Auton Residential
Children's Homes
Newcastle • Sunderland • Darlington

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Provider

Auton House Newcastle
Statement of Purpose

Reviewed January 2025 Kerry Wilson-Pearce

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Auton House Children's Residential Home
Statement of Purpose

Caring for Children

1. A statement of the range of needs of the children for whom it is intended that the Children's home is to provide care.

Auton House provides a safe and secure therapeutic living experience for up to six children of any gender, aged from 7 to 17 years old on admission, where they can learn constructive and adaptive methods of dealing with negative experiences and emotions. We are registered with OFSTED as a children's residential home that may provide care and accommodation for children and young people with emotional and/or behavioural difficulties (EBD).

We offer permanent placements that provide a period of stability and support to children and young people, assisting them to move into independent living, return to family or into a foster placement as determined as the child's care plan.

Each individual placement is carefully assessed during our referral procedures, to ensure that the needs and outcomes of the individual child or young person can be successfully met, should they be placed with us. Special consideration is also given to the children currently being cared for at Auton House to ensure that their care is not compromised and that the needs of all young people currently placed can be met, this will be considered via an impact risk assessment.
Auton Newcastle adheres to section 1 (2) of the Care Standards Act providing care and accommodation wholly or mainly for children. We do recognise however that on occasion, young people placed with us may need continued care and accommodation post 18 years. Agreement for an extension to placement will be made on a case by case basis and only in the best interests of the young person in question and the others remaining in the home. A clear transition plan would be required with agreed timescales

2. Details of the children's home's ethos, and the outcomes that the children's home seeks to achieve and its approach to achieving them.

Auton House Children's Residential Home aims to provide a safe, nurturing living environment where children and young people can feel valued as individuals with individual talents, strengths and capabilities. We seek to provide care and support that is ambitious and stimulating to encourage each child or young person to develop, thrive and fulfil their personal potential. We place the needs of the young people at the centre of all we do; promoting choice and independence in an environment that respects privacy, rights and dignity.

We seek to provide residential care that is outward facing and is committed to working with families and wider systems of professionals in order to ensure the best possible outcomes for young people in our care. We deliver a flexible, imaginative and individually tailored service that promotes equality and individuality.

We have an experienced and suitably trained staff team that is fully committed to meeting the needs of the young people. Our comprehensive range of policies and procedures ensure that all staff adhere to practices that safeguard the welfare of the young people and meet all legislative requirements.

The Aims of Auton House

- To provide a non-institutional therapeutic environment based on an atmosphere of approval and acceptance of the individual as a unique person with a background, personality and choices of their own.
- To create an atmosphere where young people can learn to value and develop personal relationships by providing situations and experiences that develop trust, self-esteem and mutual respect.
- To provide a child-centred environment to enable young people to receive positive role modelling and guidance, through continuity of reliable relationships and consistent nurturing care.
- To assess the strengths and needs to create an individual placement care plan, which secures optimal outcomes for the young person in line with current legislation
- To provide a safe, non-judgmental environment to encourage age-appropriate development and a positive future.
- To maintain an effective staff rota to meet the individual needs of the children placed at the home.
- To work in close partnership with other agencies, in order to ensure the stability and well-being of the placement, along with optimal opportunities for the young person.
- To provide outreach support to the young person and their family members through contact with significant staff members.
- To offer support for a move to independent or supported living if deemed appropriate.

The Objectives of Auton House

To have in place a staff team:

- Who are trauma-informed and practice with an approach that is grounded by the principles of trauma informed practice.
- Who are mind minded, and interested in the child's internal world and genuinely try to understand it.
- Who have the ability to maintain and understand the attitude of PACE into their practice-

Who are ***PLAYFUL,*** can have fun and create an atmosphere of lightness and interest when communicating with children and young people.
Who understand that ***ACCEPTANCE*** is at the very core of a child's sense of safety.
Who are ***CURIOUS*** and are able to wonder with or alongside the child about the meaning behind behaviour. Conveying a desire to understand- not judge.
Who can demonstrate genuine ***EMPATHY,*** and seek to understand the perspective of the child and ability to show the child that whatever emotion they are experiencing, staff are remembering how that feels, and are working hard to understand how that feels for them.

- Who practice with an anti-oppressive approach
- Who provide a strong ethos of unconditional positive regard
- Who can nurture, care and offer a non-judgmental environment
- Who are aware of professional boundaries and have a good knowledge of child development
- Who offer a home environment, where children feel safe with boundaries and protection
- Who will act as role models, will be honest and open and who will offer the child and young people alternative methods of coping
- Who will act as advocates to ensure and promote the rights of the children and young people and to ensure that they are involved in discussions and decisions relating to their lives

- Who will positively encourage anti-discriminatory behaviours and attitudes
- Who will encourage acceptable behaviour enabling the children and young people to understand the issues of equality and diversity through house meetings, key worker sessions and daily living situations

Achieving Positive Outcomes
At Auton House, a high priority is placed on achieving positive outcomes for children and young people in our care. We strive to make a difference to the lives of our children and young people and wish to support the young person in maximising their potential.

