## 

**Little Ash Farm   
Statement of Purpose**



**Our Ethos**

***‘’Our goal is to provide a positive, consistent and secure environment for every child to heal, grow and reach their full potential.’’***

***‘’We sincerely believe that by helping young people build a hopeful and realistic future, we empower them to effectively navigate and overcome challenges in the present. In doing so, we also lay the foundation for their continued growth and resilience.’’***

***‘’Little Ash Farm is fully equipped to accommodate children and young people with emotional, behavioural difficulties including special educational needs. The home has been carefully adapted to create a supportive environment tailored to their unique requirements, ensuring they receive the care and attention they need.’’***

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**Updated By: Juliet Kanda – Homes Manager**

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1. **Quality and Purpose of Care**

**1.1: A statement of the range of needs of the children for whom it is intended that the children’s home is to provide care and accommodation:**

Little Ash Farm is a large detached 4-bedroom house which provides care accommodation for up to 3 young people (mixed gender) aged 7-17yrs with emotional and behavioural difficulties (EBD). There are separate facilities within the home to accommodate staff, facilitating 24-hour support and supervision.

**1.2: Details of the home’s aims, the outcomes that the home seeks to achieve and its approach to achieving them:**

Little Ash Farm is located on Page 1

Little Ash Farm provide a positive, consistent and secure environment for every child to grow and reach their potential. An environment where each young person can thrive, with their individual cultural, emotional, spiritual, educational, and social needs met. We focus on supporting and guiding children and young people in a positive and progressive manner, helping them to aspire toward a bright future.

Our ethos is to provide a space for children to be children. To learn, to make mistakes and to grow as people with the support of our staff who are caring, open and compassionate. We want any child who calls Little Ash Farm their home to feel supported in shaping their future and be able to achieve their short- and long-term personal goals along with fulfilling their potential in education and personal growth.

The welfare and development of our young people is our top priority. Each young person will receive an individualised support package tailored to the specific needs outlined in their personal portfolio. Our multi-agency approach ensures that all parties involved can access and review the necessary information to foster growth and progress.

By helping our young people develop self-awareness, manage their emotions, enhance decision-making skills, cope with stress, and build personal responsibility, empathy, communication, and conflict resolution skills, we equip them with essential tools for transitioning into adulthood, family, and community life.

### 1.3: A description of the accommodation offered by the home including –

**1.3a: How accommodation has been adapted to the needs of the children:**

* There are 3 separate bedrooms for young people
* Each room has a bed, and storage space and two of them have an en-suite bathroom
* All front, rear and bedroom doors have an alarm that is activated during staff sleeping hours to alert staff of any entry or exit from the home. The door alarms will be according to the young person’s needs and will reviewed regularly. The door alarms can
* All doors are fire safe

**1.3b: the age range, number and sex of children for whom it is intended that accommodation is to be provided:**

Little Ash Farm can accommodate up to three young people, mixed gender, aged 7 – 17 years with emotional and behavioural difficulties.

**1.3c: the type of accommodation, including sleeping accommodation:**

* Little Ash Farm is a large, detached house
* There are 3 bedrooms in which the young people will be accommodated
* There are two separate rooms in which staff are accommodated
* Each staff room has adequate sleeping arrangements to facilitate 24-hour supervision
* Communal living space and dining area
* Kitchen
* 2 x Bathroom with W.C
* Staff office
* Second lounge providing communal space for young people to relax, play in or have meetings or visitors
* A large garden with a large patio, tennis court and grass area

**Each child’s bedroom comprises of:**

* Double Bed
* Fitted wardrobe and drawers
* Decorated room with bed linen and curtains
* Each bedroom is lockable from the outside with a key and with a thumb lock from the inside.
* Each young person will be provided with their own key where appropriate. However, staff will have keys for each room and will be able to access the room when necessary.

**1.4: A description of the location of the home:**

Little Ash Farm is located in Werrington, Staffordshire, offering convenient access to local facilities and amenities. The nearby city of Stoke-on-Trent provides a diverse range of cultural and recreational options, including parks, libraries, sports facilities, as well as religious and cultural centres. Residents can also enjoy a variety of educational and entertainment venues, such as cinemas, museums, theatres, and bowling alleys, along with opportunities to support local football teams. The home is well-positioned for access to educational and training resources, including schools, colleges, training academies, and recruitment support services. The location risk assessment further examines these aspects.

