

## The Beech House Statement of Purpose – April 2025

### Our Commitment to Love, Care, and Consistency

Our approach is rooted in Love, Care, and Consistency, ensuring that every child receives individualised care and support tailored to their needs, helping them feel safe, build trust, and develop a sense of stability and belonging. This **Statement of Purpose** defines how we support children and young people, ensuring our home provides **the highest quality of care in line with regulatory requirements and best practice**. It serves as a **guiding document** for our entire team, outlining the principles that shape our daily practice and ensuring that the needs and rights of children remain at the centre of everything we do.

### Why This Document Matters

The **Children's Homes (England) Regulations 2015** require every children's home to have a **Statement of Purpose**, detailing how we provide care and support. This document must be shared with:

- Every adult who works at The Beech House
- Every child and young person living in the home, who also have access to a dedicated Children's Statement of Purpose designed specifically for them.
- The parents or carers of children and young people living here
- The local authorities responsible for a child or young person's care
- Any local authority considering The Beech House as a home for a child or young person

This Statement of Purpose outlines:

- **Our approach to care** and what makes The Beech House a nurturing, child-centred home
- **The way we listen to and support young people's views, wishes, and feelings**
- **Education and learning opportunities** for every young person
- **Emotional well-being, health, and development**
- **Relationships, belonging, and community connection**
- **How we protect and safeguard young people**
- **Leadership, management, and how we ensure the highest standards of care**
- **Personalised care planning, transition support, and preparation for independence**

### Our Promise to Children and Young People

This document is not just a requirement—it is a **promise**. A promise that every child who comes to live at The Beech House will experience **stability, respect, and care** in a home that is committed to their **safety, growth, and happiness**.

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If you need any guidance or have questions about this document, please speak with the **Home Manager or one of the trusted adults in our home.**

### Quality and Purpose of Care

At **The Beech House**, we are dedicated to providing a **stable, nurturing, and supportive home** where children and young people feel **safe, valued, and empowered**. Our approach is built on **Love, Care, and Consistency**, ensuring that each child receives the support they need to develop positive relationships, emotional well-being, and a sense of belonging.

Each child or young person living at The Beech House has a **personalised support plan**, shaped around their needs, strengths, and aspirations. These plans are **regularly reviewed** and complemented by **individual risk assessments** to ensure their safety and well-being are always prioritised.

### Who We Support

The Beech House provides care for children and young people who may have experienced **disruptions in care, challenges in relationships, or difficulties in education and social settings**. Many of the young people we support require **guidance in managing emotions, building self-confidence, and developing independence**.

We have a **strong track record of successfully supporting** children and young people who have experienced **complex trauma** and may struggle with **self-harming behaviours, emotional regulation, and trust in relationships**. Through **compassionate, consistent care** and a structured approach, we help young people develop **healthier coping strategies, emotional stability, and a positive self-identity**. We understand that healing takes time, and we are committed to providing a **safe, understanding environment where young people can build resilience and move forward positively**.

### Additional Support Needs

Some of the children and young people living at The Beech House may also have additional needs, including:

- **Neurodiversity**, such as Autism (mild to moderate), ADHD, or other conditions affecting learning and behaviour.
- **Emotional and social difficulties**, including attachment needs, anxiety, and difficulties in self-regulation.
- **Mild learning differences**, such as Dyslexia, Dyspraxia, or Auditory Processing Disorder.
- **Physical health needs**, where additional adjustments can be made within the home, though it is important to note that The Beech House is **not wheelchair accessible**.

We understand that **every child is unique**, and we strive to provide a **responsive, person-centred approach** that adapts to each young person's evolving needs.

### Aims and Objectives of The Beech House

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# Statement of Purpose

At **The Beech House**, we are committed to creating a safe, nurturing, and structured home where children and young people feel valued, supported, and empowered. Our care is built on the foundation of **Love, Care, and Consistency**, ensuring that every child has the opportunity to develop meaningful relationships, build resilience, and grow in confidence.

We recognise that every young person comes to us with their own unique experiences, strengths, and challenges. Our approach is responsive, personalised, and focused on helping each child feel secure and understood.

## **Our Commitments to Children and Young People**

At The Beech House, we are dedicated to:

- Providing a stable and supportive home where children feel safe, cared for, and valued.
- Ensuring every child has an individualised support plan that reflects their needs, strengths, and aspirations.
- Promoting emotional well-being and mental health, helping young people develop positive coping strategies.
- Encouraging education, learning, and achievement—whether through school, college, or other educational pathways.
- Fostering positive relationships and a sense of belonging within the home and the wider community.
- Helping young people develop life skills that prepare them for independence and adulthood.
- Facilitating meaningful connections with family members where appropriate and in line with care plans.
- Providing opportunities for recreation, social engagement, and personal growth.
- Upholding children’s rights and ensuring their voices are heard in decisions affecting them.
- Offering guidance and reassurance to help children navigate challenges and build confidence in their future.
- Working in partnership with young people, families, and professionals to provide the best possible care.

## **Our Approach to Individualised Support**

We take a person-centred approach, ensuring that every child or young person receives care tailored to their specific needs, preferences, and experiences. Our collaborative approach includes:

- Working closely with young people, local authorities, social workers, and families to develop and review personalised care plans.
- Providing a home that prioritises emotional security, where children and young people can build positive relationships with the adults who support them.

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- Preparing children and young people for their future, whether that involves transitioning to independence, returning to family, or moving into a new home.
- Encouraging participation in activities, hobbies, and interests that support personal growth and self-esteem.
- Ensuring that young people understand their rights and have access to advocacy and support if they have concerns or complaints.
- Using communication methods that best suit each child, ensuring they feel heard, understood, and involved in decisions about their care.

## Our Ethos and Philosophy

At The Beech House, we believe that every child deserves to feel safe, cared for, and supported to achieve their potential. Our home is a place where young people can experience stability, develop trust, and feel a sense of belonging.

We prioritise:

- Positive, trusting relationships—young people are supported by adults who genuinely care about them.
- Consistency and reliability—we provide a structured, predictable environment where young people know they are safe.
- Listening to young people’s voices—we value their feedback and involve them in decisions about their care.
- Encouraging self-worth and identity—we help young people explore who they are in a way that feels safe and supported.
- Commitment to learning and improvement—we continuously reflect on our practice to ensure we provide the best possible care.

The Beech House operates in line with **the Children Act 1989 and best practice guidance for supporting children with emotional and behavioural needs.**

## What Every Young Person Can Expect at The Beech House

- To be treated with respect, kindness, and fairness.
- To have their voice heard and their views taken seriously.
- To feel safe and supported at all times.
- To be encouraged in their education, hobbies, and goals.
- To be part of a home that values them as an individual.
- To have access to guidance, advocacy, and support when needed.
- To build positive relationships and friendships.

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- To develop skills that will help them in adulthood.

### Accommodation and Facilities

The Beech House provides a **safe, welcoming, and well-equipped home** for up to five young people aged **10 to 18**. The home is designed to provide a **comfortable and nurturing environment**, where children and young people can **feel secure, have space to express themselves, and engage in daily life with a sense of belonging**.

The Beech House is a spacious property with **two levels**:

- The **ground floor** is dedicated to residential living and is designed to be fully accessible, with the exception of areas reserved for adults who support the young people.
- The **first floor** houses The Beech House School, ensuring that education is accessible in a supportive, familiar setting.

The home has been **thoughtfully adapted** to ensure it meets the needs of the children and young people who live here. Bedrooms are generously sized and exceed **9m<sup>2</sup>**, meeting all relevant **health and safety standards**.

### Internal Accommodation

- **Five individual bedrooms**—fully furnished and designed to be personalised by each young person.
- **Three adult-only rooms**—one with an en-suite, providing essential space for overnight support.
- **Dining room**—a welcoming space where communal meals and social interactions take place.
- **Breakout area/study**—a quiet space for learning, reflection, and individual activities.
- **Kitchen**—well-equipped for shared meal preparation and life skills development.
- **Laundry room**—young people are encouraged to develop independence by participating in daily living tasks.
- **Two bathrooms**—available for young people's use.
- **Living room**—a comfortable and homely space with access to entertainment and communal relaxation.