Auton House works closely with the child, family/significant others and care team in identifying appropriate long-term goals for the young person through the review and consultation process. These goals or targets are then incorporated into the young person's individual placement plan and monitored closely via the young person's individual placement care plans. The young person is encouraged to participate in the development and review of their individual care plans, and are central to this process. The areas monitored are based on the quality care standards.

Auton House measures the effectiveness of the targets set within the young person's care plans on a monthly basis. Care plan monitoring allows for the young person's outcomes to be measured numerically and analysis to take place to establish how the young person's outcomes are being met and whether the young person is on target for achieving their long-term goal. This process allows us to identify strengths and highlight these to the young people, building on confidence and self-esteem and celebrating success through appropriate rewards and positive consequences. Area's identified as not being achieved are considered carefully and highlighted within multi agency reviews and reports to identify how this can be achieved in the future, again keeping the young person central to this process.

Auton House is proud of the progress made by the young people in our care and the excellent outcomes they have achieved. We feel keeping the young person central to this process allows for them to take ownership of the targets set, a clear voice in how they are cared for and the outcomes they want to achieve and pride in their successes.

3. The arrangements for enabling children to enjoy and achieve, including how the children's home promotes their participation in cultural, recreational and sporting activities.

Auton House believe that each child deserves a fulfilling childhood with a variety of leisure activities, hobbies, and holidays to provide them with a range of experiences to build confidence, self-esteem and enabling positive memories. Individual talents and interests will be identified and nurtured, with children and young people selecting activities based on their personal preferences and abilities, so far as is reasonably possible.

All young people have access to the leisure activities available in most homes i.e. television, radio, art and crafts, board games, books, games consoles, internet etc. As well as promoting a positive ethos of play we encourage participation in age appropriate hobbies for example swimming, youth groups, football clubs and sporting clubs to name but a few. Our young people are encouraged to become involved in local community groups and therefore giving them a clear sense of identity within the local area. Extra-curricular clubs and activities are also encouraged and supported. This may include musical instruments or drama clubs for example, this is individualised according to preference. Each child is unique and as such we investigate a wide variety of activities to interest and inspire our young people.

Children and young people are able to enjoy day trips and holidays throughout the school holidays. This has included museums, amusements parks throughout the country, football matches and city visits. House meetings are used to plan holidays and day trips to ensure the young people are fully consulted.

We have a member of staff at Auton House who takes responsibility for co-ordinating activities with additional responsibility for accessing material for holidays, calendar events, and accessing the local community.

Upon admittance, Auton House will seek to clarify the homes delegated authority to give consent to school trips, sleep-overs or the child's involvement in sporting, leisure and cultural activities. This information will be identified within the child's placement plan.

We believe in celebrating individual and group achievements along with any significant events that interest our children and young people. Our children and young people are central to the decision making of the home and are able to request specific celebrations central to their interests, views, cultural and religious beliefs.

4. The arrangements for supporting the cultural, linguistic and religious needs of children accommodated in the children's home.

The cultural, linguistic and religious needs of young people will be identified during our thorough referral procedure. There are places of worship locally for all faiths and religions and the young people will be actively supported and encouraged to continue any religious or cultural belief system they may have. We recognise and respect each of our individuals' dignity, privacy, diversity and independence needs. Any linguistic needs will be identified at the referral stage and the home will ensure that the skills, language and understanding of the staff will meet the needs of the young person. Staff will support young people to seek information and advice on all cultures and religions if required.

5. The arrangements for promoting family time between children and their family and friends.

It is recognised that whenever possible, children and young people need regular constructive family time with family, friends and significant others.

Building and maintaining positive friendships is important to our young people and as such, this is encouraged and supported at Auton House. We encourage young people to have friends to visit for planned activities, tea, celebrations and sleep-overs.

The arrangements and conditions surrounding each child's family time are incorporated into the child's placement plans and the conditions are reviewed at regular intervals. Any contact restrictions will be clarified to ensure the protection of the child.

Children will be given appropriate practical support to facilitate all constructive communication with family, whether by visits, skype, telephone, letter or email. Auton House has a telephone available to the young people that enables them to make confidential and private phone calls to their placing social workers, IROs, Ofsted and various other support agencies without the need to consult or refer to staff. Additionally, all young people have access to the homes computers and the young people who have their own mobile phones/smart phones will be given relevant contact details in order to access relevant professionals should they choose to

do so.

After consultation with the child's social worker, and other appropriate professionals, written guidance will be available for staff in order to define children's and parent's rights and the right of significant others with regards to maintaining contact.

