



Danvion House Residential Home

Statement of Purpose

Short, Medium and Long-Term Placements for Children & Young People
with Social, Emotional and Behavioural Difficulties

www.wyncare.co.uk

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1. Mission Statement

Danvion House is a three-bedded detached house, it's purpose is to provide a home which offers outstanding care and support to the most vulnerable young people, including those who are difficult to place and those who may need additional wrap around services.

We have a strong belief that each and every child and young person we care for should be afforded courtesy and respect. We also believe that every intervention matters.

We will work closely with local authorities to deliver care, support and other specialist services which, whilst offering best value will ensure the best possible outcomes for each child.

As a provider whose directors have a strong combined level of experience in the field of children's social care, we benefit from a wealth of experience which enables us to deliver services. We aim to ensure that our services allow young people the opportunity to thrive and develop by realising their potential whilst being happy and feeling valued.

Who may be referred to Danvion House:

- Children aged between 8 and 18yrs
- Male or Female
- Children with social, emotional and behavioral difficulties (EBD).

2. Objectives/Ethos of Danvion House

Danvion House is a home committed to providing care to children and young people on a short/medium/long-term basis, depending on their need, respite packages can also be considered. Danvion House will provide holistic care through a safe, stimulating and supportive family environment where any child/young person cared for can live, learn and develop.

Our home will provide a high standard of accommodation, care and support for three young people. We work in true partnership with relevant Social Care departments, other agencies and families under the auspices of a clear and comprehensive policy framework.

Our policies are in line with Wyncare's corporate procedures and local and national guidance.

Danvion House and its staff team believe in the following values/ethos:

- We pride our self on creating a friendly, caring atmosphere representing a home from Home environment.
- We work closely together with our young people to empower them and to help them to feel valued and respected.
- We have high expectations for any young person who resides with us.
- We emphasise the importance of education and will celebrate achievements.
- We will seek to provide our young people with the vital skills they need to go on to live independent and fulfilled lives.

3. Opportunities for Cultural, Leisure, Recreational & Social Activities

There are a wide range of leisure, recreational, and social activities that are available for the child/young person to pursue whilst residing at Danvion House. The home is deliberately located in close proximity to various facilities. Our staff team will ensure that all children/young people are encouraged to participate in communal and group activities of their own choice.

All Danvion House staff recognise the importance of promoting participation in a range of leisure, recreational, and social activities. We acknowledge that for some young people, alternative activities will need to be offered. We will always seek young people's views first about what they are interested in.

Nottingham is a modern, vibrant city which has many leisure, recreational, and social activities available locally, including access to and use of fitness gyms, youth clubs, tennis, badminton, cinemas, football, cookery, arts & crafts, bowling, climbing centres, horse-riding and ice skating to name a few.

Each child/young person will be consulted and involved in completing a weekly Personal Planner that sets out the structure of the week ahead. This ensures that both the child and staff are able to form a picture of the week ahead ensuring there is balance and variety and that activities are person centred. This also provides the opportunity to review and monitor their participation in activities. Young people may also voice their views in their resident meetings.

We will work with young people to identify activities that can be worked towards to as a reward for achievements, whether that is attending school if this has been a difficulty or other areas in their life. We believe this to be important as this would mirror what would happen in a family.

4. Arrangements for Pursuing Cultural Identity, Religious Observance and Linguistic needs.

We are committed to providing care that respects the individual needs of young people. Upon receipt of a referral and acceptance for a placement we will identify what we may need to do to support this. All Danvion House staff will ensure that every child/young person is given the opportunity to uphold their cultural identity, and religious beliefs.

Staff will be responsible for ensuring that opportunities for religious observance are understood, provided and respected by themselves and the child. A young person will be provided with the opportunity, as far as is reasonable and practicable, to attend religious services and receive religious instruction as are appropriate to his/her religious beliefs. Special attention will be given where religious observances may involve the provision of special facilities. The young person will be asked if they wish to attend specific festivals, events, or take part in numerous activities whether they are of their own culture or to learn about other beliefs/cultures. We will also ensure that other young people in the home are educated about other cultures and beliefs.