### The Beech House School (Located in the Annex)

The annex accommodates **The Beech House School**, which provides:

- Two classrooms
- One office/classroom
- Kitchen

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- Bathroom
- Medical bay

### External Facilities

The property includes a variety of **outdoor spaces** that provide opportunities for relaxation, play, and physical activity:

- **Driveway area** at the front, accommodating up to four vehicles.
- **Secure internal courtyard** with bike storage.
- **Rear garden** featuring a lawn, trees, outdoor games, and seating areas.
- **Multi-functional outbuilding**, used for a range of activities, professional meetings, and learning opportunities.
- **Dedicated recreational area**, where young people can engage in activities such as trampolining, football, basketball, and boxing.

The outbuilding is available for use Monday to Friday from **08:00 to 19:00**, in accordance with planning permission. This space is used flexibly for:

- Supervision, adult development, and multi-agency meetings.
- Educational support and after-school learning.
- A dedicated room for young people's therapy sessions.

### Creating a Home-Like Environment

At The Beech House, we are committed to providing a **homely and welcoming atmosphere**, where young people feel a sense of **ownership and comfort**.

- **Each young person has their own private bedroom**, which they are encouraged to personalise.
- The **living room** is a comfortable, shared space with a television, cable TV, and access to films, books, and music.
- The **dining room** is the heart of the home, where meals, socialising, and group activities take place.
- Young people are encouraged to bring **personal entertainment items**, with access to monitored audio, visual, and written materials.
- A designated **telephone is available** for young people to maintain contact with family, social workers, and trusted individuals.

### Life Skills and Independence Development

At The Beech House, we encourage young people to develop the skills they need for **greater independence and self-confidence**.

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- Young people are **actively involved in meal planning and preparation**, learning about food hygiene and nutrition.
- Household responsibilities such as **laundry and budgeting** are introduced in a **supportive, structured way**.
- A **multilevel awards scheme** supports the development of **independent living skills**.
- **Regular mealtimes** provide an opportunity for shared experiences, with adults in the home supporting young people in meal preparation.
- All adults involved in food preparation hold **Food Hygiene Certification** to ensure safety and best practice.
- Upon arrival, any **dietary needs, allergies, or cultural food preferences** are documented to ensure that meals are tailored accordingly.

## Location and Safety Assessment

The Beech House is located in **West Molesey**, providing convenient access to local **shops, leisure facilities, clubs, and transportation links**. The home has established **strong relationships with local services**, including:

- **Local Community Support Officers**
- **The Surrey Police CSE and Missing Persons Team**

Following consultation with these agencies, **there is no evidence to suggest that The Beech House's location poses additional risks to children and young people**. The home is situated in a **safe and stable community**, conducive to the well-being and safeguarding of young people.

To ensure ongoing suitability, the **Home Manager** conducts an **annual location risk assessment**, evaluating any environmental factors that may impact the safety and security of young people.

## Cultural, Linguistic, and Religious Considerations

At **The Beech House**, we are committed to **equality, diversity, and inclusion**, ensuring that every child and young person is valued and respected for who they are. We recognise that **identity, culture, language, and faith are integral to a young person's sense of belonging and self-worth**, and we strive to create an environment where differences are embraced and celebrated.

The adults who support young people in our home model **respect, fairness, and inclusivity** in their daily practice, fostering a culture where children and young people feel safe and empowered to express their identity.

## Promoting Inclusion and Diversity

We take proactive steps to ensure that:

- Young people are treated with dignity and respect, regardless of their **ethnicity, culture, language, faith, gender, sexual orientation, or disability**.

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- Stereotyping and discrimination are **actively challenged**, with clear measures in place to ensure fairness in all aspects of life at The Beech House.
- Every young person has **equal access to opportunities, experiences, and support**, tailored to their individual background and needs.

We do not use **practices or responses that could be considered restrictive** or that infringe upon a young person's **rights, liberty, or autonomy**. Our approach is one of **understanding, support, and empowerment**, ensuring that each young person is provided with the tools they need to thrive.

## Supporting Religious and Spiritual Identity

For children and young people who wish to practice their faith, we provide **individualised support**, including:

- **Arranging transportation** to local places of worship.
- **Facilitating contact with faith-based organisations or community leaders.**
- **Supporting religious observances**, including prayer times, fasting, and other spiritual practices.
- **Ensuring access to culturally appropriate food**, including halal, kosher, or vegetarian options.

## Respecting Cultural Identity

Maintaining **cultural traditions and personal identity** is fundamental to a young person's emotional well-being. At The Beech House, we ensure that:

- Young people's **clothing, dietary choices, and healthcare needs** are respected and supported.
- **Cultural celebrations and traditions** are recognised and, where appropriate, incorporated into home life.
- Young people are encouraged to **explore and take pride in their cultural heritage** in a way that feels meaningful to them.

## Supporting Linguistic Needs

We recognise that language plays a key role in **communication, inclusion, and emotional security**. For young people with specific **linguistic requirements**, we provide tailored support, which may include:

- **Learning key phrases** in a young person's preferred language to aid communication.
- **Employing adults with relevant language skills** where possible.
- **Using visual and communication aids**, such as PECS (Picture Exchange Communication System) or translation tools.
- **Engaging with local community organisations and language support services.**

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### Commitment to Professional Development

We understand that **cultural competence is an ongoing learning process**. The adults who support young people at The Beech House receive **regular training and guidance** to:

- Develop their understanding of **diverse cultural, linguistic, and religious needs**.
- Strengthen their ability to **challenge discrimination and unconscious bias**.
- Ensure that **young people's identities are recognised, respected, and nurtured** in all aspects of their care.

### Complaints and Representations

At **The Beech House**, we believe that every child and young person has the right to **raise concerns, be listened to, and receive a fair response**. We are committed to ensuring that children, families, and professionals feel comfortable **expressing their views, making complaints, and knowing that their concerns will be addressed with care and professionalism**.

### How We Support Children in Raising Concerns

- When a child or young person moves into The Beech House, they receive clear information about how to make a complaint.
- Advocacy services are available to help young people raise concerns and navigate the complaints process.
- All complaints are taken seriously and responded to **within 28 days**.
- Young people are kept informed of progress throughout the complaint process and receive **appropriate support**.
- If a young person has additional needs that make communication difficult, a **specialist advocate** or communication tools will be used.

### Who Can Make a Complaint?

- **Children and young people** living at The Beech House.
- **Family members, carers, or significant others**.
- **Local authorities, social workers, and professionals** involved in a young person's care.

### How Complaints Are Managed

- Concerns are addressed as early as possible to resolve issues informally where appropriate.
- Formal complaints are **recorded and reviewed**, with clear actions taken to resolve them.
- The process is **confidential and ensures no reprisals** for those who raise concerns.

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### Access to External Support

If a child or young person wishes to raise a complaint externally, they have access to:

- **Ofsted** – 0300 123 4666 | [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)
- **The Children’s Commissioner** – 0800 528 0731 | [help.team@childrenscommissioner.gov.uk](mailto:help.team@childrenscommissioner.gov.uk)
- **NSPCC** – 0808 800 5000
- **NYAS (National Youth Advocacy Service)** – 0808 808 1001

### Views, Wishes, and Feelings

At **The Beech House**, we are committed to **empowering children and young people** by ensuring they are involved in decisions about their lives. We recognise that **every young person has the right to express their views** and be actively listened to.

### How We Involve Young People

- **House meetings** are held weekly, where young people can **set the agenda, share ideas, and discuss home life**.
- **Young people are encouraged to take an active role in decisions** about their daily lives, routines, and activities.
- **Each young person has a dedicated key adult** who supports them in sharing their views and making informed choices.
- **Independent visitors** meet with young people monthly to ensure their voices are heard externally.
- Young people are supported to **express themselves in reviews, care plans, and individual planning meetings**.