If visits or telephone calls are to be supervised to ensure safety to the young person or to other children, then this will be done in a discreet but professional manner.

If letters or emails need to be intercepted for the safety of the child, a written agreement will have to be in place between the home, child, parents and local authority.

Whenever possible appropriate participation in the home's activities will take place with parents, friends and significant others as long as there are no significant risks or restrictions to such participation.

A written record will be kept in the home, recording the date of contact and with whom. Contact reports can be provided to the placing social worker.

6. A description of the children's home's approach to consulting children about the quality of their care.

Auton House is committed to enabling children to develop their personal potential by providing a staff team who are dedicated to using a child-centred approach in all aspects of their work. We encourage young people to recognise their own strengths, individuality and potential for development and independence. All individuals working with the children have adopted an empowerment model of practice, which aims to support them to make decisions about their lives and to influence the way the home is run. The young people are central to the decision making of the home. Young people will be consulted and encouraged with support from staff to have input into their risk assessments and placement care plans in a child friendly format.

Practical measures towards ensuring consultation

- **Communication**
  Auton House will never assume a child is unable to communicate their views and will ensure the necessary means are provided to enable children to express their wishes and feelings. The care team is committed to minimising barriers to communication in all areas of practice. This includes providing a comprehensive service which can adequately meet the needs of children where English is not their first language, or where a learning disability may impact upon their level of understanding and participation.
- **Cared for Review process**
  Auton House is committed to working in partnership with local authorities in order to ensure that all formal documentation is complete, including care plan records and review consultation papers. The care team recognise the challenge of enabling young people to actively participate in these processes and will work creatively in meeting the needs of individual children.
- **Children's meetings**
  Auton House supports young people to participate in children's meetings on a regular basis. This is a forum to facilitate consultation about the running of the home. Staff record the contents of the meeting, and actively encourage the children to make their own record of the meeting. Both young people and staff provide agenda items to be explored within the group. This time is also used to plan events and celebrations in the household e.g. birthdays and religious festivals. Staff ensure that any actions are taken forward and feedback given to the young people about the outcomes of any request. This is recorded

within the house meeting file. Key workers also ensure they seek consultation with the young people to enable them to participate in staff meetings and add items on the agenda for consideration. This encourages partnership working.

- **Key worker sessions**
  The key worker or a significant other staff member will facilitate a one-to-one session on a frequent basis with the children. This enables children to give their views and promotes consultation. Their views on their placement is regularly sought. All sessions are recorded and available in a format the child will understand.
- **Care Planning**
  Auton House supports the young person to participate in their care planning by giving regular input into their monthly care plans and receiving feedback on a monthly basis on the achievement of their outcomes. This is individualised ensuring a child centred approach is taken and the young person is consulted on how and when they would like to give input into their care plans. This enables the child to be central to the planning of their care and gives them a voice on the outcomes they wish to achieve and an opportunity to celebrate achievement.
- **Contracts**
  Any contract to support the placement will be written in collaboration with the young person
- **Advocates**
  All young people at Auton House will have access to an independent advocate who can be accessed through each placing authority or independent services such as NYAS.
- **Independent visitors**
  Auton House will actively encourage and support the allocation of independent visitors, when children have limited contact with parents or family members. Staff members will consult with the independent visitor where appropriate.
- **Managers consultation**
  The registered manager seeks to gain the children's views of the home and the quality of care offered on a regular basis. When a young person gives feedback or makes suggestions to improve their experience of Auton House, we ensure that they are listened to and where possible, changes made to support that young person.
  Consultation takes place with the child, their family and care team on a regular basis to ensure that the quality of care offered remains to a high standard. This information is recorded within the regulation 45 reports and the managers monitoring reports along with the outcome from any suggestions made.

7. A description of the children's home's policy and approach in relation to—
(a) anti-discriminatory practice in respect of children and their families;

Auton House recognises and values the diversity and the uniqueness of the individual. Not only the obvious differences we can see with our eye such as age, gender, race or disability but also the differences that we cannot see such as personality, socio-economic status, background, health, previous health experiences, education, social groups, sexual orientation, gender identification, cultural beliefs, faith beliefs, expectations, behaviours and morals.

These unique characteristics are important factors in the process of identifying need. Consideration will always be given to each young person's racial, cultural and religious needs. The staff at Auton House will actively seek to support the process of meeting such needs by facilitating visits to local places of worship and providing for any specific dietary needs, seeking to enhance understanding of significant cultures and support any appropriate cultural links with the community. Auton House promotes equality of opportunity for all regardless of differences. We recognise that equality is not about treating everyone in the same way; it is about treating everyone fairly and with respect and recognises that children and young people

from different backgrounds may have needs that are met in different ways.

Through our Anti-discriminatory practice we promote the diversity and value of all our differences, promote self-esteem and positive group identity and promote the fulfilment of individual potential. This is central to our practice and ethos at Auton House.