The young person's care plan outlines the young person's linguistic needs and their main language and any chosen languages. We will tailor documents to the needs of young people, e.g. if a young person is placed with us from other countries/have family from other countries, then we will, where needed, commission reports/documents in specific texts/languages.

5. Contact with Family, Friends & Significant Others

Promoting, maintaining, supporting and actively encouraging regular and consistent contact with the child's/young person's family, friends and significant others is fundamental to a child/young person's emotional well-being. We see this as a key area of our work which will be managed via whichever medium is appropriate. This is achieved through telephone calls, letters; emails, the use of social media, home visits in addition to contact visits to see the child/young person within Danvion House.

Emphasis is placed on every young person being supported to make and maintain friendships with their peers e.g. bringing friends home for lunch, having sleep overs* and going on days out with friends where appropriate*.

The young person is involved in their care planning and risk assessment processes so they are aware of what measures are put in place to keep them safe.

6. Consulting children/young people about their care

Any child/young person living at Danvion House is encouraged and supported to express themselves. They are also encouraged and helped to recognise their rights and responsibilities. In support of this, all children/young people are encouraged to participate in regular children/young people meetings. These meetings are designed to allow them the opportunity to express their views and concerns and to celebrate things that they like or make them happy. Additionally, children/young people are supported and encouraged to take part in the reviews of their Care and Placement Plans.

Each young person will receive ongoing support and encouragement and regular one to one key working sessions, allowing them to feed into the home's decision-making processes. Danvion House staff are encouraged and expected to elicit the views of our children and to ensure these are taken into account, within the day to day running of our home.

The young person will be made aware that they have access to their social worker and IRO, as well as the opportunity to speak to an external advocate such as SOCA or Barnados.

Young people are also asked for their thoughts by the home manager as part of the Reg 45 processes and by an independent visitor (Reg 44 inspection).

7. Anti-discriminatory practice, Children's Rights and Complaints

Danvion House is a child centred home with its policy, procedural and practice framework designed to promote, in all ways, our view that the 'welfare of the child is of paramount consideration' in any given care situation.

Our company titled simply 'Wynicare' depicts our view that 'care' is our key priority. We believe that quality, effective, appropriate and comprehensive care can serve to provide for both short or long-term provision. We will seek to deliver care solutions that will help unblock, reverse, prevent or stem those prohibitive and harmful factors that serve to interfere with the healthy and progressive development of the children/young people residing at Danvion House. We believe that effective, well-planned care arrangements should serve as a prelude to independence.

In line with the Quality Standards Agenda, Danvion House will ensure that every child in our care is afforded the opportunity to work towards achieving most, if not all outcomes within the quality standards framework, particularly;

- Health and well-being
- Education
- Enjoyment and Achievement
- Positive relationships
- Protection of children

We at Danvion House believe that happiness is instrumental to a child's well-being. Our provision should, wherever possible, give children an experience that will support this belief. Children have a right to enjoy their life and move through to independence successfully, following a process, underpinned by the following key principles:

- To be as physically and mentally healthy and able as possible.
- To enjoy maximum benefit and levels of attainment through good-quality and appropriate educational and developmental opportunities.
- To live in an environment that assures them safety and protection from harm
- To feel loved, respected and valued. Be encouraged, guided, motivated and supported through a network of reliable, affectionate and safe relationships.
- To experience and enjoy emotional, mental and physical well-being.
- To feel empowered and enabled to become competent in self-care and everyday living.
- To be encouraged to believe in themselves, through the development and maintenance of positive self-esteem, confidence and respect.
- To have a secure and informed sense of identity, including cultural, racial and gender-based identity.
- To understand and enjoy a sense of community and citizenship through the development and use of good inter-personal skills and confidence in social settings and opportunities to play a part.
- To understand and enjoy rights and responsibilities and to be able to exercise effectively both principles, both in the care setting and in later life.