### Encouraging Expression and Feedback

- Young people are given **clear information on their rights**, including how to comment, compliment, or complain.
- Alternative **communication methods are available** for those who require additional support in expressing their views.
- **Regular check-ins** ensure young people feel heard and valued, even outside of formal meetings.
- **Young people** are invited to provide feedback through biannual surveys conducted via SurveyMonkey, ensuring their voices contribute to the ongoing improvement of the home.

### Quality Control

The Beech House values **continuous improvement** and ensures **all aspects of care are regularly monitored and reviewed**. We achieve this through:

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- **Listening to young people, families, and professionals** to understand how we can improve.
- **Regular surveys and feedback opportunities** for young people and stakeholders.

#### Independent Monitoring & Inspections

- The home is inspected **monthly by an independent visitor**, who meets with young people, adults in the home, and management.
- Each inspection includes a **detailed review of care, safeguarding, and young people's experiences**.
- An **action plan** is created to ensure ongoing improvements.
- The Registered Manager conducts **internal monthly checks**, in line with **Children's Homes Regulations 2015**.
- Biannual summaries of the home's progress are submitted to **Ofsted**, ensuring accountability.

#### Anti-Discriminatory Practices and Children's Rights

At **The Beech House**, we are committed to **creating a culture of fairness, inclusion, and respect**. We ensure that all young people feel **valued, understood, and supported**, regardless of their **ethnicity, gender, sexual orientation, religion, or disability**.

#### Promoting Equality and Inclusion

- **Safer recruitment practices** ensure that the adults who support young people reflect the values of inclusion and diversity.
- **A culture of respect and fairness** is actively maintained through daily practice, supervision, and team discussions.
- **Young people are provided with information about their rights** and are supported in accessing external advocacy services.
- **Any concerns about discrimination are addressed immediately**, ensuring that young people feel safe and protected.
- **Young people have access to culturally appropriate services**, including **faith-based support, dietary needs, and community connections**.

#### How We Ensure Accountability

- **All concerns and complaints related to discrimination are taken seriously** and acted upon promptly.
- **Placing authorities are kept informed** of any matters affecting a young person's well-being.
- **Young people are encouraged to advocate for themselves** in a way that promotes self-respect and positive outcomes.

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- **Therapeutic interventions** are provided in a child-centred manner, with a focus on emotional security and well-being.
- **Training is ongoing** to ensure that all adults in the home understand and implement anti-discriminatory practice.

Every child and young person is provided with a **Children's Guide upon arrival**, which outlines their **rights, key contacts, and the support available to them**.

### Restriction of Liberty

At **The Beech House**, we are committed to providing a **safe, structured, and nurturing home** for children and young people. We recognise that some of the children we care for may require **additional supervision and support** due to their individual needs, experiences, and vulnerabilities.

Our approach prioritises **openness, transparency, and the least restrictive practices** to ensure that every young person is supported in a way that **protects their rights, dignity, and autonomy** while also keeping them safe. Any measures that **could be perceived as restricting liberty**, such as increased supervision or physical intervention, are only used when absolutely necessary to prevent harm and in accordance with **legal and best practice frameworks**.

### Our Approach to Minimising Restrictions

- We are committed to **least restrictive practices**, ensuring that any intervention prioritises the **safety, well-being, and autonomy** of the young person.
- **All interventions are planned and reviewed** in consultation with local authorities and, where appropriate, with young people and their families.
- **Supervision and monitoring** are used **proactively** to create a safe and structured environment—never as a means of control or punishment.
- Any intervention that **may restrict a young person's liberty** is regularly **reviewed and evaluated** to ensure it remains appropriate and necessary.

### Supporting Positive Behaviour and Well-Being

At The Beech House, we prioritise **positive relationships and proactive support** to **reduce the need for restrictive practices**. Our approach includes:

- **Comprehensive training in de-escalation and conflict resolution**, ensuring that adults supporting young people have the skills to **prevent and defuse challenging situations**.
- **A focus on trust and emotional regulation**, helping young people develop **positive coping strategies** that reduce distress and risk-taking behaviours.
- **Regular multidisciplinary meetings** to review individual support plans, ensuring that any interventions remain **necessary, proportionate, and in the young person's best interests**.

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- **Collaboration with external professionals and advocacy services** to ensure a holistic and child-centred approach to decision-making.
- **Clear and accountable recording** of any physical intervention, detailing the reasons, actions taken, and outcomes to ensure transparency.

## Reflective Practice and Continuous Learning

- Any use of **physical intervention or restrictive practice** is followed by a **structured debrief** for both the young person and the adults involved, ensuring that lessons are learned, and support is enhanced.
- **Ongoing reflective practice and supervision** allow adults to **continually improve their approach**, ensuring that young people feel safe, respected, and understood.

By adhering to these principles, we ensure that **any necessary interventions are ethical, proportionate, and aligned with our commitment to Love, Care, and Consistency**. Our goal is to create an environment where **young people feel safe, supported, and empowered to develop confidence and independence**.

## Education

At **The Beech House**, we believe that **education is key to unlocking potential and building a positive future** for every young person in our care. We are committed to ensuring that all children and young people have access to **high-quality, personalised education** that meets their needs and aspirations.

### The Beech House School

The Beech House School is located on the **first floor of the property** and is **registered with the Department for Education (DfE)**. The school currently holds an **Ofsted 'Good' rating** and provides **tailored education** for young people who are unable to attend mainstream education.

Each young person at **The Beech House School** follows an **Individual Education Plan (IEP)**, designed to support their learning in a way that reflects their **strengths, challenges, and aspirations**. The curriculum is **flexible and responsive**, ensuring that each child receives the support they need to **progress and achieve**.

Some children and young people may continue attending their **current school or college**, where this is in their best interests. In these cases, we work closely with their **education providers, social workers, and families** to ensure they receive **consistent support**.

### Educational Support at The Beech House

We recognise that **education goes beyond the classroom**, and we strive to create an environment where young people feel encouraged, supported, and motivated to learn. To achieve this, we provide:

- **A desk in each young person's bedroom**, creating a **quiet and comfortable space for homework and study**.
- **Access to computers with word-processing and printing facilities** to support learning.

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- **Broadband internet access**, with monitoring in place to ensure **safe and responsible use**.

We prioritise **education planning before a young person moves in**, ensuring that their **learning needs are identified early** and that appropriate arrangements are in place to **support continuity in education**.

### Encouraging Engagement and Progress

We take a **holistic approach** to education, providing additional support to ensure that young people feel **confident, motivated, and empowered** in their learning journey. This includes:

- **Regular one-on-one discussions** with a key adult to explore progress, challenges, and future goals.
- **Collaboration with social workers and education professionals** to implement and review each young person's **Personal Education Plan (PEP)**.
- **Encouragement to join the local library**, fostering a love of reading and independent learning.
- **Support in developing essential life skills** such as budgeting, cooking, and personal health.

### Our Commitment to Educational Success

At The Beech House, we:

- Contribute to the **creation, maintenance, and review** of each young person's **Personal Education Plan**.
- Promote **education as a lifelong journey**, helping young people develop a positive attitude towards learning.
- Support young people in **accessing local schools and colleges**, or provide **on-site education** where needed.
- Encourage participation in **extracurricular activities**, helping young people explore new interests and build confidence.
- Create a **home environment that values and supports learning**.
- Recognise and celebrate **academic achievements**, boosting self-esteem and motivation.
- Closely monitor each young person's **educational progress**, providing additional support when needed.
- Attend **school meetings, open days, and parents' evenings** to advocate for and support young people's education.

Through **individualised learning, strong support networks, and a commitment to personal development**, we ensure that every young person has the **opportunities and encouragement needed to thrive in education and beyond**.