**1.5: The arrangements for supporting the cultural, linguistic and religious needs of children:**

### At Little Ash Farm, our staff are committed to supporting the cultural, linguistic, and religious needs of the children in our care. We ensure that each young person's Care Plan reflects their association with any religion and includes specific details regarding their cultural and religious practices. This may involve facilitating attendance at religious services, meeting dietary restrictions, or accommodating dress codes and worship practices. We also address linguistic needs by providing interpreters or translation services when necessary. Staff have access to the internet for document translation, ensuring all communication is clear and accessible.

### 1.6: Details of who to contact if a person has a complaint about the home and how that person can access the home’s complaint policy:

### Young people will be made aware of the home’s complaints procedure as part of their admission to the home and will be reminded as necessary. Any professionals working with young people, their parents or any other persons can make a complaint directly to the homes manager using the information below; they can also request a copy of the complaints policy from any staff members working at the home or directly from the homes manager. In the first instance a complaint will be received by the house manager and a response given as soon as possible which will be no longer than two weeks in certain circumstances, any complaints that involve the house manager will be received by the responsible individual named by the home and again dealt with as soon as possible.

**Homes Manager: Juliet Kanda**   
07508313950  
[juliet@unitedchildren.co.uk](mailto:juliet@unitedchildren.co.uk)

**Responsible Individual   
Rebecca Rollings**07723888450[rebecca@unitedchildren.co.uk](mailto:rebecca@unitedchildren.co.uk)

Any person wanting to make their complaint to an external party can report their concerns directly to:

Ofsted or children commissioner see details below.

**OFSTED**

03001231231

Piccadilly Gate, Store Street Manchester M1 2WD

**Children’s Commissioner for England****Dame Rachel de Souza**Free Phone: 0800 528 0731

<http://www.childrenscommissioner.gov.uk/>

or by post at:

The Office of the Children's Commissioner

Sanctuary Buildings, 20 Great Smith Street, London. SW1P 3BT

[info.request@childrenscommissioner.gov.uk](mailto:info.request@childrenscommissioner.gov.uk)

Young people also have access to other services such as **Child Line** on 0800 1111

### 1.7: Details of how a person, body or organisation involved in the care or protection of a child can access the home’s child protection policies or the behavior management policies:

### All the company policies including the child protection policies and behaviour management policy are available upon request from either the registered manager or the responsible individual. All staff have access to these on the staff computer where these are placed Tri-X systems along with a hardcopy in the home’s office.

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**2: Views, Wishes and Feelings**

**2.1: A description of the home’s policy and approach to consulting children about the quality of their care:**

At little Ash Farm we believe that empowerment is essential when working with the children in our home, they need to feel that they can express themselves and communicate how they feel and what they want to achieve. With this in mind we will consult with the child when putting together their personalised care plan. This will include how they like to be addressed, their likes and dislikes and what they feel affects them positively and negatively. With help from their trusted adults, we will ask the child to write their ‘about me’ page of our plan. This will be the first thing any staff member or professional will read when they access the plan. We promote openness and we will always expect and recognise feedback in all its forms to develop our care for the children in our home. will be the central voice in how the home works, as it is for them.

Within Little Ash Farm there are many ways the staff team will consult with our young people regarding their care which will be incorporated into their routines. *These include:*

* Day-to-day Conversations
* Young Person’s Meetings including menu planning, activity planning & consultation regarding the home.
* Key Working
* Managers Consultations
* Debriefing and Reflection
* Care Planning Discussions
* Finance Allowances
* Incentive Charts
* Multi-agency Working
* Working with Families
* LAC Review Reports/Consultation Papers
* Regulation 44 Visits

Staff will endeavour to hold a monthly meeting for young people, offering them an opportunity to share their views, wishes, and feelings on the quality of care, home decor, food menu, and activities. Attendance will be encouraged for all young people. These meetings will also provide a platform for them to give feedback directly to the home's manager. The manager will review the feedback from the meetings and will address or act upon any discussions or requests as appropriate. Updates and responses will be shared with the young people at the next meeting or sooner, if necessary.