(b) children's rights.

All Auton House staff ensure that children's rights are promoted through all areas of practice, in line with present legislation within the 'UN Convention on The Rights Of The Child', principally:

- That the child will be treated in a non-discriminatory way
- That the views and wishes of the child will be respected
- That the child will always have the right to dignity, privacy and humane care

With rights come responsibilities and children will be encouraged to take as much responsibility for their behaviour as they are able. Behaviour that creates, or is likely to create victims will not be condoned and will be managed in an appropriate manner.

8. A description of the accommodation offered by the children's home, including—
(a) how accommodation has been adapted to the needs of children cared for by the children's home;

Auton House is a large house in the grounds of The Alan Shearer Centre on the outskirts of Newcastle upon Tyne.

There is a large garden area situated at the front of the building and a park in the grounds of the Alan Shearer Centre. There is outside space for the young people to take part in gardening should they wish to do so.

The interior of the house is warm and spacious allowing for good individual provision, the young people have contributed towards the decor .

There is a 'chill out' room in which is a child friendly environment with soft furnishings and lighting, games, craft facilities and games console, this room is ideal for individual key worker sessions. There is a small homework room based on the ground floor of the building that is ideal to use the children's lap top, or access relevant educational books and facilities, this is where support and advisory information is stored. This room can also be used for activities.

There is a spacious and comfortable living room and all children and young people have their own lockable bedroom and toilet/sink area which contains a lockable cupboard for the young people to keep their valuables safe.

Auton House is within walking distance of shopping facilities, the local swimming pool and two libraries. There are regular bus services running to Newcastle and the Metro Centre, which makes transport to and from the home very accessible.

(b) the age range, number and sex of children for whom it is intended that accommodation is to be provided;

Auton House can accommodate up to 6 children of any sex aged from 7 years to seventeen years upon admittance.

(c) the type of accommodation, including sleeping accommodation.

All children and young people have their own lockable bedroom and toilet/sink. There are six young people's bedrooms. Five upstairs and a semi-independent bedsit on the top floor.
Young people are able to choose their bedrooms where possible taking into account individual needs. The children are able to decorate and personalise their rooms. Those young people who have medication needs can be supported to self-medicate, if this is something them and their care team would consider positive for them. They have access to a lockable medication cabinet in their rooms should they choose to do this.
The semi-independent bedsit is on the top floor and designed to support young people resident at Auton House to increase their independence skills. This facility will be used for young people who are residing within Auton services.

9. A description of the location of the children's home.
Auton House is a large house set in pleasant grounds on the western outskirts of Newcastle upon Tyne, close to all local amenities and easily accessible by road, rail and public transport. The proximity of the home to the main transport systems within the west end of Newcastle allows for the children to be able to access other local areas within the North East such as Metrocentre, Newcastle, South Shields and Durham for example.
There are a number of churches and places to practice/worship a variety of religions and faiths in the local area. These also provide a wide variety of youth groups and services for children and young people.
The homes location has been carefully risk assessed and the children and young people have been consulted in this. This has been shared with relevant professionals and stakeholders and a copy of this can be provided on request. The home is directly adjacent to the A69 motorway, this might increase risk for some young people and will be considered closely when each referral is received prior to placing. The safety of the children and young people is paramount.

10. Details of the children's home's policies for safeguarding children, preventing bullying and the missing child policy.

Auton House Safeguarding Policy
Auton House recognises and is committed to fulfilling its statutory and moral responsibilities with regard to the protection of children and young people from harm.

Auton House adheres to the following documentation:

- The St Cuthbert's Care Safeguarding Children Policy
- The Auton House Safeguarding Policy and procedure
- The Auton House Sexual Exploitation Policy
- The Auton House Bullying Policy
- The Auton House E-Safeguarding Policy
- The Auton House Children's Complaints Policy
- The Auton House Preventing Extremisim and Radicalisation policy.
- Newcastle Safeguarding Children Procedures
- LSCB Safeguarding Children Procedures of those children placed from outside of

Newcastle
- The UN Convention on the Rights of the Child
- The DfE publication “Working Together to Safeguard Children” 2023

The St Cuthbert’s Care procedures are underpinned by fundamental values that are central to the work of the agency.

1. Respect for all persons
2. Confidentiality
3. Non-judgmental attitudes
4. Individual rights to self-determination
5. Non-discrimination

The children and young people will be encouraged to respect the safety of all members of the home.
The staff team and children will treat each other with dignity and respect, sensitivity and fairness. The staff team will act as role models and will actively discourage behaviour, which may cause harm emotionally, physically and/or sexually.