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### Enjoyment and Achievement

At **The Beech House**, we believe that every child and young person should have the opportunity to **explore their interests, develop new skills, and create positive experiences**. We are committed to providing an environment where young people feel **encouraged, supported, and included** in a variety of recreational, educational, and social opportunities.

We recognise that each young person has **unique interests and preferences**, and we encourage them to **engage in activities that bring them enjoyment, boost confidence, and support personal development**.

### Encouraging Engagement and Participation

- Young people are supported to **explore and take part in activities** that align with their interests, whether within the home or in the local community.
- **Opportunities to celebrate important events**—such as birthdays, cultural and religious festivals—are available, with family involvement encouraged where possible.
- Young people have a say in **planning home-based activities and events**, promoting a sense of ownership and belonging.
- A **dedicated activity budget** ensures that young people have access to a diverse range of experiences.

### Ensuring Safety and Well-Being

- All activities are **risk-assessed and managed responsibly**, ensuring young people can **participate safely while still enjoying freedom and choice**.
- **Higher-risk activities** are supported by appropriately trained adults to ensure a balance between **adventure, fun, and safety**.
- We encourage participation in **activities that promote emotional, social, and physical well-being**, supporting young people in developing new skills and building positive relationships.

### Leisure, Community Engagement, and Personal Development

We recognise that **leisure and recreation are essential for well-being, self-expression, and social development**. Young people at The Beech House have access to:

- **Entertainment and recreational facilities**, including smart TVs, streaming services, gaming consoles, Bluetooth speakers, and Wi-Fi.
- **Outdoor spaces**, equipped with sports equipment, play areas, and quiet areas for relaxation.
- **Regular trips, outings, and opportunities to engage with the local community**, helping young people broaden their experiences and develop confidence.
- **Links with local clubs and organisations**, supporting young people in exploring hobbies and special interests.

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### Group Holidays and Travel Opportunities

We believe that **shared experiences help young people create lasting memories and develop independence**. To support this, The Beech House:

- Organises **at least one group holiday per year**, with young people involved in planning and decision-making.
- Supports young people in **passport applications and travel preparations**, ensuring that overseas opportunities are accessible.
- Encourages participation in **residential and adventure-based experiences**, helping young people develop **resilience, teamwork, and confidence**.

Through these opportunities, we aim to **encourage young people to engage with their interests, develop new skills, and experience a sense of enjoyment and achievement in their daily lives**.

### Health

The Beech House is committed to supporting the physical and mental well-being of all young people in our care. We promote a healthy lifestyle by encouraging balanced nutrition, regular physical activity, and emotional well-being. We recognise that every young person has unique health needs, and we work closely with healthcare professionals to ensure they receive the appropriate support and interventions.

Young people who are not already receiving therapeutic support from an external service, such as CAMHS, are offered the opportunity to engage in sessions with our fully qualified and registered therapist. This additional support is designed to help young people manage emotions, build resilience, and develop healthy coping strategies.

Upon arrival, young people are supported in registering with local healthcare providers, including general practitioners, dentists, and opticians. Where appropriate and in line with their preferences, young people may continue receiving care from their existing healthcare professionals. We collaborate with healthcare teams to ensure that any specific medical, emotional, or developmental needs are identified and met. Each young person has a written health plan that is regularly reviewed and updated.

Although The Beech House does not directly employ medical professionals, we maintain strong partnerships with local healthcare providers. If a young person becomes unwell or requires medical attention, prompt action is taken to ensure they receive the appropriate care. All health-related incidents and interventions are recorded, with additional oversight for young people with specific health conditions or disabilities. The management team ensures that any medical treatments, therapies, or interventions outlined in a young person's care plan are implemented and monitored, with updates shared with relevant professionals where necessary.

We have a clear approach to substance misuse, with established policies and procedures in place. Where concerns arise, early intervention strategies are used, alongside education and guidance to help young people understand the risks. Where a young person continues to engage in substance

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misuse despite support and intervention, a review of their placement may be considered in order to maintain the safety and well-being of the wider group.

The Beech House is committed to:

- Recording all medication brought into the home and ensuring its safe administration in line with policy and procedure.
- Ensuring health concerns are promptly addressed through appropriate medical intervention and ongoing monitoring.
- Providing guidance on personal health, well-being, and self-care.
- Educating young people about the risks of drugs, alcohol, and smoking.
- Working in partnership with doctors, dentists, mental health professionals, and other healthcare providers to meet individual health needs.

### **Specific Therapeutic Arrangements**

At The Beech House, we are committed to supporting young people through relationship-based, therapeutic care, which is continually reviewed and developed to meet their evolving needs. We understand that healing from trauma and building emotional resilience requires a consistent, thoughtful, and individualised approach.

Our adults take part in ongoing professional development, including reflective practice and training relevant to supporting children with complex needs. Regular monthly reflective sessions are held within the team to explore and refine how we respond to and support the emotional well-being of the young people living in the home.

We offer a dedicated therapeutic space, located in the outbuilding, separate from the main house. This private and calm setting allows young people to access therapy in an environment that supports comfort and confidentiality. Access to therapeutic sessions is based on the young person's individual needs and is reviewed in line with their care plan. Where appropriate, updates and insights from therapy sessions are shared with social workers and other key professionals, ensuring confidentiality is respected and upheld at all times.

Therapists supporting young people at The Beech House also access clinical supervision. Supervision supports safe, ethical practice and ensures the emotional needs of the young people remain central. Supervisors understand the need to preserve client confidentiality, while also contributing to multi-agency planning and oversight where appropriate.

To further inform our approach, we also use the BERRI system—a specialist online tool designed to assess and monitor areas such as emotional well-being, behaviour, mental health, risk, and attachment. BERRI helps to shape how we understand each child's individual profile and provides a clear framework for measuring outcomes and planning support. It was developed by professionals experienced in working with children in care and is shaped by consultation with carers and practitioners.

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We recognise that the needs of children and young people can change over time. In cases where a young person's development leads to significantly increased independence or a shift in support needs, we undertake a multi-agency review to assess whether The Beech House remains the most appropriate environment. Any decisions about transition are made with full consultation and in the best interests of the child.

In situations where additional support is required—such as following an accident, illness, or a temporary increase in behavioural needs—we respond flexibly by providing extra staffing, equipment, or practical adjustments within the home. Where appropriate, we will liaise with the placing authority to request funding or resources that enable us to continue meeting a young person's needs effectively.

The Beech House is committed to maintaining its reputation for providing consistent, compassionate, and expert care, especially during times of increased challenge or change.

### Positive Relationships

At **The Beech House**, we believe that **positive, trusting relationships are central to emotional growth, stability, and well-being**. Our approach is built on the understanding that **children and young people thrive when they feel valued, respected, and emotionally safe** within the relationships around them.

We are committed to **nurturing strong, consistent connections** with the children and young people in our home and supporting them to develop and maintain meaningful relationships with others who are important to them. We recognise that relationships can be a source of both healing and challenge, and we work with care and sensitivity to help young people navigate these dynamics.

Each young person's **important relationships are carefully documented** within their support plan and reviewed regularly in collaboration with the young person, their social worker, and—where appropriate—their family or significant others. These reviews ensure that relationships remain safe, appropriate, and in the best interests of the child.

We take a **proactive and thoughtful approach** to supporting planned contact with family and others who matter to the child. If a planned contact visit does not occur, we offer space for the young person to explore their thoughts and feelings in a safe and supportive way. We work to understand the reasons and adapt future plans where needed, always keeping the young person at the centre of the process.

We also support children and young people to **build new, healthy connections**, both within the home and in the community. Through key work sessions, informal conversations, and day-to-day interactions, we promote **respect, empathy, appropriate boundaries, and relationship skills**. These everyday moments help to model safe, caring, and consistent relationships, forming the foundation of our practice.

