** Children are encouraged to engage in group discussions in our home, share their opinions, and practice good communication. These opportunities help build essential social skills such as empathy, conflict resolution, and teamwork.
- **Cultural and Spiritual Wellbeing:** We respect and nurture the cultural, spiritual, and religious backgrounds of each child. We encourage children to explore and express their identities in a way that makes them feel proud and grounded.
- **Promoting Independence:** We help children develop life skills that promote independence, such as managing money, cooking, and taking responsibility for their personal care. These skills empower them to live confidently and make informed decisions as they grow.

## Creating a Routine of Care

- **Consistent Routines:** Children benefit from structure and consistency in their daily lives. We provide routines that balance rest, schoolwork, recreation, and family-style time, creating a sense of security and predictability.
- **Promoting Self-Care:** Children are encouraged to take responsibility for their health and well-being through practices such as good hygiene, healthy eating,

and getting enough rest. This helps them build habits that will serve them well into adulthood.

By fostering a comprehensive approach to health and wellbeing, we aim to support every child in reaching their full potential-physically, emotionally, and socially. At Our Home, we are dedicated to creating an environment where children feel supported, loved, and empowered to live healthy, fulfilling lives.

## **Positive Relationships**

At Our Home, we understand that positive relationships are fundamental to a child's growth, development, and overall wellbeing. Building and nurturing meaningful, trusting relationships is at the heart of our approach, as we recognise the powerful role, they play in helping children feel secure, valued, and understood.

Our commitment to fostering positive relationships is reflected in the following practices:

### **Building Trust and Safety**

- **Emotional Safety:** We provide a stable and nurturing environment where children feel safe to express themselves, share their feelings, and form healthy emotional connections with others. We prioritise creating a space where trust can grow, allowing children to feel confident in their relationships with staff and peers.
- **Consistent and Supportive Care:** Our staff are trained to offer consistent, reliable care. This consistency helps children feel more secure and reassured that they can depend on adults for guidance, support, and understanding.

### **Individualised Support and Understanding**

- **Recognising Unique Needs:** We recognise that each child is different, and we work to understand their individual needs, preferences, and backgrounds. This personalised approach allows staff to engage with each child in a way that is respectful and supportive of their unique experiences, fostering a sense of worth and validation.
- **Encouraging Open Communication:** We promote open lines of communication where children feel heard and valued. Whether through informal conversations, group discussions, or one-on-one check-ins, we create numerous opportunities for children to share their thoughts, opinions, and feelings with those they trust.

### **Promoting Peer Relationships and Social Skills**

- **Encouraging Positive Peer Interactions:** We support children in forming healthy, positive relationships with their peers. By creating opportunities for

teamwork, group activities, and shared experiences, we help children develop social skills, empathy, and respect for others.

- **Conflict Resolution and Support:** We believe in the importance of teaching children how to resolve conflicts in a constructive way. We actively mediate disputes and guide children through conflict resolution, helping them develop problem-solving skills that contribute to healthier relationships with others.

### Role Models

- **Positive Adult Role Models:** We serve as positive role models for children, demonstrating kindness, respect, and responsibility. Through our actions, we provide children with a framework for healthy interpersonal relationships and respectful behaviour.

### Celebrating Diversity and Inclusion

- **Respecting Individual Differences:** We embrace the diverse backgrounds, cultures, and identities of the children in our care. By fostering an environment of inclusion and mutual respect, we help children understand and appreciate differences, which strengthens their ability to form positive relationships with people from all walks of life.
- **Creating a Family-like Environment:** At Our Home, we aim to create a family-style environment where children feel like they belong, are accepted for who they are, and are treated with dignity. This sense of belonging is essential for children to form lasting, meaningful relationships within the home.

### Building a Sense of Belonging

- **Teamwork and Shared Experiences:** By encouraging children to collaborate on activities, share responsibilities, and participate in group events, we foster a sense of community and teamwork. These shared experiences allow children to form lasting bonds and create a supportive, caring environment for one another.