All young people will have individual risk assessments that are regularly reviewed. Bedroom doors have an alarm facility should this be required to safeguard children and young people from potential harm, the use of which is assessed in relation to level of risk, and only used if deemed necessary and with agreement from the placing authority/family. This is kept under review to ensure it is fair and proportionate, young people are helped to understand why this is in place and their views and opinions sought.

Child protection incidents will be reported to the appropriate people concerned. The process of such reporting will strictly follow Safeguarding Procedures and will reflect the seriousness of the incident.

Safeguarding Children from Abuse by Sexual Exploitation

Auton House believes it is important all children and young people develop the knowledge and skills to make safe and healthy choices about relationships and sexual health to avoid situations that place them at risk of sexual exploitation. Children and young people who are sexually exploited are the victims of child abuse and should be safeguarded from further harm.

Due to the nature of sexual exploitation it is very common for children and young people not to recognise that they are being abused or coerced. Exploitation can involve varying degrees of coercion, intimidation and enticement, including unwanted pressure from peers to have sex, sexual bullying (including cyber bullying) and grooming for sexual activity via introduction into ‘party’ lifestyles forming ‘casual’ social relationships.

There are noticeable links between young people involved in sexual exploitation and other behaviours such as running away from home or care, bullying, self-harm, drug and alcohol misuse. In addition some children might be particularly vulnerable to exploitation because of factors such as difficult or abusive childhood experiences or educational under achievement.

Auton House are committed to working with other agencies such as The Childrens Society, Barnardo’s, and our local safeguarding children’s board, to ensure robust policies and procedures are in place to reduce the risk of sexual exploitation. This includes ensuring the home has an appropriate identified link with the local police in ensuring the homes procedures

and responses are appropriate to the needs of the local areas in safeguarding our children and ensuring a police protocol is in place.

Auton House liaise with the police and are committed to working with local safeguarding agencies and partners such as MSET for the area of Newcastle and other local areas our children may frequent. We ensure our knowledge of risk remains current and up to date any intelligence gathered through our work is shared appropriately with those agencies responsible for safeguarding children at a local level. We work with partners to reduce the risk of Child Sexual Exploitation and Child Criminal exploitation and staff are trained to safeguard children and young people in these areas.

Auton House adheres to the following documentation:

- Auton House Sexual Exploitation Policy
- Auton House Safeguarding against Sexual Exploitation Procedures
- Auton Children Missing from Care policy
- Auton House Agreed Police Protocol

Those children and young people identified as being at risk from Child Sexual Exploitation will have this risk clearly identified throughout their care planning to ensure appropriate measures are in place to safeguard. This includes a specific risk assessment, and risk of abuse through sexual exploitation, for children. This is developed as a multi agency response and strategies outlined are reviewed regularly.

All staff at Auton House will receive training in Safeguarding Children against Abuse by Sexual Exploitation.

Missing from Home Procedures

Residential childcare practitioners can be faced with situations where a child or young person may be missing from home for a variety of reasons. If staff members are aware that there is a likelihood that a young person may go missing from home they would talk to the child in order to gain a stronger understanding of their thoughts, wishes and feelings. In such situations, responses will be made in accordance with the young person's Risk Management plan.

All children and young people will be made aware that running away or not returning home is not a positive measure for dealing with any difficulty. It is the role of the staff team to make the children/young people aware that missing from home is dangerous and places them at significant risk. Staff will be proactive in their approach and use their relationships with individual children/young people as a tool to support a learning process towards choosing alternative measures to deal with difficult situations.

At Auton House an emphasis is placed on reducing the risk of harm through this behaviour by appropriate staff support during these incidents. For those young people where missing from home is an identified risk taking behaviour, this risk is clearly identified within their individual risk management plans and appropriate strategies identified. These are individualised however for those children deemed at higher risk, should they attempt to go missing, the ethos within the home is to prevent this through intensive staff support. This includes observing the young person, to prevent leaving adult sight when they have left home without permission, with aim of being able to intervene to prevent harm should this be required. This has been a proven effective strategy and reduced incidents of missing from home significantly. This technique has allowed our young people to be given the clear message that staff care and will safeguard them.

Where appropriate, missing from home is discussed at regular children's meetings to allow children to gain a strong understanding of the dangers. Staff members will use their professional judgement as a corporate parent to enable children/young people to understand the use of police in such circumstances and the outcome of high profile cases where children/young people have "run away".

Young people are encouraged to access independent advocates to discuss their worries and concerns when considering running away from home or upon return from running away. This forms part of our return home procedure. Auton House recognises that young people do not run away for no reason and further Keyworking sessions will be carried out with the young person on their return.

The main aims of this procedure are;

- To ascertain whether the child or young person requires medical attention.
- To seek an understanding of the young person's motivation for going missing and consider push/pull factors
- To assess the risks to which they may have been exposed whilst missing
- To explore and advocate for the young person's current and future wishes and to access independent advocate on their behalf should they wish to.
- To explore with the young person positive alternative options to going missing in the future, so that if the same motivation/situation arises they have considered what action to take instead of leaving the home.
- Reduce risk taking behaviour
- Monitoring trends or patters of concern

Bullying

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else putting him/her under stress. Bullying is aggression, physical, verbal or psychological, although not all aggression is necessarily bullying.