The Beech House is a home where **love and connection are actively fostered**, and where every child is supported to develop **positive relationships that enhance their self-esteem, resilience, and sense of belonging**.

### Protection of Children

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At **The Beech House**, safeguarding is more than a regulatory requirement—it is a **moral commitment** rooted in our values of **Love, Care, and Consistency**. Every adult at Cameron and Cooper Limited shares the responsibility for creating a home where children and young people feel safe, protected, and able to build trusting relationships with those around them.

We follow the procedures set out by the **Surrey Safeguarding Children Partnership**, and work in line with national guidance, including **Working Together to Safeguard Children (2023)**, the **Children Act 1989 (as revised in 2004)**, and the relevant standards and regulations for children’s homes in England. These frameworks guide how we work collaboratively with families, professionals, and safeguarding agencies to keep children safe from harm.

### **Safeguarding Practice and Multi-Agency Partnership**

We understand that safeguarding risks can arise both **within and beyond the home**, and we are alert to contextual risks such as **peer dynamics, online harms, and community-based exploitation**. Our adults are trained to identify early signs of concern, including emotional or behavioural changes, and to respond with professional curiosity and care.

Concerns are never managed in isolation. We maintain strong partnerships with safeguarding professionals, including the **Multi-Agency Safeguarding Hub (MASH)**, and contribute to multi-agency safeguarding meetings, plans, and reviews as required. The **voice of the child** is central to every safeguarding decision we make.

All safeguarding concerns are recorded on our secure information management system (**Clear Care**) and reviewed during **weekly risk register meetings**, enabling patterns, concerns, or emerging risks to be closely monitored.

Our adults are trained to respond appropriately to all safeguarding concerns or disclosures. This includes listening attentively to children, avoiding leading questions, documenting concerns factually, and following referral procedures as outlined in the **Cameron and Cooper Limited Safeguarding and Child Protection Policy**. This also includes clear guidance on referrals to the **Local Authority Designated Officer (LADO)** for any concerns about adults in the home, and our responsibilities to inform Ofsted where required.

### **Safeguarding Oversight and Leadership**

Safeguarding at The Beech House is overseen by:

- **Chloe Lee**, Home Manager (Acting) and **Designated Safeguarding Lead (DSL)**
- **Wayne Grey**, Responsible Individual and **Head of Safeguarding** across Cameron and Cooper Limited

Together, they hold responsibility for ensuring that safeguarding systems are robust, child-centred, and responsive. They ensure that all adults in the home are trained, supervised, and supported in meeting their safeguarding duties with care and integrity.

### **Safe Recruitment and Vetting Procedures**

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We ensure that only **suitable and safe individuals** work in our home by adhering to the highest standards of safe recruitment. This includes:

- Informing applicants that roles are exempt from the **Rehabilitation of Offenders Act 1974**
- Requiring **enhanced DBS checks** and full vetting before confirmation of employment
- Adhering to **Ofsted requirements** for employment and volunteer screening
- Complying with the **Safeguarding Vulnerable Groups Act 2006** for referrals in cases of dismissal or resignation linked to safeguarding concerns
- Ensuring that unsuccessful applicants have the opportunity to challenge inaccurate information

### **Training, Supervision, and Development**

All adults at The Beech House complete a **structured induction, training shifts, and a probation period**, during which safeguarding is a key focus. Ongoing professional development ensures that safeguarding knowledge remains up to date and relevant.

Training covers:

- The signs and symptoms of abuse, neglect, and exploitation
- Responding to disclosures and suspicions of harm
- The impact of trauma on behaviour and well-being
- Contextual safeguarding, including online risks and county lines
- Accurate and confidential record-keeping
- Understanding legal duties, referral pathways, and partnership working

Safeguarding knowledge is reinforced through **supervision, reflective practice, and team meetings**, enabling adults to discuss concerns, share learning, and continuously improve practice.

### **Safe Environment and Access Controls**

We have robust systems in place to protect young people from unauthorised or unsafe access to the home. All visitors are required to sign in, have their identity verified, and are supervised where appropriate. Children's privacy, dignity, and safety are always protected.

### **Disciplinary Action**

At The Beech House, we take all safeguarding concerns seriously. Where a concern is substantiated and results in the **dismissal or resignation of an adult due to conduct that may pose a risk to children**, we follow our legal duty to make a **referral to the Disclosure and Barring Service (DBS)** in line with the **Safeguarding Vulnerable Groups Act 2006**. This ensures that individuals who pose a risk to children are appropriately barred from working with vulnerable groups in the future.

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This process is handled with professionalism and transparency, reinforcing our commitment to safeguarding and prioritising the welfare of the children and young people in our care. All actions are documented and reported in line with statutory guidance, and **Ofsted is notified where required**.

### Protecting Young People from Exploitation

At **The Beech House**, we recognise that children in care may be at increased risk of **child sexual exploitation (CSE), criminal exploitation, and other forms of coercion or grooming**. Safeguarding children from exploitation is a key priority, and our approach is based on early identification, trusted relationships, and multi-agency working.

Upon admission, each young person is assessed for known or potential risks linked to **exploitation, going missing, or unsafe relationships**, and these are documented in their individual risk assessment and support plan. These plans are regularly reviewed and updated in line with any changes in behaviour, concern, or intelligence.

We maintain strong links with the **Surrey CSE and Missing Persons Team** and other relevant safeguarding partners to ensure any emerging concerns are promptly shared and acted upon. Where appropriate, a **Grab Pack** is completed to support rapid response in the event a young person goes missing.

Within the home, we support young people to explore issues such as **safe relationships, consent, and online safety** in a way that is accessible, honest, and respectful. We encourage open dialogue about risk-taking behaviours and work with young people to **build protective factors and self-awareness**.

All communal digital devices are subject to **appropriate monitoring and controls**, and young people are supported to use technology safely and responsibly.

We also complete a **location risk assessment** for the home, which is reviewed regularly and updated in collaboration with safeguarding professionals to ensure that local risks are understood and mitigated.

### Confidentiality

Safeguarding concerns and investigations are managed with the **utmost sensitivity and discretion**. Information is only shared with those who have a **clear and legitimate need to know**, in line with **data protection legislation** and the **Surrey Safeguarding Children Partnership procedures**.

We recognise the importance of maintaining the **privacy and dignity of everyone involved**, particularly the children and young people we support. All safeguarding records are securely stored within our Clear Care system, and access is strictly limited to authorised individuals.

Our commitment to confidentiality reflects our broader values of **respect, trust, and child-centred practice**.

### Support to Families

At **The Beech House**, we recognise that **strong, trusting relationships with families and carers** play a vital role in supporting the safety, emotional well-being, and development of children and young

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people. Wherever possible and appropriate, we work in partnership with families to build understanding, maintain consistent support, and contribute to positive outcomes for the children in our care.

We ensure that **families and those with parental responsibility** are kept informed of our safeguarding responsibilities. This includes being clear about our duty to share information with the local authority when we have concerns, to contribute to safeguarding plans, and to maintain ongoing communication in a professional and respectful manner.

In the event of a safeguarding concern or investigation, we continue to provide a **welcoming and inclusive environment** for the child and their family, unless otherwise directed by the placing authority or safeguarding partners. Our adults remain focused on the child's safety and well-being while ensuring families are treated with fairness and compassion throughout.

Where a **Child Protection Plan** is in place, we work closely with the child's social worker and other professionals to fulfil our responsibilities and support the family in line with the agreed plan.

Information and records are shared with families **in line with our Confidentiality and Client Access to Records procedures**, and in accordance with local safeguarding guidance. We ensure that decisions around information sharing consider both **the rights of the child** and the **need to protect their safety and well-being**.

### Risk Management

At **The Beech House**, we take a proactive and collaborative approach to risk management, recognising that children and young people may have experienced trauma, instability, and environments where safety was not guaranteed. Our aim is to **understand each young person's individual risks**, build trust, and support them to develop the skills and awareness needed to keep themselves and others safe.