Upon admission, each young person will be assigned at least one key worker. Regular key working sessions will be conducted, providing young people with frequent opportunities to discuss their views, wishes, and feelings.

By fostering strong and stable relationships with the young people, the team will engage in daily consultations with them through their working practices. All young people will be reassured and reminded that their views, concerns, and any issues are being heard and that appropriate actions will be taken when necessary.

**2.2: A description of the home’s policy and approach in relation to:**

a) Anti-discriminatory practice in respect of children and their families   
 b) Children’s Rights:

Our home has a zero tolerance on discrimination in any form, and we believe firmly in proactive over reactive, so work a prevention and intervention system. All staff will be trained in equality and diversity giving them the knowledge base to understand this. Training will provide a way to challenge both other staff and children when things are said and done which is discriminatory. Children in our home will have all the information necessary to promote a healthy relationship with peers and staff in the home. We promote open conversations so if anyone is not sure about something they can talk and ask questions to prevent offending or upsetting anyone. If incidence of discrimination occurs, we want to intervene at the earliest possible opportunity to challenge and educate to stop this progressing or continuing

**3: Education**

**3.1: Details of provision to support children with special educational needs:**As a home, we will prioritise fully understanding the unique needs of each child in our care. We will work closely with social workers, professionals, and family members involved to ensure comprehensive support. If a child has an Education, Health, and Care Plan (EHCP), we will ensure that all necessary facilities and plans are in place to provide the highest standard of care. We will maintain open communication with local schools to collaborate effectively and meet the child's educational needs. Our staff if needed will receive training on Special Educational Needs (SEN) and how to best support children with SEN. We recognise that each child is unique and are committed to providing personalised care tailored to their young person’s needs.

**3.2: If the home is registered as a school, details of the curriculum provided by the home and the management and structure of the arrangements for education:**The home is not registered as a school provision, however, will support and facilitate home education until a provision can be sourced.

**3.3: If the home is not registered as a school, the arrangements for children to attend local schools and the provision made by the home to promote children’s educational achievements:**

Little Ash Farm is dedicated to supporting young people's educational attainment by actively coordinating with virtual schools, educational institutions, colleges, and social care services. We ensure that transportation arrangements are made for the young people, and we provide comprehensive support for all aspects of their education.

We recognise that a young person's needs and aspirations are influenced by more than just their chronological age. Factors such as culture, ability, gender, race, religion, sexuality, and the emotional and social challenges they have faced all play a crucial role.

To promote a love of learning, Little Ash Farm encourages young people to explore appropriate books, reading materials, and computer resources, including access to local libraries. We also provide them with a suitable environment for completing homework and actively encourage them to engage in their studies.

In collaboration with local authorities, schools, colleges, designated teachers, placing authorities, other key partners, parents, and the young person, we work to develop an active Personal Education Plan (PEP) tailored to each young person's unique needs.

At Little Ash Farm, we help young people understand the connection between their feelings, behaviours, and values. Our goal is to teach them to use their emotions intentionally to guide responsible and fulfilling decision-making in areas such as learning, relationships, problem-solving, and adapting to the complexities of growth and change.

**4: Enjoyment and Achievement**

### 4:1: The arrangements for enabling children to take part in and benefit from a variety of activities that meet their needs and develop and reflect their creative, intellectual, physical and social interests and skills.

At Little Ash Farm we believe the best way to get a child to take part in activities outside of the school setting is to tap into interests and hobbies and make these available. We believe that sports are a keyway to keep children active and healthy. Existing hobbies will be encouraged and developed together with the opportunity to try new activities. Staff will have transportation available to make sure the children can access things that they’re interested in. Children will have the allowances to facilitate this. We want our children to feel they can tell us what they enjoy, what they are interested in and what makes them happy, and we will support and help them. As a team we want to be able to spot talents of children and give them the guidance and confidence to explore new things of interest.

Little Ash Farm will be equipped with books, board games, arts & crafts and televisions.

This list is not intended to be prescriptive or limited

* Voluntary/Community Groups.
* Weekend, holiday & evening outdoor education.
* Health & Fitness Access.
* Personal Leisure Pursuits.
* Participation in Local Sports Clubs.
* Festival Support & Participation.
* Youth Clubs.