Auton House acknowledges the serious and often devastating nature of bullying and recognises it as a form of abuse. Auton House therefore views bullying as unacceptable and seeks to combat it within its child protection responsibilities. The home is committed to combating this form of abuse by raising awareness of it among our staff and the children and young people in our care. This is in support of our core values, in line with the UN Convention of the Rights of the Child and is stated within our Safeguarding Procedures, that "all children have the right to protection from exploitation, including physical, emotional and sexual abuse".

Bullying can take place on a number of grounds including race, gender, disability, sexual orientation, gender identity and can take many forms including:

- Name calling
- Being physically hit
- Gestures
- Extortion
- Coercing the victim into acts they do not wish to do
- Exclusion from friendships or peer groups
- Stealing property
- Malicious gossip
- Watching and encouraging bullying behaviour

- Sexual Bullying
- Cyber Bullying

The Auton House Bullying policy provides detailed procedural guidance on countering bullying.

The staff and young people at Auton House are committed to working together in partnership with the Bullying Intervention Group (BIG). Through joining this accreditation scheme it is hoped that our standards will remain consistently high, our threshold for identifying bullying will remain low and our children will be safeguarded against this form of abuse. Auton House was awarded the BIG accreditation for the year 2023/2024.

The B.I.G award is a recognisable award which demonstrates that a school or service takes bullying seriously enough to work towards accepted good practice. It gives parents and children/young people confidence in our approach to bullying and it will help improve outcomes and wellbeing

11. Any criteria used for the admission of children to the children's home, including any policies and procedures for emergency admission.

Criteria for Admission

Auton House will accept referrals where:

- The child is in need of an alternative placement, either where they are new to children's services or because their previous accommodation arrangements have broken down. Children who have previously been placed at Auton House will also be taken into consideration.
- It is felt the child would benefit from a period of stability and individually tailored support before being supported to independent living
- There is an indication that the child would benefit from being accommodated to enable an assessment to be carried out to secure a future care plan to most effectively meet the young person's needs
- An assessment has been completed and it has been highlighted that the individual may benefit from a therapeutic environment with an open-ended period of stability to work on individual targets and outcomes to secure a positive future
- The child/young person has an identified educational placement or is in a training programme if they are within the age range required by statutory legal requirements.

Admissions to Auton House will happen in a planned way to ensure that the full referral procedure can be followed. We will consider emergency admissions if the existing young people's needs are not compromised. However, a full risk assessment would be in place prior to admission. Without exception the process can be tailored to suit the individual needs of the young person. If there is not a current vacancy, the child's name will be placed on the waiting list.

Referral and Acceptance Procedure

1. All referring agencies will be expected to complete Auton Children's Referral Form before the young person will be considered for the service. The home manager will contact the referrer within two days of receipt of the information to give feedback on the referral status.
2. A dynamic impact risk assessment will be undertaken to measure the impact of the placement on current young people already placed at Auton House. The locality risk

assessment will be considered to measure risk to the young person from the immediate environment to ensure the young person will remain safeguarded in this setting.

3. An internal meeting will take place to discuss the referral. The purpose of the meeting is to conclude the decision of admission, review all documentation and reach a decision
4. The home manager will inform the referrer within five working days of the decision.
5. If there is a vacancy in the service, a key worker will be allocated who will be involved in all stages of the admission process. Otherwise the child's name will be placed on a waiting list.
6. Where possible, the home manager and key worker will arrange a contact visit to spend time with the child to explore their understanding and expectations of the placement and gain a stronger understanding of their wishes and feelings. The young person will be encouraged to share their views and wishes to gain a sense of control during the admission period.
7. Where possible the child will then commence an induction process to the home, which will incorporate visits working towards an overnight stay if it is felt to be in their best interests
8. Time will be allocated to the child during each visit to answer any questions, queries or anxieties.
9. The home will also allocate time to liaise with professionals involved in the referral and with the child's family if it is appropriate.
10. The child's social worker will be expected to attend a pre-admission meeting before the child is admitted to the home. This will give the opportunity to share information and to obtain all relevant documentation for the child.
11. A mutually convenient date for admission must be agreed.

If a quicker admission is felt to be in the best interest of the young person this will be facilitated if appropriate. However, prior to admission a comprehensive risk assessment will be in place and the young people already living at Auton House will be informed.

Children with Special Needs

All referrals will be considered in line with the criteria for admission.
Although we work with young people whose learning has been affected as a direct result of their experiences, the focus of our work is for children with emotional and behavioural difficulties therefore it is unlikely that we would be able to fully meet the needs of young people with severe learning disabilities or impairments.