Before admission, and throughout the referral and transition process, we complete detailed assessments to understand each young person's **vulnerabilities, strengths, and potential exposure to risk**. These assessments are carried out in partnership with the placing authority and draw on information from previous placements, health and education providers, and, where appropriate, the young person and their family.

We create a **personalised risk assessment** for each child or young person, alongside an **Individual Positive Behaviour Support Plan (IBSP)**. These documents are informed by a trauma-aware understanding of each individual's background and behaviour and cover all safeguarding concerns and known or potential risks.

Plans are:

- **Integrated into the wider placement planning process**
- **Reviewed monthly**, or sooner where a significant incident, change, or disclosure occurs
- **Developed and updated in consultation with the young person's social worker** and any other relevant professionals

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The adults at The Beech House are trained to **support young people in understanding risk and making informed decisions**. Our everyday work includes helping children to reflect on situations, talk about what feels safe or unsafe, and **build protective strategies for themselves and others**.

We promote a culture of openness, communication, and restorative discussion, where concerns are addressed in a timely and supportive way.

### Preventing Bullying

We are committed to creating a home where **every young person feels safe, respected, and valued**. Bullying, in any form, is not tolerated at The Beech House. We understand that young people may have experienced or witnessed bullying previously and may need support in developing safe and respectful peer relationships.

We foster a **positive peer culture** through:

- **Daily interactions that model kindness, empathy, and boundaries**
- **Key work sessions** focused on social responsibility, respectful communication, and the impact of behaviour on others
- **Restorative responses** to incidents of conflict or harm, encouraging accountability and mutual understanding

From the point of admission, all young people are supported to understand their rights and responsibilities in the home. They are invited to sign a **home agreement**, which includes a shared commitment to preventing bullying and maintaining an inclusive and respectful environment.

House meetings provide a regular space to:

- **Explore social dynamics in a safe, supported way**
- **Raise concerns or worries about peer relationships**
- **Discuss solutions and affirm shared values**

Where bullying is suspected or disclosed, we act swiftly and sensitively. Responses are always **child-centred and proportionate**, and adults work closely with all involved to restore safety, rebuild relationships, and ensure appropriate boundaries are in place.

Young people are made aware of **external sources of support**, including their social worker, Ofsted, Childline, NSPCC, and independent advocacy services. They are encouraged to seek help from trusted adults within and outside the home.

### Responding When a Young Person Goes Missing

At **The Beech House**, we take a proactive and trauma-informed approach to reducing the likelihood of children and young people going missing. We recognise that running away can be a sign of unmet needs, distress, or a response to previous trauma, and we respond with **care, curiosity, and urgency**.

Our procedures are aligned with the **Surrey Police and Local Authority Missing Children Joint Protocol**, and all adults at Cameron and Cooper Limited are trained in the steps to follow in the event that a young person is missing or absent without authorisation.

Upon admission, a detailed profile is created for each young person, including a recent photograph and key information to support the police and safeguarding professionals in the event of a missing episode. This includes **known risks, triggers, and protective factors**, which are outlined in each young person's **individual risk assessment**.

We maintain a close partnership with the **Surrey Missing Persons Unit** and other professionals to ensure concerns are identified early and addressed collaboratively. If a young person is missing, we follow a **coordinated and time-sensitive response**, ensuring that all necessary reporting, searching, and welfare actions are taken immediately.

Following a missing episode, we aim to arrange for an **independent return home interview within 72 hours**, in line with statutory guidance. This provides an opportunity for the young person to speak freely, share any concerns, and receive support around what led to them going missing. Insights gained from return interviews are used to inform updates to the young person's risk assessment and care planning.

Throughout, we maintain a focus on **restoring safety, rebuilding trust**, and supporting the young person to feel heard and valued.

#### **Notification of a Serious Event**

In accordance with **Regulation 40 of the Children's Homes (England) Regulations 2015**, The Beech House ensures that all serious events or incidents are **promptly reported** to the required authorities, including **Ofsted**, the **placing authority**, and the **Responsible Individual**. These notifications are made in a **timely and transparent manner**, ensuring that all safeguarding partners are kept informed and appropriate oversight is maintained.

#### **Monitoring and Surveillance**

At The Beech House, we understand that children and young people may require **different levels of supervision and support** at different times, depending on their emotional well-being, risk level, and individual needs. Our adults are present and actively engaged with the young people **throughout the day and night**, offering supervision that is relational, responsive, and tailored to each individual.

We do **not use indoor surveillance equipment** in the home. However, **external CCTV cameras** are in place at key entry and exit points to help monitor the perimeter of the property and support overall site safety.

In a small number of cases—such as where a young person has **epilepsy** or a significant risk of **self-injurious behaviour**—monitoring equipment (e.g. audio or visual monitors) may be used in bedrooms **as part of an agreed safety plan**. Any such measures:

- Are based on **clear risk assessment**
- Are agreed in consultation with the **placing authority, parents or carers, and relevant professionals**

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- Are accompanied by **night-time checks** conducted in person
- Are regularly reviewed to ensure they remain **proportionate and necessary**

Consent is always sought from those with parental responsibility and the placing authority before any additional monitoring is implemented.

Our approach to supervision is based on dynamic assessment. Monitoring levels are **adjusted as needed** and may include hourly checks or one-to-one support depending on the young person's circumstances. All decisions are made with the child's **safety, dignity, and rights** at the centre.

Where there are concerns that monitoring or supervision may amount to a restriction on liberty, we follow the appropriate legal processes, including consideration of a **Deprivation of Liberty (DoL) authorisation**. This ensures any restrictions are **lawful, proportionate, time-limited**, and always in the **young person's best interests**.

Adults at The Beech House receive training to understand the thresholds for Deprivation of Liberty and work in close partnership with professionals, families, and—where possible—the young person themselves to ensure **rights are upheld and autonomy is promoted**.

#### **External Door Security**

At **The Beech House**, we maintain a secure and welcoming environment through **active supervision, consistent adult presence, and strong relationships**. Our safeguarding approach is rooted in attentiveness and connection, ensuring that young people are supported at all times while enjoying appropriate freedom and independence.

Supervision levels are guided by **individual risk assessments**, which consider each young person's needs, behaviours, and level of vulnerability. These assessments are reviewed regularly and adjusted in collaboration with placing authorities and other professionals as circumstances change.

Where additional safety measures are identified as necessary—for example, in response to specific risks such as going missing—these are **carefully considered and, where appropriate, implemented** as part of the young person's individual plan. Any such arrangements are proportionate, time-limited, and focused on promoting the young person's **safety, autonomy, and well-being**.

Rather than relying on restrictive practices, we create an environment where young people feel **safe, trusted, and emotionally secure**, supported through **Love, Care, and Consistency**. Our adults are present and engaged at all times, both within the home and in the community, helping to ensure that safety is maintained through **connection and consistency**.

#### **Behaviour Support, Appropriate Boundaries, and Physical Intervention Approaches**

At **The Beech House**, we recognise that behaviour is a form of communication. Many of our young people have experienced trauma, disrupted attachments, or adversity that may influence how they express their needs or respond to stress. Our response is grounded in **trauma-informed care**, built around the principles of **Love, Care, and Consistency**.

We focus on building trusting, attuned relationships with each young person, supporting them to develop emotional regulation, self-awareness, and positive strategies for managing challenging

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# Statement of Purpose

feelings or behaviours. Our model is supported by the **PACE approach** (Playfulness, Acceptance, Curiosity, Empathy) and structured through the use of **Team Teach** practices and principals.

## Behaviour Support and Boundaries

- Each young person has an **Individual Positive Behaviour Support Plan (IBSP)** that identifies triggers, preferred support strategies, and positive approaches to managing behaviours.
- Boundaries are clear, fair, and tailored to each young person's developmental understanding and emotional needs.
- Adults focus on **co-regulation and de-escalation**, using calm, predictable responses to reduce distress and build safety.
- Support is restorative and reflective rather than punitive. Young people are supported to understand the impact of their actions and are given opportunities to repair relationships and move forward.
- Positive behaviour is acknowledged and celebrated through praise, encouragement, and meaningful recognition that builds confidence and self-esteem.