**Activities:**

Each young person is given the opportunity to choose an activity they wish to focus on, allowing us to better understand their individual interests. Our staff will assist them in researching these activities and making the necessary arrangements to get started.

We encourage all young people to participate in activities that foster happiness, comfort, security, and overall well-being. These activities may include fitness, sports clubs and teams, outdoor adventures, personal health, community involvement, cultural connections, education, the arts, leisure activities, spiritual worship, and holidays.

We offer a variety of experiences, opportunities, and activities designed to meet the unique physical, emotional, social, behavioural, and educational needs of the young people in our care. We also celebrate birthdays, cultural, and religious festivals when appropriate.

All young people are encouraged to plan their own weekly activity schedule with support and guidance from staff. If needed, our support staff will research and organize requested activities, ensuring they are appropriate and have passed a risk assessment.

We also promote and encourage trips to events for enjoyment or educational purposes, which are organized by both staff and young people as needed.

### 5: Health

**5.1: Details of any healthcare or therapy provided, including –**

A positive approach to a young person’s health is one of the things we strive for and guarantee at Little Ash Farm. On admission, young people will be registered within 7 days with a dentist, GP and opticians.

**Proactive Action will Include:**

* Daily observations of the young person through day-to-day care.
* Physical and sexual health needs addressed by appropriate agencies.
* Monitoring individual developmental progress.
* Healthy and varied menu.
* Education on issues such as alcohol and substance misuse,
* Storage of medication in a locked cabinet as required through Regulation 23.
* Training in relation to health issues for the staff team.

**Immediate Action will Include:**

* Treatment of illness and accidents.
* Quick response and action to all health issues that may arise.
* Reporting of illness.

**Routine Action will Include:**

* Maintain connections with the GP, dentist, and optician if proximity allows. If this is not feasible, register with new services in the local area during the admission process.
* Young people will have the option to choose their GP, including the gender of the GP, if possible.
* Consent for medical exams and routine treatments will be obtained from parents or those with parental responsibility.
* Medication administration will be recorded, and all appropriate medications will be stored in a locked cabinet.
* Every young person will have a health plan detailing their needs and enabling the monitoring of health-related goals.

**Exercise:**Every effort is made to help young people maintain their existing interests and hobbies while encouraging them to explore new activities they may not have tried before. Regular exercise is also strongly encouraged. To support this commitment, both staff and young people have access to the onsite gym or local fitness facilities.

**Diet:**Young people at Little Ash Farm will be encouraged to eat a well-balanced diet. They will be encouraged to be involved in the preparation of menus and assist with the weekly shop and participate in the preparation and cooking of food. This allows for young people to develop independence skills. Young people in our care are also encouraged to try new foods and all personal tastes are accommodated subject to health monitoring and individual needs.

**Personal Hygiene:**Young people will receive tailored guidance, advice, and support on health and personal care issues that align with their individual needs and preferences. They will be encouraged to choose their own toiletries and personal hygiene products and regularly accompany staff on shopping trips to select these items. When appropriate and following a risk assessment, young people in our care have the chance to purchase these products independently. Staff will discreetly monitor personal hygiene standards, offering guidance and encouragement as needed. If any specific concerns arise, they are addressed through keyworkers, who collaborate with the young person to develop effective strategies for managing their hygiene.

**Smoking and Vaping:**Smoking and vaping are strictly prohibited throughout the home, both for staff and young people. We provide guidance on the health risks associated with smoking and offer cessation support to those who wish to quit. When a young person who smokes is admitted, they will receive assistance in accessing smoking cessation services through their GP or the Local Stop Smoking Services in Stoke-on-Trent, with staff available to offer ongoing support.

**Alcohol and Drug Misuse:**   
The consumption of alcohol and the use of drugs are strictly prohibited within all areas of the home. Our staff will offer advice and guidance on the risks associated with drug and alcohol misuse, educating the young people in our care about the potential impact on their health. If specific concerns arise, we will refer the individual to the appropriate local substance misuse support services for young people.