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

The young person's care plan covers the child's/young person's needs and the young people's guide clearly sets out what is/isn't acceptable.

All staff at the Danvion House will receive Equality & Diversity training to ensure that they have an appropriate level of awareness. This will underpin the expectation placed upon them that they treat all young people, their parents and significant others with respect. Where staff do not adhere to this, action will be taken. The company has a whistle blowing policy, which will ensure other staff have the access to voice their concerns.

8. Our accommodation and for whom it is intended

Facilities provided by Danvion House

- Three good sized children's bedrooms
- One staff office – Sleeping room (downstairs)
- Small staff office & sleep-in room with en-suite upstairs
- Family bathroom, wash basin and toilet
- Downstairs toilet
- COSH Room
- Communal Lounge
- Kitchen
- Dining Room
- Large Garden and Private Driveway

The referral criteria

- Three young people
- Male or Female
- Children with social, emotional and behavioural difficulties (EBD) who may also have additional complex needs

Residential Placements:

- Short, Medium & Long Term
- Placements with Therapeutic Intervention

9. The location of the Children's Home

Nottingham is a vibrant and friendly city that is a centre of excellence in many fields, the MRI scan was invented here. It has a unique combination of strong historical roots, coupled with a fast expanding business and retail sector. This cosmopolitan city offers unrivalled state of the art leisure and entertainment opportunities, as well as excellent health and education facilities.

Based within the pleasant, quieter residential area of South Glade Park on a direct bus route to Nottingham's vibrant city centre, Danvion House is ideally suited for children/young people. It is also within close reach to both the Arnold town centre, Bullwell market town and with easily accessible bus links and routes to schools, colleges and key locations across the city of Nottingham.

The Manager has carried out a community impact assessment which looks at all aspects of the area in which Danvion House is located. The assessment takes into account the cultural aspects of the area, the crime rates facilities and the local demographics.

Danvion House is a detached property, with many attractive and practical features, including good sized rooms and an enclosed garden. The garden to the rear of the property is enclosed and thoughtfully designed to create a private and safe environment for children and young people.

The bedrooms are of a good size, furnished and equipped to a high standard, each bedroom will be decorated in consultation with the child/young person residing in the room at the time.

The communal space includes a living room / dining area equipped with a DVD player, TV and a variety of games and DVDs. There is also a utility area equipped with arts and crafts materials and a PC (with restricted internet access). There are also a variety of games and books including general knowledge material.

The home has a large modern kitchen which provides for a homely, friendly atmosphere conducive in size for the preparation and consumption of meals by both staff and children.

There are adequate laundry facilities where more independent children can learn to carry out related domestic tasks.

Staff are provided with sleeping accommodation, we operate a waking night staff system and appropriate levels of staffing.

10. Safeguarding our young people.

Statement of Principles

Wyncare believes that all children have the right to be protected from all forms of abuse and harm, whether this be physical, sexual, emotional abuse or neglect. Our approach to all aspects of care delivery is child centred. Safeguarding the children in our care is our paramount principle. Any concerns regarding the safety or well-being of a child will be addressed without delay, following the appropriate processes.

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

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

Working Together 2015

Safeguarding Policy & Objectives

Our Safeguarding policy aims to:

1. Provide clear and specific guidelines to enable staff to deal with all child protection issues effectively.
2. Set high internal standards to ensure that the children cared for by Wyncare are well protected.
3. Ensure Wyncare’s credibility as a professional care organisation remains high and that purchasers feel assured that Wyncare is a ‘safe’ organisation within which to place children.
4. Ensure that every individual working for Wyncare is clear in terms of the process to be followed where there is a Child Protection concern / emergency.