12. The arrangements for dealing with complaints.

Every child and young person has the right to complain about their care or any other issues affecting them while they are at Auton House.

Copies of our leaflet "How to complain" are kept in the home; each young person is made aware of his/her rights and the procedures involved in both informal and formal complaints on their admission to Auton House. This is again revisited regularly during children's meetings.

Young people are provided with information and resources to enable them to submit a complaint about the home or any aspect of their care to an external organisation should they choose to do so. This includes how to contact OFSTED, NYAS, Childrens Rights commissioner, Social Worker and IRO. Stamped addressed envelopes are accessible without having to ask for support from staff, the contact telephone numbers and e-mail addresses have been given. Should the child or young person ask for support with this, staff are happy to do so.

St Cuthbert's Care has a procedure for all Comments, Concerns and Complaints. This procedure is shared with a child's family and care team upon admittance and a copy of the procedure is sent to significant persons annually or sooner if this has been amended. A copy of this document is available on request.

All complaints will be responded to immediately in line with the complaints policy and procedure. The level of complaints will be monitored on a regular basis by the home manager.

NYAS, an independent agency, will visit the home to carry out visits by an independent person on a monthly basis. The young people will be able to talk and give their views on any issues that may be concerning them through this process.

Children's behaviour

13. A description of the children's home's approach to the surveillance and monitoring of children accommodated there.

Each child is treated as an individual within Auton house. It is recognised that each child will have differing levels of need and individually tailored care plans in place reflecting key controls and strategies required to safeguard the child or young person.
Part of this assessment will include the level of staff support required on a day to day basis. This will include the child or young person's ability to safely spend time in the community independently, the level of supervision required when spending time with peers in the home, the level of staff supervision required whilst in the home and the staffing ratio required to support the child in the community. This approach must be balanced and reflective of the child's wishes, feelings and level of risk and kept under constant review to ensure it is appropriate to each individual and least restrictive. This information is recorded on the child's individual risk management plan, which is reviewed regularly in a multi-agency setting to adapt to personal development, age and understanding. If a child requires supervision both within the home and community, staff will supervise and monitor that child as described.

The home has an internal alarm system in place which can be programmed to monitor individual internal and external doors in the home. This is used as a safeguarding tool to reduce risk within the home. This includes preventing young people leaving the home without staff knowledge during the evening. Preventing young people from entering each-others bedrooms without staff knowledge and reducing potential safeguarding or bullying incidents within the home and for those children who require supervision. This also acts as a security alarm on external doors, as used in private properties, to dissuade people from illegal entry into the home. The alarms are used on an individual basis according to need and risk level. This is reflected in individual risk management plans. Placing social workers and/or families for children admitted to Auton House have the alarms explained to them during their admittance procedure and written consent is sought for the use of door alarms. For those young people who do not require high level supervision and for whom this is not a strategy within the child's risk management plan, they are able to request that this is not used on their doors. This is their choice and this will be respected. Alarms are not used in the home as a replacement for staff supervision or support and the need for use will be regularly reviewed with the child, their family and care team on a regular basis to ensure use is proportionate. Alarms are not to be used in a manner that creates an institutional environment. External doors have alarms set each evening as a security measure, not as a monitoring or surveillance tool.

14. Details of the children's home's approach to behavioural support, including information about –

a) **the home's approach to restraint in relation to children; and**
b) **how persons working in the home are trained in restraint and how their competence is assessed.**

Auton's approach to behavioural support
The home's aim is to provide a safe environment through which children/young people can enjoy sound relationships, interact positively with others and behave appropriately.

The culture and ethos within Auton House is to place an emphasis on highlighting positive behaviours and choices through appropriate praise and reward to build our young people's self esteem and confidence. This allows opportunity to educate our children and young people on positive behaviour and expectations of society in a manner that offers unconditional acceptance and positive regard.

Auton House staff are trained to adopt a PACE approach to practice. This approach is not a behavioural management strategy but gives staff skills to develop supportive relationships that children and young people need to emotionally regulate and to put feelings into words via reflection. It aims to help the child feel more secure, build trust and feel understood and validated. It is not a strategy to change the child.
Through our use of PACE, we first help the child to calm and regulate, establishing an emotional connection with the child. This approach assists staff to help support them to remain calm and supportive, allowing for a measured response to the behaviour. Only once there has been a connection established with the child, can staff begin to 'correct' the behaviour (connection before correction).

Where staff are working alongside a child to correct behaviour, we are mindful that traditional behaviour management and use of consequences based on social learning theories can focus primarily on the behaviour rather than the relationship and the internal world of the child. We believe such consequences are shame based and often not supportive to children who have not experienced unconditional love and the safety of sound, secure relationships.