**Sexual Health:**   
Upon admission, the levels of awareness and risk are evaluated based on information provided by social care and other agencies involved in the young person's care. Staff will receive training to effectively support young people in matters related to sexual health. If any specific concerns arise, a referral will be made to the appropriate services, such as local GUM clinics and family planning centres.

**6) Positive Relationships**

**6.1) the arrangements for promoting contact between children and their families and friends:**

At Little Ash Farm we fully understand the importance of family time for the young people in our care and we will support family time where suitable and possible. Through Multi Agency Working family time arrangements will be discussed prior to admission so that all parties (including family) are aware of the arrangements. Building and maintaining positive relationships with family and friends can be complex, and our approach is tailored to the individual needs of each young person. We promote healthy family time with loved ones, always considering the young person’s unique circumstances. For those who are not currently in touch with their families, we are committed to helping rebuild connections. In situations where regular family time is already established, we will continue to support and maintain this consistency to ensure it remains a positive experience. We actively communicate with each young person to understand their feelings about family and friends and support them in expressing their emotions. We encourage contact while closely monitoring and assessing the relationship, looking for ways to enhance it through different forms or more frequent interactions.

Strong, positive relationships with family members and friends provide emotional support, which is essential for a young person’s mental well-being. Family ties offer a sense of security, while friendships provide opportunities for children to express themselves, share experiences, and learn social skills, all of which contribute to emotional stability. The encouragement and validation a young person receives from family and friends are key to building self-confidence. When children are surrounded by people who believe in them and acknowledge their achievements, they are more likely to develop a positive self-image. Family members play a crucial role in instilling values and a sense of self-worth, while friends provide a social mirror, reflecting and reinforcing a child’s abilities and strengths in peer settings.

Creating a safe environment is essential to ensuring the physical and emotional well-being of all young people. This involves establishing clear expectations, boundaries, and protocols for resolving conflicts. Such consistency builds trust and fosters positive relationships between staff and children, promoting respect for everyone’s feelings and needs. When trust and respect are present, transparency and open communication become easier, allowing children to express their concerns and emotions without fear of judgment. We encourage children to understand and empathise with each other's feelings, teaching them to listen and respect different perspectives. Our staff are always ready to provide guidance and support during conflicts, using a problem-solving approach. We also keep open lines of communication with families and involve them in the care and decision-making process whenever possible, as strong family connections are vital to a child’s well-being and sense of belonging.

There are no restrictions on visits or phone calls between young people and their Social Workers. To ensure a positive working relationship, Social Workers will have access to all relevant reports, including significant incident reports and placement review reports.

Parents, other family members, legal guardians, and significant individuals in the young person's life are encouraged to be involved in all aspects of the young person's general welfare, where appropriate. The level of involvement may differ depending on the individual circumstances, recognizing that each case may present unique challenges.

Enhanced Allowance funds are provided to facilitate the purchase of birthday and Christmas presents for immediate family members.

**7) Protection of Children**

**7.1) A description of the home’s approach to the monitoring and surveillance of children:**

Our top priority is the protection and safety of the children in our care. Our safeguarding policy clearly outlines the measures we take to ensure this. Each child who joins us will have a pre-existing risk assessment, which we will review and update regularly. Safeguarding is at the core of all our actions and decisions.

The level of monitoring we provide is tailored to each child, considering factors such as age and past behaviours, as well as any behaviours observed while they are with us. Our goal is for the children to attend school during regular hours, but we always have a staff member available should they need to return home or leave unexpectedly. The home provides suitable staffing to ensure adequate monitoring and supervision whilst children are accommodated under our care. Within the home, each child will receive 1:1 staffing, ensuring close supervision both at home and during any activities outside.

Young people’s bedroom doors have alarm systems fitted which are set during the night to alert staff to any exit or entry to/from the bedroom. The door alarms will be utilised according to the young person’s needs. This will be assessed and reviewed regularly to ensure the alarms are not invading any young person’s privacy. Fire exit doors are also fitted with alarms these are located on the front door, kitchen door and the lounge door. The windows are fitted with window restrictors. All visitors to the home will be checked prior to entry and asked to sign in and out, this is to ensure what their purpose of the visit, and that it’s been agreed.