Positive relationships are a cornerstone of our work at Our Home. Through our consistent, compassionate care, the creation of a safe and inclusive environment, and the promotion of healthy interactions with peers, we aim to nurture relationships that contribute to the emotional and social development of every child. We believe that by cultivating strong, positive relationships, we help children build the foundation for a healthy, fulfilling future.

At Our Home maintaining positive relationships is as important to us as it is to the children who live with us. Strong, trusting relationships between the children and the adults provide a foundation of emotional security, which is crucial for children who may have experienced trauma, neglect, or instability in their lives. When children feel valued and understood by the adults around them, it helps build their self-esteem, promotes emotional resilience, and encourages healthy social development.

Positive relationships also create a sense of stability and consistency, which is vital for children to feel safe and in their environment. Our adults demonstrate empathy, active listening, and respect to help children feel empowered to express themselves and address any challenges they may be facing. These relationships not only provide emotional support but also serve as role models for appropriate behaviour, communication, and conflict resolution.

In our home positive relationships also extend to peer interactions, encouraging cooperation, friendship, and mutual respect among the children. This fosters a sense of belonging and community, helping to reduce feelings of isolation and promoting a supportive atmosphere where children can learn and grow together.

In our home we place great importance on maintaining contact with family and friends it is crucial to the children's emotional well-being, and sense of belonging. We believe that maintaining family connections, provides continuity and stability, which can help children feel grounded and supported. Regular contact with family members, where possible and appropriate, helps children retain a sense of their cultural, familial, and personal history, which is essential for building a positive sense of self.

Staying in touch with friends and important figures in their lives also helps the children maintain important social connections, which are vital for developing healthy relationships, social skills, and emotional resilience. Their friends offer companionship and a sense of normality, and for many children, these relationships can be a source of comfort. Where it is safe and appropriate to do so, having friends visit and allowing the opportunity for sleepovers is important to us to support their emotional well-being and peer connections.

We believe that remaining connected with family and friends plays a role in reducing feelings of isolation that children may experience. These relationships can offer additional sources of support, love, and reassurance, contributing to the child's overall emotional well-being. Where appropriate and safe, supporting children in staying in touch with family and friends encourages a network of positive influences that can guide them through their care experience and into adulthood.

## Protection of Children

At Our Home our primary mission is to provide a safe, nurturing environment where every child in our care feels secure, valued, and supported. We are dedicated to fostering the physical, emotional, and social well-being of each child, offering a foundation for personal growth, resilience, and trust in themselves and others. Our commitment to protecting children encompasses every aspect of their lives in our care, recognising that their safety, dignity, and potential are of utmost importance.

### Principles of Care and Protection:

**Safety First:** We maintain rigorous safeguarding measures to ensure that each child is free from harm, neglect, abuse, or exploitation. Our team is trained to recognise, respond to, and prevent risks to children, proactively addressing any concerns that may arise.

**Individualised Support:** We appreciate each child's unique background, needs, and strengths, tailoring our approach to empower and support them in a way that resonates with their personal experiences and aspirations.

**Empathy and Respect:** We prioritise listening to children, giving them a voice in matters that affect them, and treating them with respect and dignity. We aim to foster an atmosphere of trust where children feel comfortable to express their feelings and needs.

### Safeguarding Children

All our team members receive training through our own induction and Illuminate Care Group mandatory training package. Training and development then remain ongoing. Our adults in the home are informed of existing child protection issues within the home and will receive regular refreshers/updates around child protection issues. It is an expectation that all adults will raise any child protection concerns with the home's manager and if necessary, make referrals to the Local Authority, the police and other relevant agencies as well as the Lincolnshire Safeguarding Team.