Safeguarding Policy

At Danvion House, everything we do is underpinned by our commitment to the protection, happiness and development of children in our care. Our Safeguarding Policy (hereafter referred to as ‘the policy’) is therefore intentionally detailed and child-centred.

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

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

Other aspects covered within the policy include:

- Disciplining children
- Direct work with children – Protecting staff
- Whistle Blowing

- Confidentiality
- The duty of care and public liability insurance
- Records and Record Keeping
- Computer Safety
- Working with Social Workers.

The Wyncare policy framework and management approach is designed to minimise the risk of child abuse. However, we recognise that despite this it is possible that a child located in the safest of environments may fall victim to abuse. At Wyncare, no safeguarding concern will be ignored. Our response to any allegation or suspicion will be proactive, child-centred, transparent, swift and affirmative. Copies of the Wyncare Safeguarding Policy are available upon request.

Bullying:

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

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

In any and all cases Wyncare staff will:

1. Investigate fully any indication of bullying.
2. Support the victim to prevent any further oppressive behaviour from others.
3. Re-assure the victim that being bullied is not acceptable and that it is not their fault they are bullied.
4. Minimise any further opportunities for bullying to occur by whatever strategies are realistic and achievable.
5. Confront the bully with their actions so their oppressive behaviour is not condoned by inertia.
6. Pursue further action should the nature of bullying indicate the need for this.
7. Arrange for an urgent review to include all involved parties from whatever agency to identify an action plan to deal with the bullying including the appropriateness of placements.
8. Identify and action positive alternatives for both victim perpetrator to develop those skills necessary for positive relationships.

9. Support children proactively where bullying is happening elsewhere i.e. at school.
10. Keep a written record of all incidents and actions taken.

Children who go missing:

Wyncare trains all staff in this area and provides both staff and children with written procedures, which are clearly followed when a child is absent without permission. Whilst the application of the absence procedures are consistent staff will take account an individual child's needs which will be clearly set out in his or her Placement Plan.

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

Any reports from a child that indicates he or she went missing in response to being abused will be immediately reported to Social Care and appropriate measures made to protect the child/young person.

When a young person is absent from the home or when under the supervision of a member of staff outside the home without consent or authority, the following procedure will be followed:

1. If the young person has not returned to the home within a previously specified time then a member of staff should go out and look for the young person.
2. Staff will initially conduct a search of the interior of the home then the outside surrounding area to attempt to locate and confirm the whereabouts of the young person and their safety.
3. If the search by staff has proved inconclusive then the member of staff searching for the young person should report the young person as missing to the local police. They should also notify the young person's Social Worker, parents and any significant others. If outside normal office hours, the relevant Out of Hours Duty Team must be contacted.

4. The time period for reporting the young person missing to the Police when they are out with a member of staff would be made after consideration has been given to their age, personal circumstances, vulnerability and previous history.

This time period should be clearly noted in the young person's care plan and risk assessment and updated according to need.

All Wyncare policies and procedures will be made available upon request.