The home has external CCTV that does not cover areas where privacy is expected. All images will be stored securely and accessed only by the Director/RI and homes manager. CCTV will be used to monitor at strategic points to act as deterrent and to capture evidence if an incident occurs. The location of the home greatly reduces the risk of members gaining access to the home unnoticed. Clear conversations with children and young people about the purpose of the CCTV system will be held and they will asked to sign a consent form.

**7.2 Details of the home’s approach to behavioural support, including information about –**

**a) The homes to approach to Physical Intervention in relation to children:**

Young people deserve to be treated with dignity and respect, even when they require support in managing their emotions or face consequences for behaviours that have led to negative outcomes. This principle ensures that everyone at Little Ash Farm feels safe at all times.

When consequences are necessary, they will be discussed with the young person, allowing them to share their thoughts and reflections on the situation. At Little Ash Farm, we strongly believe that reinforcing positive behaviours with praise and rewards is more effective than focusing solely on negative behaviours. Our approach is rooted in the idea that consistent recognition of positive actions boosts self-esteem and naturally reduces negative behaviour. Additionally, we provide opportunities for young people to make amends for their actions through restorative practices whenever possible.

**b) How persons working in the home are trained in restraint and how their competence is assessed:**

All staff members are required to attend **CPI Behaviour Management**, De‑escalation and Conflict Training a comprehensive one-day course delivered by expert trainers. This training promotes a balanced, therapeutic, and compassionate approach essential for supporting our most vulnerable individuals. The course challenges staff to shift their mindset and gain a deeper understanding of the causes and effects of behaviour, ensuring the safety of both the young people and the staff.

The training covers vital de-escalation techniques and teaches fully risk-assessed, low-impact physical intervention skills designed to promote the safety and welfare of the young people at Little Ash Farm. It aligns with RRN standards and effectively addresses the needs of young people with various behavioural challenges.

In compliance with the Children’s Homes Regulations, including Quality Standards 2015, all incidents involving restraint are meticulously recorded. After the necessary documentation is completed, and with the young person’s involvement, support is provided to help repair any relationships that may have been affected by the incident.

When discussing consequences with the young person, their feedback on the outcome they’ve received is encouraged. At Little Ash Farm, we firmly believe that positive reinforcement should significantly outweigh consequences for negative behaviours. By consistently recognising and rewarding positive actions, we help build the young person’s self-esteem, which in turn, reduces negative behaviours. We also provide opportunities for restorative practices, allowing young people to make amends for any negative behaviours where possible.

At Little Ash Farm, we are dedicated to a restorative approach to care, recognising that each child comes to us with unique experiences and challenges. Our commitment is to help them navigate and understand these experiences, fostering their growth and ability to thrive. By utilising trauma-informed practices, personalised care plans, and reflective debriefs, we work to re-establish a sense of safety, trust, and a stable foundation for personal development.

We believe in the transformative power of restorative practices to mend relationships, resolve conflicts, and cultivate a sense of personal responsibility. Every interaction is seen as a chance to connect, build understanding, and promote reconciliation. By embracing restorative principles, we aim to nurture a culture of empathy, respect, and inclusion within our home.

When conflict arises, our approach is to address it restoratively. We focus on understanding the needs and motivations of everyone involved. Our staff members are trained in restorative techniques for conflict resolution, mediation, and problem-solving, enabling them to facilitate dialogue, foster empathy, and encourage accountability. Through this process, we empower children to learn from their experiences, ensuring their emotions are expressed and understood rather than suppressed.

**8) Leadership and Management**

**8.1: The name and work address of:**

**a) The Registered Provider**United Children Limited

Little Ash Farm

Ash Bank Road, Stoke-On-Trent

ST2 9EB

**b.): Director**

Simon Friesner

Mobile: 07783073580

Email: [simon@unitedchildren.co.uk](mailto:simon@unitedchildren.co.uk)

**c): Responsible Individual:**Rebecca Rollings  
Mobile: 07723888450  
Email: [rebecca@unitedchildren.co.uk](mailto:rebecca@unitedchildren.co.uk)

**d) Registered Manager:**

Juliet Kanda

Mobile: 07508313850

Email: [juliet@unitedchildren.co.uk](mailto:juliet@unitedchildren.co.uk)

**8.2: Details of the experience and qualifications of staff, including any staff commissioned to provide education or Healthcare:**