Whilst it is important to be aware of internet and social media usage, we understand and believe that it is also important to educate the young people around safe usage of the internet and social media. With the advent of smart phones / tablets, it is difficult to monitor and regulate usage of these devices effectively, so we are obliged to some extent trust that children will use these resources appropriately and are made aware of keeping themselves safe from harm. Where necessary – we will put in additional safeguards and seek advice from other departments to reduce risk of use of the internet and social media.

Adults at the home are trained to help them recognise signs that may indicate that a young person is in any way at risk of harm and to seek professional advice where necessary. It is recognised however that it is not possible to see everything that may be risky or dangerous so where necessary – vulnerabilities and management of these will be included in risk assessments and management plans.

There are door alarms which alerts us if the children leave the home at any time.

It is important to strike a balance between supervision and intrusion. We strive to build positive relationships with children and a culture of openness and trust with us. Children are encouraged to feel safe to raise any concerns knowing they will be listened to, respected and action needed will be done with sensitivity.

### How to Access our policies

If you are involved in the care or protection of a child in our home and need access to our home's child protection policies or behaviour management policy, the following steps should be taken:

#### **Contacting the Registered Manager**

- **Primary Point of Contact:** The registered manager of the home is responsible for overseeing all aspects of the home's operation, including safeguarding and behaviour management practices. They are the primary point of contact for requesting policies.

#### **How to Contact**

- **Phone:** Call the home's main number to request to speak with the registered manager on .....
- **Email:** .....
- **In-person Visit:** Request in person when you visit the home

### Monitoring Children whilst in the home

We have the following surveillance of the children in our care:

Electronic door alarms are fitted to the external doors for the team to be able to monitor who is coming in and out of our home. These alarms help the adults monitor access to and from the building, preventing unauthorised entry that could compromise the children's well-being. They also serve as a safeguard to alert caregivers if a child attempts to leave the home unsupervised, reducing the risk of accidents or exposure to unsafe environments.

The Home has a Fire Detection system that operates alarms in the event of a fire within the home.

In our home, bedroom door alarms are used as a safeguarding measure and are implemented based on thorough risk assessments for individual children. These

alarms are only activated when deemed necessary to ensure the safety and well-being of the child or others, such as in situations involving risk of harm or nighttime wandering. Their use is not a substitute for active staff supervision but rather an additional tool to support the home's safeguarding practices. Staff remain responsible for maintaining vigilant, compassionate care at all times, ensuring that the use of such alarms respects the child's dignity and promotes their overall welfare.

## **Missing From Care**

Children sometimes leave care settings for various reasons, and we are committed to minimizing such incidents through a proactive, caring approach:

**Prevention and Engagement:** We focus on creating a positive, engaging environment that addresses each child's emotional and psychological needs, encouraging open dialogue and trust to prevent feelings of isolation or distress that might lead them to leave care.

**Risk Assessment:** We continuously monitor potential risk factors that may contribute to a child going missing and implement timely intervention strategies. Our care plans are designed to identify and mitigate these risks, always prioritising the child's well-being and best interests.

**Immediate Response and Recovery:** In the event that a child does go missing we follow the [Runaway and Missing from Home and Care Protocol](#), we have established clear, rapid-response protocols to ensure they are found and safely returned. Our team collaborates with local authorities, family members, and other care providers to coordinate a swift and effective response, reducing the time a child is away from care. The missing coordinator is the Registered Manager in collaboration with Lincolnshire Police.

**Reintegration and Support:** Upon returning home, we prioritise understanding the child's experience and addressing any underlying causes that may have contributed to the incident. We work closely with the child to rebuild trust, ensuring they feel safe, heard, and supported. We gather and record all relevant information to look for any patterns and establish how we can support the child to reduce the number of missing episodes.

## **Physical Intervention - Therapeutic Crisis Intervention (TCI)**

TCI provides the adults with tools and strategies to manage crises in a way that minimises trauma and promotes emotional growth. By integrating TCI, we can support children through challenging moments, helping them learn constructive ways to cope with distress. Key aspects include:

**Proactive Behaviour Support:** Using TCI's framework, we can proactively observe and address early signs of distress to prevent escalation. This may include understanding the child's triggers and creating strategies to manage stress.