## Physical Intervention

The use of physical intervention is **always a last resort** and is only considered when there is a **serious and immediate risk of harm** to the young person or others.

- Adults at The Beech House are trained in **Team Teach**, which promotes a trauma-aware framework for managing behaviour through de-escalation, non-restrictive interventions, and respectful physical handling techniques.
- Any physical intervention used must be:
  - The **least restrictive option**
  - For the **shortest time necessary**
  - Carried out in a way that **protects the dignity and safety** of everyone involved
- Physical intervention is **never used to punish, enforce compliance, or control behaviour**, and must always be proportionate to risk.
- Every incident involving physical intervention is:
  - **Documented** thoroughly
  - **Monitored and reviewed** by leadership
  - **Followed by a debrief** for the young person and the adults involved
- These processes are supported by the home's **Promoting Positive Behaviour and Relationships Policy** and **Physical Intervention Policy**, which are read and understood by all adults at The Beech House.

Our approach to behaviour is not about managing young people, but about supporting them to **understand themselves**, feel safe, and build the tools they need to thrive. We respond with compassion, patience, and the belief that **every young person deserves the chance to be seen, heard, and understood**.

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### **Rewards and Responses to Behaviour**

At The Beech House, we take a relational approach to behaviour. We recognise that all behaviour is a form of communication, and that consistency, trust, and emotional availability are key to helping children feel safe and regulate their responses.

### **Positive Reinforcement**

We actively use praise, encouragement, and acknowledgement to promote behaviours that help children thrive. Adults celebrate effort, kindness, progress, and participation—not just outcomes.

Where helpful, daily and weekly targets may be agreed with a young person. These can contribute to incentive schemes that reward progress and reinforce a sense of achievement and motivation. Incentives are agreed in discussion with young people and are monitored, reviewed, and recorded in a fair and transparent way.

### **Responding to Challenging Behaviour**

When a young person's behaviour falls below expectations, our approach is to remain calm, supportive, and consistent. Conversations are held to explore what happened, what might have led to it, and how the young person can move forward. The aim is always learning, not punishment.

Any consequence is:

- Fair and proportionate to the behaviour
- Explained clearly to the young person
- Focused on restoring relationships or taking responsibility

We do not use consequences that are:

- Group-based (i.e., punishing a group for one person's actions)
- Shaming, humiliating, or degrading
- Designed to restrict a child's liberty

Where appropriate, a young person may be asked to:

- Contribute to repairing damage or tidying a shared area
- Take time to reflect and calm down
- Pause participation in a social activity for a short period
- Hand in items that are not permitted or being misused

All responses are recorded in line with our policy. Small steps forward are always acknowledged—and adults look for opportunities to restore connection and rebuild trust quickly after a difficult moment.

### **Room Searches**

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At **The Beech House**, we aim to maintain a safe and respectful living environment while also upholding the rights and dignity of every young person. Room searches are conducted only when there is a **clear safeguarding concern or identified risk**, and always in accordance with our **Behaviour Support and Boundaries Policy** and organisational guidance.

Where possible, room searches are carried out:

- **With the young person present**, and
- **By two adults**, ensuring transparency and fairness

All searches are recorded clearly and sensitively, with the young person invited to acknowledge the search through written confirmation. The purpose of a room search is never to penalise, but to maintain safety and respond to identified concerns in a way that is calm, respectful, and proportionate.

In rare cases—such as emergencies or urgent safeguarding matters—room searches may be conducted without the young person present. In such instances, the rationale and actions are clearly recorded, and the young person is offered a full explanation as soon as appropriate.

Young people are informed of this policy upon arrival and supported to understand **why, when, and how** a room search might take place, helping to foster a sense of fairness, trust, and personal responsibility.

### **Preventing Radicalisation of Children**

We recognise that children and young people in care may be vulnerable to external influences, including **exposure to extremist ideologies** or recruitment into harmful groups or behaviours. At **The Beech House**, our approach to safeguarding includes fulfilling our duties under the **Prevent Duty (Counterterrorism and Security Act 2015)**.

All adults in the home are trained to:

- Understand the signs and risks of radicalisation
- Maintain **professional curiosity** when concerns arise
- Respond quickly and appropriately in line with our safeguarding procedures

We work in close partnership with **Surrey Police** and other safeguarding professionals to stay alert to new or emerging risks. Any external activities—including education, peer networks, or online engagement—are carefully risk assessed when there is reason to believe they may present a concern.

Our team is committed to **early identification, open discussion, and effective multi-agency action** to protect young people from any form of exploitation or coercion. This is part of our broader commitment to ensuring that **every young person feels safe, informed, and empowered to make positive, healthy choices**.

### **Whistleblowing**

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At **The Beech House**, we are committed to creating a culture of **openness, accountability, and safety**. All adults in the home are expected to act in the best interests of children at all times and are actively encouraged to raise concerns if they suspect that a child may be at risk or that safeguarding standards are not being upheld.

Our **Whistleblowing Policy** provides a clear and protected pathway for raising concerns internally. Where appropriate, concerns may also be escalated externally, including to **Ofsted**, using the following channels:

- **Telephone:** 0300 123 3155 (Mon–Fri, 8:00 am – 6:00 pm)
- **Email:** [whistleblowing@ofsted.gov.uk](mailto:whistleblowing@ofsted.gov.uk)
- **Post:** WBHL, Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD

We are clear that **no adult will ever be penalised for speaking up in good faith**, and we welcome professional challenge as part of our wider commitment to safeguarding and continuous improvement.

### Fire and Other Emergency Procedures

At **The Beech House**, the safety and well-being of our young people is paramount. We have robust procedures in place to respond to fire, health, and other emergencies, ensuring that every child is kept safe, supported, and reassured during unexpected situations.

#### Fire Safety

Our fire safety policy is regularly reviewed and complies with all relevant legislation and guidance. Fire alarms, extinguishers, and related equipment are **routinely inspected and serviced** by qualified external professionals. Fire drills are conducted in line with our policy, with both adults and young people involved, helping everyone understand what to do in the event of an emergency.

All adults receive **regular fire safety training**, which begins during their induction and continues through refresher training sessions. Training is delivered by qualified consultants and supported by in-house learning to ensure everyone is confident in their roles and responsibilities.

We actively involve young people in discussions about fire safety in a way that is **age-appropriate and accessible**, helping them feel informed and empowered rather than frightened or overwhelmed.

Each young person has a **Personal Emergency Evacuation Plan (PEEP)**, tailored to their specific needs. These plans are regularly reviewed and stored securely in **Clear Care**, ensuring that all team members can access the information they need to support each child effectively in an emergency.

#### Medical and Health Emergencies

In the event of a medical emergency, our priority is to ensure the young person receives the right care as quickly as possible. Adults are trained to administer first aid and to seek immediate support from emergency services when needed. If hospital attendance is required, a trusted adult will always accompany the young person and remain with them until appropriate arrangements are made.

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Where necessary—and in consultation with the placing authority—we may provide additional **night cover** or ongoing presence to support the young person’s comfort, well-being, and recovery.

### **Other Emergencies**

In the event of other emergencies—such as gas leaks, water damage, or electrical failure—we act swiftly to engage the appropriate contractors or emergency services to resolve the issue safely and efficiently. All young people are supported in understanding what is happening and are reassured throughout any disruption.