See Annex A Staffing Page 14

### 8.3: Details of the management and staffing structure of the home, including arrangements for the professional supervision of the staff team:

**Organisational:** Registered Manager reports to the Responsible Individual

**Staffing:** The staffing structure at Little Ash Farm will be as follows:

**Responsible Individual**

**Registered Homes Manager**

**Deputy Homes Manager**

**Senior Residential Childcare Practitioner**

**Residential Childcare Practitioner**

The staffing schedule at Little Ash Farm is designed to accommodate handover meetings, team discussions, and training sessions. Every staff member receives an induction and training guide, in compliance with Regulation 33 regarding the Employment of Staff. Additionally, specialized training is provided by external agencies, and a comprehensive training matrix is regularly updated to reflect staff qualifications.

Little Ash Farm also has a supervision policy in place, ensuring that all employees receive regular supervision. Staff members who need additional support may receive supervision more frequently.

All staff are required to hold or be working towards the QCF Level 3 Diploma in Health & Social Care or the NVQ Level 3 in Children and Young People. New employees who do not yet have these qualifications must achieve the QCF Level 3/4 Diploma within two years of starting their employment.

**8.4: If the staffs are all of one sex, or mainly of one sex, a description of how the home promotes appropriate role models of both sexes:**

At Little Ash Farm, we are committed to maintaining an equal gender balance within our team. All staff members will share a range of responsibilities without the influence of gender stereotypes, and they will be expected to serve as positive role models for the young people in our care. Our home emphasises the importance of understanding and respecting cultural diversity, embracing cultural pluralism, and recognising the need for integration by everyone, rather than expecting assimilation from minority groups.

### 9: Any criteria used for the admission of children to the home including any policies and procedures for emergency admission:

Little Ash Farm cares for young people, of all genders, aged between 7 – 17 years

United Children is registered with OFSTED to provide care to young people who display emotional and behavioural difficulties.

This may include:

* High Risk Missing from Care
* Exhibit verbal/physical aggression
* Display challenging behaviour with emotional and behavioural difficulties.

• Expose themselves to risk of harm

* Are victims of abuse
* Self-harm
* Are in a cycle of criminal offending
* Have poor life skills and are approaching independence

**9.1(a): Planned Admission Procedure:**

* Referral sent to the Director of United Children
* The referral is sent to the home’s manager
* Homes Manager reviews the referral and completes impact assessment based on referral documents and where required discussions with professionals to decide if placement can be offered
* Homes Manager visits the young person where possible
* Young person visits the home and talks about likes/dislikes where possible
* Placement Agreement Meeting held, date for admission confirmed, paperwork requested/received
* Admission
* Local authority is informed of the admission
* Post placement meeting booked within 72 hours

**9.1(b):** **Emergency Admission Procedure:**

We understand that some placements may need to be made under emergency circumstances. As a company, we are committed to ensuring that every admission emergency or otherwise is conducted in a welcoming and nurturing manner, both for the new arrival and the other young people in our care.

In the event of an emergency admission, the manager will seek to obtain as much detailed information as possible from the referring party to ensure decisions are made with the best interests of all young people in mind. The following conditions must be met or agreed upon:

- Emergency admissions will undergo a 28-day assessment period.

- A placement meeting will be scheduled within 72 hours.

- A named social worker must be assigned with case responsibility.

- All relevant paperwork must be provided.

Whenever possible, we encourage the young person to visit the home before admission and/or to meet some of our staff members. Upon admission, each young person will receive a guide and welcome pack, which includes essential information about the home and their rights while in our care.

Little Ash Farm is located within Staffordshire County. When a young person is admitted from outside authorities, we will notify Stoke on Trent City Council of the young person’s details, and a copy of this notification will be retained within the home.