**De-escalation Techniques:** During times of heightened emotion, we use TCI techniques like active listening, calming strategies, and providing choices to help the child regain self-control safely and respectfully.

**Teach and Reflect:** After a crisis, we help children reflect on what happened and explore new ways to manage their emotions, which empowers children with skills for self-regulation and resilience.

**Safety and Emotional Security:** TCI emphasises creating a safe environment by ensuring children feel protected during crises, both physically and emotionally, and through the adult's calm, supportive responses.

### **Commitment to Continuous Improvement**

We remain committed to reviewing and enhancing our policies, procedures, and training programs, incorporating feedback from children, families, and care professionals. Through this dedication to ongoing improvement, we ensure that our approach to the protection of children remains effective, compassionate, and responsive to evolving needs. Our vision is to create a haven where every child can grow, thrive, and feel protected.

### **Leadership and Management**

At Our Home we are committed to creating a safe, supportive, and nurturing environment that prioritises the well-being and development of every child in our care. Effective leadership and management are essential to achieving this vision, as they shape the framework and culture that enable us to provide high-quality care and foster positive outcomes for children. This statement outlines our principles, goals, and strategies related to leadership and management, which guide our approach to supporting both children and staff.

### **Our Leadership and Management Vision**

We believe that a child-centred, compassionate, and inclusive leadership style empowers staff and positively impacts children. Our management team is dedicated to:

**Creating a Safe and Nurturing Environment:** Ensuring that all children feel secure, valued, and respected is our primary responsibility. Through robust policies, clear procedures, and consistent support, we maintain a setting that promotes each child's safety, dignity, and emotional growth.

**Empowering and Supporting Our Team:** We recognise that our staff are instrumental in delivering exceptional care. We are committed to providing professional development, regular training, and opportunities for growth that equip our team with the skills and confidence to support children effectively.

**Ensuring Clear Communication and Transparency:** Clear, open communication is vital to creating trust and ensuring everyone's voice is heard. We actively foster an atmosphere where children, families, and staff feel comfortable sharing their thoughts and concerns. Transparency in decision-making and operations strengthens our relationships and builds confidence in our work.

**Driving Continuous Improvement:** We are committed to regularly evaluating our processes, and practices to adapt to the evolving needs of children and best practices in childcare. We welcome feedback and continually seek ways to enhance our services, leveraging data and insights to inform our decisions.

## **Leadership Goals and Strategies**

### **Develop and Sustain a Qualified and Compassionate Workforce:**

- Recruit and retain highly skilled, dedicated adults who are passionate about making a difference in children's lives.
- Provide ongoing training focused on trauma-informed care, child development, and effective caregiving practices.

### **Maintain Rigorous Standards for Child Safety and Well-Being:**

- Implement and regularly review safeguarding policies that prioritise children's safety.
- Foster a culture of vigilance, where every adult understands and is accountable for their role in protecting children.

### **Enhance Collaboration and Morale:**

- Foster teamwork through regular team meetings, team-building activities, and shared learning opportunities.
- Recognise and celebrate the contributions of each team member to build morale and create a positive work environment.

### **Engage Children and Families in Decision-Making:**

- Empower children by including their perspectives in decisions that affect their care and daily life.
- Collaborate with families to ensure they are actively involved and informed, respecting their role in the children's lives.

### **Cultivate Partnerships with External Organisations:**

- Develop partnerships with healthcare providers, educational institutions, and community organisations to provide comprehensive support and opportunities for the children.

## **Conclusion**

At Our Home our approach to leadership and management is deeply rooted in compassion, accountability, and a commitment to creating a thriving environment for children and staff alike. We believe that by continuously nurturing a positive and collaborative culture, we can help children realise their potential and build a foundation for a brighter future.