11. The Referral / Admissions Procedure

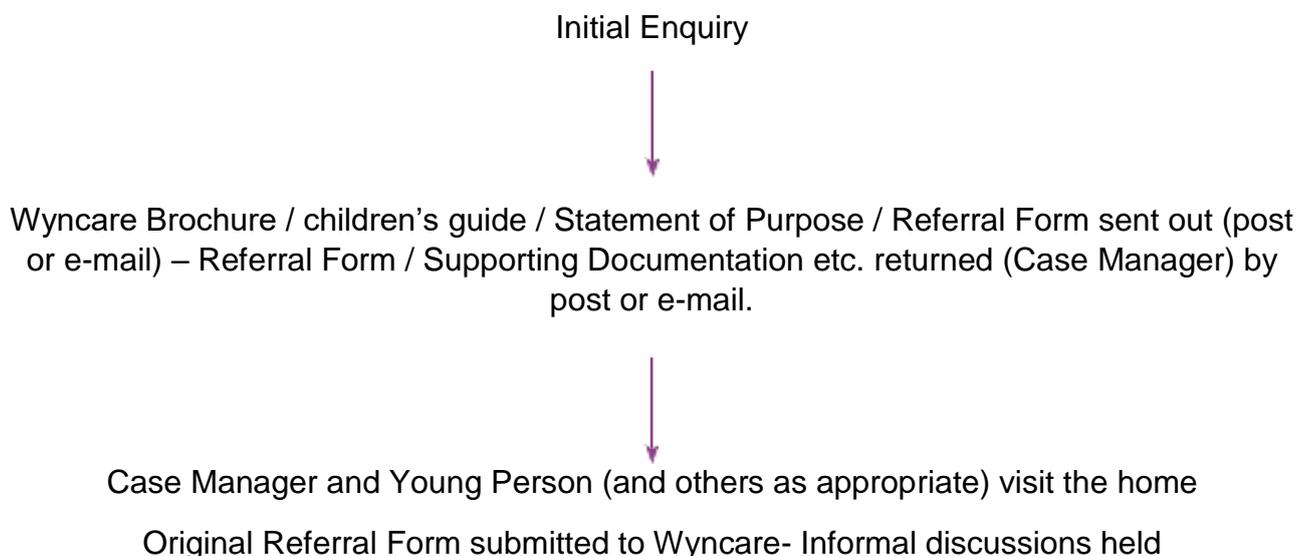
In accordance with Wyncare's Equal Opportunities Policy, children and young people of any gender or ethnic origin may be referred.

Wyncare management will carefully consider all referrals as part of a caring and responsible approach to admissions. However, we understand the pressures faced by Case Managers when placements are needed, our decision-making processes are fast and effective.

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

Preferably, placements should be planned, providing for as smooth a transition as possible for the child/young person concerned. However, Wyncare will consider Crisis Referrals, acceptance of Crisis Referrals will be dependent upon vacancies and child- suitability (child's needs / existing residents of respective home).

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



Placement/Financial Agreement sent to Social Care

Case Manager/Placements Section confirms or rejects Agreements



Referral formally accepted Placement/Financial Agreement Signed Key Worker introduced
Care/Placement Planning Meeting: aims, objectives, time-scales etc.



Internal Preparatory Work Admission to Danvion House

Day to Day Arrangements

Danvion House adopts a holistic approach to care and development, addressing the emotional, social, cultural, physical and educational needs of the child.

We believe that children/young people should be cared for in a positive non- discriminatory environment. Soon after admission, each young person has a Placement Plan formulated which aims to develop the young person and foster a relationship with them based on equality and trust where they can feel valued and respected. We provide a safe and accepting environment where issues of loss and separation will be addressed and expression of feelings encouraged in a positive and appropriate manner. In line with Wyncare policy, Danvion House will address areas such as:

- Education & Leisure
- Health hygiene and self-maintenance
- Behavioural Issues
- Child Protection Issues
- Sex Education
- Interpersonal Skills & Socially Acceptable Behaviour
- Family Contact
- Self Esteem / Confidence
- Skills / Emotional Maturity
- Eating Disorders, Substance Misuse, Self-Harming

Accurate and regular communication is ensured to protect the safety of the child / young person in our care. In addition to these issues, the arrangements are made as follows:

- Main meals are taken together in a family style atmosphere and special dietary needs are catered for.
- The child / young person has their own bedroom key with lockable space for personal possessions.
- Communal as well as individual leisure/recreational activities are made available and pro-actively encouraged
- Danvion House is well equipped with a variety of equipment, e.g. games, DVDs, books, music, craft and other resources
- A variety of working methods are used with the child /young person. These are tailored to suit individual needs.