**Annex A Staffing**

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| **Name** | **Position** | **Experience** | **Qualifications** |
| Rebecca Rollings | Responsible Individual | I have over 20 years’ experience in the sector working from a support staff, working myself up to an Responsible individual. I have my level 3 and level 5 qualification and have obtained 4 GOOD Ofsted judgements throughout my time as a registered manager.  I have a real passion and drive to work with young people and want to share my knowledge, experience to inspire the up-and-coming managers. deputies and staff. | NVQ LEVEL 3 in Children and Young People - 2008  QCF LEVEL 5 in Leadership and Management – 2021  Designated Safeguarding Lead  Training with Birmingham Safeguarding board March 2024 |
| Juliet Kanda | Homes Manager | Juliet has over 15years experience in health and social care. She has been working with children and young people for the past eight years. Juliet started off as an RCP and was promoted to a senior within two years and was promoted to a deputy manager after two years. Juliet then went on to apply for interim Registered manger’s position to cover maternity. Juliet covered this role for sixteen months before the manager returned. Juliet is now a homes manager at Little Ash Farm.  Juliet has experience in the day to day running of the home and will be completing all the mandatory training including appraisals, safer recruitment, safeguarding lead, supervision, fire marshal, first aid and health and safety at work. Juliet has also completed specialised training such as Autism, county lines, CCE, CSE, PACE therapeutic parenting among others. | BA in Social Policy  Level 3 Diploma for the Children and Young People’s Workforce  Level 2 Understanding the Safe Handling of Medication in Health & Social Care  Pediatric First Aid  Safeguarding  Supervision  Trauma Informed Care  PACE  Fire Marshall  DSL  CPI Safety Intervention |
| Ethan Mpozembizi | Residential Childcare Practitioner | Ethan has over 5 years’ experience working with children and young people. Ethan has experience in encouraging and empowering the young people to do better. This includes aiding with their daily give advice about how they can do better for themselves to develop healthy and meaningful relationships. Ensuring the young people’s well-being and safety is paramount. Ethan’s experience makes him a positive role model to young people with his experience and passion and enthusiasm. | CPI Safety Intervention  Health and Safety Level 2  Food Safety and Hygiene Level 2  Fire Safety Level 2  Emergency First Aid Level 2  *Level 4 Award in* Health and Social Care Advanced  *Level 5 Award in* Health and Social Care Management |
| Daniel Bediako | Residential Childcare Practitioner |  | CPI Safety Intervention  Health and Safety Level 2  Emergency First Aid Level 2  Food Safety and Hygiene  Level 2  Fire Safety Level 2 |
| Nkosilathi Xaba | Senior Residential Childcare Practitioner | Nkosi has worked as a residential childcare support worker since 2019. Working with vulnerable young people in supported living,  independent living and care homes. He has worked with young people with behavioral difficulties, learning difficulties and at times substance misuse. | Currently undertaking his Level 3 in Residential Childcare  CPI Safety Intervention  Safeguarding Children Level 2  Emergency First Aid Level 2  Fire Safety Level 2  Medication Level 2  Health and Safety Level 2 |
| Douglas Gausi | Residential Childcare Practitioner |  | CPI Safety Intervention  Food Safety and Hygiene Level 2  Medication Administration  Health and Safety Level 2  Emergency First Aid Level 2  Safeguarding Children Level 2  Fire Safety Level 2 |
| Afaf Yagoub | Senior Residential Childcare |  | CPI Safety Intervention  Food Safety and Hygiene Level 2  Medication Administration  Health and Safety Level 2  Emergency First Aid Level 2  Safeguarding Children Level 2  Fire Safety Level 2 |
| Haira Halidu |  | Haira has worked with children and young people for over 30 years. Haira has worked as a senior for over two years a role she has enjoyed immensely. Haira has extensive training including therapeutic responses such as PACE. Haira is also a qualified teacher and has worked in schools as form teaches and head mistress. | Qualified Teacher  CPI Safety Intervention  Food Safety and Hygiene Level 2  Medication Administration  Health and Safety Level 2  Emergency First Aid Level 2  Safeguarding Children Level 2  Fire Safety Level 2 |

Bank & Supporting Staff

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| **Name** | **Position** | **Experience** | **Qualifications** |
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This Statement of Purpose (SOP) will be reviewed periodically to assess effectiveness and make any necessary changes. Changes will be made between reviews where needed. This SOP applies to our children, staff and visitors to our home.

Please read and sign to acknowledge that the plan has been read and understood. It is the responsibility of the reader to ensure understanding and seek support and guidance if this is not the case.

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| **Name** | **Position** | **Signature** | **Date** |
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