## **Staffing Levels in our home**

Staffing levels in our home are carefully planned to ensure both safety and a nurturing environment. At a minimum, there will always be two adults caring for the children at all times to provide consistent care and supervision. Additionally, two adults will sleep in overnight to maintain a homely and comforting atmosphere for the children. To accommodate periods of increased need, a third adult will be scheduled to support during key times, such as mealtimes, weekends, evenings, holidays or transitions. While the absence of waking nights fosters a more homely environment, the home is committed to responding to safeguarding concerns by implementing an adult to do a waking night when required. We will conduct thorough risk assessments and work proactively to address concerns, aiming to reduce the need for waking nights as soon as it is safe and appropriate to do so.

## **Care Planning**

At Our Home care planning is a fundamental part of our mission to provide individualised, holistic, and effective support to each child. Our approach to care planning is rooted in understanding each child's unique needs, strengths, and goals while fostering a safe and nurturing environment that promotes their growth and well-being. This statement outlines our principles, objectives, and strategies for effective care planning.

## Our Care Planning Principles

We believe that care planning should be:

**Child-Centred:** Each care plan is tailored to reflect the specific needs, preferences, and goals of the child. We respect their individuality, cultural background, and aspirations in every aspect of the planning process.

**Collaborative and Inclusive:** Care planning is a collaborative effort that involves the child, their family or guardians, and relevant professionals. We believe that a multi-disciplinary approach ensures a comprehensive understanding of the child's needs.

**Flexible and Adaptable:** Children's needs change over time, and so should their care plans. We regularly review and adjust plans to ensure they remain relevant, responsive, and aligned with the child's current situation and future goals.

- **Strengths-Based:** Care planning at Our Home focuses on recognising and building on each child's strengths. We aim to empower children by fostering resilience, independence, and self-confidence through supportive, strengths-oriented care.
- **Outcome-Focused:** Our care plans are designed with clear, measurable outcomes to ensure that each child has the opportunity to achieve their personal goals and milestones. We track progress closely to make any necessary adjustments that enhance the child's development and overall well-being.

## Objectives of Care Planning

**Promote Safety and Stability:** Establish a structured, stable environment where children feel secure, both emotionally and physically.

**Support Emotional and Social Development:** Address each child's mental and emotional health needs while fostering positive social skills, relationships, and community integration.

**Encourage Educational and Personal Growth:** Set goals for educational achievement, personal interests, and skills development to support each child's long-term success.

**Involve Families and Community Resources:** Ensure families and community networks are part of the support system, helping children stay connected with their roots and build a stable support network.

## Care Planning Process

**Initial Assessment and Planning:** Prior to or upon arrival, each child undergoes a comprehensive assessment to identify their needs, strengths, and areas of concern.

An initial care plan is developed in partnership with the child and relevant stakeholders.

**Setting Clear, Achievable Goals:** Goals are defined in key areas, including health, education, emotional well-being, social relationships, and life skills development. Each goal is specific, measurable, and tailored to the child's age, abilities, and aspirations.

- **Regular Review and Adjustment:** Care plans are reviewed at regular intervals, and adjustments are made as needed based on the child's progress, changing needs, or evolving goals. This allows us to be responsive and provide the most effective support possible.
- **Monitoring Progress and Celebrating Successes:** We monitor each child's progress closely, celebrating achievements and adjusting strategies for any areas that need additional support.
- **Transition and Future Planning:** As children prepare to leave the home, we work closely with them to create a transition plan that ensures they have the necessary skills, resources, and support to thrive in the next stage of life.

## **Conclusion**

At Our Home care planning is a collaborative, dynamic, and compassionate process that is fundamental to our mission of fostering each child's well-being and future success. By focusing on individualised, adaptable, and outcome-driven plans, we aim to create a supportive environment where every child has the opportunity to flourish.

## Pictures of our Home