Whilst residing at Danvion House, the child/young person will receive the following allowances:

- Pocket money
- Incentive
- Phone credit / money
- Clothing money
- Personal allowances for activities / interests
- Birthday Money
- Christmas Money
- Annual Holiday allowance

12. Complaints, Comments and Compliments

Danvion will deal with all representations and complaints seriously, sensitively and as close to the originating point as possible, ensuring that the child's best interests are of paramount importance in such proceedings. We endeavour to ensure that the child, staff, and parents are aware of, and understand Wyncare's written policy and procedures on representations and complaints. Furthermore, Wyncare operates a transparent complaints procedure, which is clearly visible on notice boards and other appropriate locations.

The young person has the right to make representations by way of comments, compliments or complaints regarding their care and accommodation whilst being looked after by Danvion

House within Wyncare. A record is maintained in the home of such comments, compliments and complaints.

Responding to these areas is key to our ongoing development as an organisation.

Complaints Procedures

Each young person in the home has access to:

- a) Wyncare's Internal Complaints Procedures and the services of an independent representative.
- b) The Complaints Procedure of the responsible local authority
- c) Contact Ofsted on: 0300 123 1231
- d) Write to Children commissioner (Promoting and Protecting Children's Rights) Ann Longfield; Children Commissioner for England; Sanctuary Buildings 20 Great Smith Street, London, SW1P 3BT TEL; 0207 783 8330
- e) Organisations representing the interest of young people being looked after, e.g. Child-line, The Children's Society (SOCA), Voice for the Child in Care.

Additionally, the young person is actively encouraged to express their concerns regarding the quality of care they are receiving or any other issue during individual meetings with their key worker, during the weekly resident's meetings or directly to the Manager of the home. The young person will be provided with a copy of the Wyncare Complaints Procedure on his or her admission to the home.

The Wyncare Complaints Procedure consists of three stages:

- | | |
|---------|---|
| Stage 1 | Informal Stage – Discussion with the Home Manager – recorded and signed by the young person if she/he is satisfied. |
| Stage 2 | Formal Stage – Investigation by a Complaints Investigation Officer (i.e. someone from outside of the home) |
| Stage 3 | Review Stage- Considerations by Senior Managers of Wyncare |

13. The Use of Electronic Surveillance of Children in the Home

- Danvion House does not operate electronic surveillance.
- Young people are monitored by staff as per their individual care plans and risk assessments.

14. Promoting positive behaviour and relationships

Consequences and rewards for behaviour are clear, reasonable and fair and are understood by all staff and the child/young person.

Where any sanctions, disciplinary measures or restraint are used, the child is encouraged to have their views recorded in the records kept by the home.

Danvion House, in line with Wyncare policy, looks to promote positive relationships between the adults and children within a clearly defined policy framework.

None of the disciplinary measures prohibited under Regulation 8 of the Children's Act 1989 are permitted at Danvion House. All staff at Danvion House aim to work together with the child as a team to enhance our ethos of a family home within a framework of continuous positive reinforcement of good behaviour. In addition, appropriate use of (age/understanding-sensitive) sanctions and disciplinary measures are only applied after careful consideration as defined within Wyncare policy and procedures. Our approach is to encourage reparation and restitution and we seek not to allow negative behaviour to become the focus of attention. Danvion House staff will not make excessive or unreasonable use of consequences or physical Intervention.

Physical Intervention is used only in specified circumstances i.e. to prevent likely serious injury to the child concerned or to others, or likely serious damage to property. All Wyncare staff at Danvion are trained in the use of MAPA (Managing Actual and Potential Aggression) techniques, which include Avoidance and Reduction techniques. Clear records are kept of the use of consequences and physical restraint ensuring that the application of the same can be monitored and reviewed at regular intervals.

15. All staff have attended an accredited comprehensive training program. The course is then refreshed annually (one day course). Staff also have the opportunity to refresh their knowledge in team meetings.**Education**

Danvion House believes that our young person has the right to an education suited to their needs, ability and personal aspirations. We acknowledge research suggesting that children within the care system are potentially at risk of poor educational achievement due in part to many extrinsic factors.