### **Leadership and Management**

#### **Contact Details**

**Registered Provider and Responsible Individual (as defined in the Care Standards Act) is**

**Wayne Grey,**

**191-193 High St,**

**Belhaven House,**

**Unit 7, 67 Walton Road,**

**East Molesey,**

**Surrey.**

**KT8 0DP**

**Chloe Hara**

**Home Manager (Acting)**

**Application in process by Ofsted for Chloe Hara to take on the position.**

**Ofsted**

**Piccadilly Gate**

**Store Street**

**Manchester**

**M1 2WD**

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#### **Regulation 44 Independent Visitor**

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#### **Adults at The Beech House: Skills, Experience, and Professional Development**

At The Beech House, we are committed to building a team of adults who are emotionally available, skilled, and consistent in their approach to supporting young people. We believe that meaningful

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care begins with meaningful relationships—and that the adults who support children in our home play a vital role in helping them feel safe, valued, and understood.

### **Recruitment and Safer Employment Practices**

All recruitment follows safer recruitment practices, including:

- Enhanced DBS checks
- Verification of references, employment history, and qualifications
- Identity and right-to-work checks
- Structured interviews exploring values, motivation, and experience

We only employ those who demonstrate the right skills, attitude, and commitment to providing safe, nurturing care to children and young people.

### **Induction, Training, and Professional Development**

Every new adult completes a full induction programme, which includes:

- Safeguarding and child protection
- Positive behaviour support (including Team Teach)
- Trauma and attachment awareness
- Health, safety, and emergency procedures
- Understanding the ethos of Love, Care, and Consistency

This is followed by training shifts and a probationary period to ensure that adults are fully prepared for their role.

We offer a rolling programme of mandatory and specialist training, including:

- Level 3/4 Diploma in Residential Childcare (where not already held)
- Mental health awareness
- Child development and communication
- Equality, diversity, and inclusion
- Online safety, exploitation, and contextual safeguarding

Staff training needs are reviewed regularly through supervision, team discussions, and reflection on young people's emerging needs. A monthly-updated training matrix tracks each team member's qualifications, certificates, and progress.

### **Supervision and Reflective Practice**

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All adults receive regular supervision, where strengths, challenges, and learning needs are explored. Annual appraisals support individual development, alongside monthly Core Practice sessions focused on specific areas of practice or learning.

Group reflective supervision is also offered monthly, providing a safe space for the team to explore complex work, emotional responses, and ways to improve outcomes for young people.

This structured approach ensures that adults are well-supported to provide high-quality, emotionally attuned care—and that they continue to grow and develop in line with the needs of the home.

### Organisational Structure of the Home

**The Beech House** is led by the Home Manager, **Chloe Hara (Acting Manager)**. The home operates under the oversight of the **Responsible Individual**, who provides strategic support and ensures that the service meets all regulatory requirements and delivers consistently high standards of care.

When operating at full capacity, the team consists of:

- 1 Registered Manager
- 1 Deputy Manager
- 6 Senior Key Workers / Senior Support Workers
- 8 Residential Workers
- 1 Maintenance Worker

This team structure ensures that the home is resourced to meet the **complex and varied needs** of children and young people, with a focus on consistency, reliability, and quality of care.

### Staffing Policy

We understand the importance of providing **stable, relational support** to the children and young people who live at The Beech House. As such, we are committed to maintaining **appropriate staffing levels at all times**, based on the needs, risks, and emotional presentation of each individual.

Staffing arrangements are planned to ensure that:

- Young people receive **individualised attention** and feel **safe, known, and supported**
- There is always **adequate cover** for direct care, key work, education, activities, and emergencies
- Shifts are led by experienced adults who model **calm, consistent, and confident care**

If staffing levels are impacted by illness or other absence, agency workers may be used from **reputable providers who meet our safer recruitment standards**. However, this is used **only when necessary**, and efforts are made to prioritise continuity by using known and trusted agency professionals wherever possible.

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### Shift Patterns

The Beech House operates **24 hours a day, 365 days a year**, with adults available across all waking and night hours to provide supervision, care, and emotional support.

Shift times are structured as follows:

- **Long Day Shift:** 7:30-11PM
- **Early Shift:** 7:30 AM to 3:00 PM
- **Late Shift:** 2:00 PM to 11:00 PM
- **Waking Night Shift:** 10:00 PM to 8:00 AM

Each shift is led by a **designated Shift Leader**, ensuring consistency, oversight, and clear decision-making throughout the day and night.

The Home Manager is typically present during **core hours**, Monday to Friday (9:00 AM – 5:00 PM), and maintains regular visibility within the home.

To support the team outside of these hours, The Beech House operates an **on-call system**, led by a senior member of the management team. On-call support is available every evening, weekend, and public holiday to ensure that advice, guidance, and escalation support are always accessible.

### Positive Role Modelling and Inclusion

At The Beech House, we recognise that the relationships children have with the adults around them shape how safe, valued, and supported they feel. Adults at The Beech House are expected to model respectful, emotionally available, and consistent behaviour at all times.

We believe that role modelling is more than behaviour management—it is about showing young people how to build and sustain healthy relationships, how to express feelings safely, and how to treat others with kindness, fairness, and dignity.

We also recognise the importance of inclusion and representation. Wherever possible, we aim to build a team that reflects the diverse backgrounds, cultures, and lived experiences of the young people we support. We welcome difference and create space for conversations about identity, faith, race, gender, and family in a way that feels safe and non-judgemental.

Our adults are expected to:

- Create an environment where children feel safe to be themselves
- Promote equality and challenge discrimination or prejudice
- Be mindful of the language they use and the messages they give
- Encourage positive peer relationships and celebrate individuality

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By doing so, we aim to create a culture of belonging—where all young people can grow in confidence, develop their identity, and feel respected for who they are.

### **Care Planning, Admissions, and Transitions**

At The Beech House, we work in partnership with each young person, their placing authority, family, and other professionals to ensure their care is **individualised, well-planned, and regularly reviewed**.

### **Admissions and Planning**

Admission to the home is carefully planned wherever possible. The Manager reviews key information to assess suitability, risk, and compatibility with the group. Pre-admission visits and introductory meetings are encouraged to support a positive transition.

In emergency situations, a risk-based decision is made about whether the home can safely and appropriately meet the child's needs. Wherever possible, young people and families are involved in the process.

On arrival, each young person is:

- Welcomed by the team and introduced to the home
- Provided with a Children's Guide and key policies
- Registered with local health services (unless otherwise agreed)
- Assigned a Key Working team
- Given the opportunity to contribute to their Individual Placement Plan

Placement Plans are developed within the first 14 days and reviewed regularly to reflect the young person's needs, goals, and progress.

### **Ongoing Reviews**

Each young person's Placement Plan links directly to their Care Plan and reflects:

- Daily care routines
- Health, education, and emotional needs
- Contact arrangements
- Risk management and behaviour support strategies

Plans are updated regularly and reviewed through formal Looked After Child Review meetings in line with statutory timescales. Young people are supported to express their views and take part in reviews in ways that feel safe and meaningful for them.

### **Transitions and Endings**

Most young people leave The Beech House as they approach adulthood. Planning for transition begins early and focuses on their goals, strengths, and future needs.

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# Statement of Purpose

We work with the placing authority and aftercare providers to ensure the young person feels prepared and supported. Key workers play an important role in helping the young person understand and manage the change.

Wherever possible, transitions are marked in a respectful and meaningful way, giving time for reflection and goodbyes for the young person, their peers, and the team.

<i>Wayne Grey</i>	<i>Service and Operations Manager/Responsible Individual/Head of Safeguarding</i>	<i>Over 30 years' experience of working with young people. 23 years of management experience. Level 5 Diploma in Leadership and Management for Residential Childcare NVQ Level 4 in working with children and young people.</i>
<i>Chloe Hara</i>	<i>Home Manager (Acting)</i>	<i>Level 5 leadership &amp; management. Level 3 diploma in childcare and education FDA In early years – Level 5 13 years' experience working in health and social and childcare services. 2 years childrens home management experience. First aid trained Autistic spectrum conditions</i>
<i>Reviewed by</i>	<i>Wayne Grey</i>	<i>April 2025</i>
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