Therefore, we believe that we have an absolute duty to ensure that in accordance with the requirements of the Every Quality Standards Agenda; The Education Standard (Children make measurable progress towards achieving their educational potential and are helped to do so) direct us to ensure the child in our care will be assisted to achieve socially and educationally, to their highest potential. The Danvion House staff team will be involved in proactively implementing needs assessed Individual Education Plans (I.E.P.) for the child. Key workers and management will oversee the implementation of I.E.Ps and monitor progress in order to evaluate and modify I.E.Ps in order to maximise achievement. The staff team will work with schools, teachers, specialist education provisions, etc to ensure the young person achieves and outcomes are documented on their PEPs.

Danvion House will create a positive culture and environment for valuing education with adequate space and facilities for the child to do their homework, including quiet well-equipped areas and personal computers.

16. Dual Registration as a school

Danvion House is not dually registered as a school.

17. Educational Services Offered and Local Schools

- We can access mainstream education at comprehensive and junior schools within the catchment areas of Top Valley, Arnold, in addition to local colleges
- Also, we will develop strong links with one school for children with Special Educational Needs (Carlton and Digby) and source others within the area (Derrymount Lower /Upper School)
- We will liaise with Nottinghamshire Local Education Authority
- We will access In-house personal tuition via external agency where applicable and necessary

Staff at Danvion House will, on all occasions further assist the young person both emotionally and in practical ways i.e. attend classes with the young person to either assist tutors or simply to provide additional support. Staff will act as mentors.

A young person of school leaving age may also enrol onto an Entry to Employment (E2E) project. The E2E provision will have experienced, trained education staff that will tailor

education to the individual client needs. E2E are often smaller classes and will have a relaxed but structured programme of work. Classes will involve outdoor pursuits and other educational type activities i.e. drama, cookery etc. or assist clients to obtain GCSE qualifications. E2E provides an opportunity for residents to obtain vital skills for moving onto college or other further studies.

The young person will be allocated a Personal Advisor when applicable. The PA will play an integral role in securing placements and funding in regards to the young person's career/education.

18. Health Care Provision at Danvion House

Danvion House adopts and follows Wyncare Policy and Procedural Guidelines on the provision of Health Care for every child/young person. This will ensure a consistent and proactive approach to health and health education by both staff and child. The central focus of our Health Policy is to empower the child/young person and to provide them with the tools to make informed decisions about their health.

Upon admission into Danvion House every child/young person will have a new patient health check at the local GP surgery. Wyncare will work closely with CAMHS to ensure appropriate levels of support and intervention. The young person in our care will be registered with a local General Practitioner and have access to a range of other health care facilities, which include:

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

Health education will be promoted via a structured key work or group session whichever are thought to be more appropriate in accordance with the feelings of the child/young person.

Danvion House Health Care Policy includes providing information on physical, emotional & sexual health. Our philosophy and approach are that good health is achieved through paying

attention to basic needs such as nutrition, adequate sleep, regard for safety, and appropriate medical attention when required.

The young person will be encouraged to attend their annual health assessment and staff will liaise with LAC nurses to ensure that young person's health needs are met.

The young person's health care needs, history and emotional support is recorded in their individual health care plan. This way the home/young person can monitor any trends, health needs, decline or progression.

19. Staff Qualifications and Training

Staff employed offer a variety of skills and will be trained in the following upon commencing their employment:

- Health & Safety (including food hygiene)
- Safeguarding
- First Aid
- Managing Actual & Potential Aggression
- Medication Administration

Further training will be provided during employment for all Managers and care staff. Wyncare will adhere to the staff qualification target as set out in Quality Standards for Children's Homes (Care Standards Act 2000 in relation to children's homes)

Staff receive regular supervision and training and are required to hold or pursue NVQ Level 3 Health & Social Care or Children & Young People's Workforce Diploma Level 3 (as a minimum) Managers must hold or pursue the Diploma in Social Work, Diploma Level 5 in Leadership and Management of Children's Residential Services.

Each young person has a designated key worker; Danvion House is staffed 24 hours a day, 7 days a week. All Danvion House staff are committed to providing high quality, user-friendly services to all young person in our care.

20. The Danvion House Staff Team/Structure

The Wyncare management committee oversees the management of Danvion House and ensures that the company's core values are adhered to on a day-to-day basis. The staff team at Danvion House is made up of:

- Home Manager
- Deputy Home Manager
- Senior Residential Care Workers
- Residential Care Workers
- Night Care Workers
- Peripatetic RCW Staff will also be made available whenever needed

Danvion House will have a number of experienced and enthusiastic staff that bring a very unique sense of commitment to working with children.

21. Staff Team Balance

The staff team will consist of a healthy balance of male & female members from various ethnic backgrounds who will have experience of residential and life skills.

If the staff structure were to change, this would be incorporated in the homes rota and also when recruiting new staff. To ensure the suitability of staff, the Wyncare Recruitment & Selection Criteria will ensure that all staff are police cleared and checked through the Disclosure and Barring Service (DBS) system.

Residential Child Care Workers

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

- Develop and sustain a manner of living, which encourages within the child/young person a sense of stability, security, worth and responsibility.
- Positively promote and encourage awareness within the child of intellectual, religious, and cultural matters as part of their overall development plan.
- Develop and maintain a sound professional relationship with the child/young person, based on the principal of mutual respect, and continuous consultation. Staff will ensure that this principle is still maintained even though there may be specific periods where the behaviour of the child/young person may be seen as unacceptable.
- Promote and encourage the understanding, acceptance, and operation of acceptable forms of behaviour amongst the child/young person within Danvion House.
- Develop an understanding of the individual needs of the child/young person, whilst encouraging the exchange of views and opinions between the staff and child/young person.

22. Fire Precautions Adopted within Danvion House

All Wyncare homes will be subject to Fire Officer Inspections and any recommendations are always implemented with the utmost priority.

Danvion House has appropriate fire equipment, smoke alarms and heat detectors, which are regularly tested and serviced by a designated Fire and Safety Officer.

All staff and child/young people at Danvion House are familiar with all aspects of the fire policy and procedures. Regular fire drills are conducted within the home, with the outcome and results continuously monitored and recorded within a logbook, in accordance with the Danvion House fire policy and procedure. Such drills are undertaken to identify, clarify and resolve any issues or problems with regards to the fire safety policy. The Fire Safety procedure is clearly visible throughout appropriate locations in Danvion House.

23. Multi-Agency Liaison

The organisation's policies and procedures within Danvion House are all carefully followed by all staff, and are geared towards: -

- Maintaining and encouraging regular access to, and contact with, the child's/ young person's Social Worker, ensuring any issues or concerns can be discussed between the child/young person and his or her social worker.
- To actively promote co-operation and dialogue with relevant educational establishments through attendance at appropriate school functions, continuous discussions and dialogue regarding the needs of the child/young person; Particularly attendance levels.
- Also, staff will look to actively promote action programs to help the child/ young person to overcome any specific educational difficulties they may encounter.
- To develop and maintain links with venues for recreational, religious, cultural and social activities, particularly those within the locality of Danvion House, ensuring a balanced and structured program for development of the child/young person is achieved.
- To maintain regular contact and co-operation with other psychologists, psychiatrists, professional associations, and workers when it is appropriate. This will ensure that our core philosophy, which is that the welfare and support of the child is central to all aspects of related care policies, is achieved and maintained.

24. Responsible Body for Danvion House

The Wyncare Head Office is located at:

Sherwood Business Centre

486 Mansfield Road

Sherwood

Nottingham

NG5 2FB

Wyncare is a wholly owned by a group of Directors.

Responsible Individual: Tracey Newcomb