One the child is calm and a connection has been established the child or young person is supported by their trusted adult to discuss the incident/behaviour, with safe space to reflect, with staff who are curious about the child's experiences and feelings. The tentativeness of this curiosity supports the child to feel open to feedback with staff exploring and wondering about potential hypothesis, adjusting these with the child's responses to them. This approach helps staff truly come and try to understand the mind of the child and give this understanding back to them to encourage them to develop a knowledge of themselves.
During these discussions, together we explore potential precipitating factors and empower the young person to develop alternative coping strategies that may be effective for them, these are the incorporated into the child's risk management plan to encourage future learning.

Occasionally, when seeking to correct a behaviour, there may be a need to use more formal disciplinary measures. We believe that although there may be situations where this is an appropriate measure to take, it is imperative that these measures are taken after the young person has been given the opportunity to adapt their behaviour (limit setting) and used infrequently. In these cases, a 'restorative justice' approach, where possible is preferred. It is recognised however, that positive behaviour management model is more effective at establishing a long-term change in a child's behaviour although we do recognise this is individualised and for some children, praise and rewards can increase anxiety as the child fears evaluation.

Behavioural Consequences

Where possible all examples of positive behaviour are praised and encouraged by the staff team and by doing so help the young people to be proud of their achievements and help build confidence and self-esteem.
It is also recognised that there may be occasions where a young person's behaviour would be considered 'unacceptable' in a family or group environment and by society in general. Alternative strategies need to be adopted in providing appropriate learning outcomes for the young person, In these situations we strive to educate the young person on appropriate behaviour and highlight different ways in which the situations could be managed differently by the child. The young person is given opportunity to discuss the incident/behaviour with a trusted adult when calm to reflect on the incident/behaviour and explore triggers and alternative coping strategies.

The following consequences are used at Auton House and young people are encouraged to give input into this decision making where possible and choose a consequence that is appropriate.
Consequences will include:

- Loss of privileges – for example WIFI, loss of access to the house games console.
- Reparation – where ever possible the young person will be encouraged to repair or replace the object or contribute towards this this. Reparation will be deducted from their pocket money on a weekly basis until the damage is paid for. In any case, no more than a maximum of two-thirds of a child's pocket money should be used per week.
- Extra chores – young people can choose an extra chore as an alternative to a sanction – e.g. picking up litter, cleaning bins, weeding.
- P.C. ban
- DVD ban
- Personal TV in rooms ban
- Internet access ban
- Earlier bedtime

This is not an exhaustive list and will be subject to individual assessment.

It is acknowledged that due to the complex difficulties of many of the young people we support, the effectiveness of each of the consequences may only be seen after a period of consistent implementation. The consequences will be monitored and reviewed each month in order to evaluate the effectiveness. Staff will take the opportunity to discuss the topic of consequences at team meetings.

Where possible all examples of positive behaviour are praised and encouraged by the staff team and by doing so help the young people to be proud of their achievements and help build confidence and self-esteem.

Children and young people have the option to agree Achievement Plans with their key worker. These plans identify specific areas of development the children and young people would like to improve upon and a clear plan is drawn with positive incentives given to encourage and praise these achievements.

Rewards can also be given to a child or young person who displays behaviour that is so positive the staff feel warrants a reward. These are used to reinforce positive behaviours. Again, good professional practice indicates that these rewards should be relevant and just.

Incentives and rewards will include:

- Verbal praise and encouragement
- Certificates and 'thank you' cards
- Sweets
- Token rewards such as stars/points to save towards items.
- Additional privileges – These will be negotiated with the children and young people. This could include later bedtimes for example.
- Additional activities/holidays.
- Agreed financial incentives. These are not excessive and fit the purpose. This includes vouchers.
- Agreed rewards such as make up/games/toys/books or beauty treatments. Again these are appropriate and fit the purpose.

(a) the children's home's approach to the use of restraint with respect to children accommodated there;

St Cuthbert's Care currently practice CPI Safety Intervention which is a BILD accredited form of behaviour management. Safety Intervention promotes and encourages de-escalation techniques and the least restrictive intervention for the shortest amount of time in order to safely manage risk behaviour and the potential for physical intervention. Safety Intervention also has a clear emphasis on establishing therapeutic rapport in the form of rebuilding the relationship. This allows both staff and children to reflect on incidents or risk behaviour and identify patterns and strategies to support them in future.

The key values underpinning Safety Intervention are:

- Best interests of the service user
- Least restrictive methods to be used for the shortest amount of time
- Prevent injury, pain and distress
- Maintain dignity
- Reasonable and proportionate
- Physical intervention is used as a last resort.
- maintaining *Care, Welfare, Safety, and Security*SM

However, the only 100% safe way to restrain is to not restrain. There is no tried and tested fool proof way to physically intervene and restrain any child. Physical intervention carries risk every time, for both staff and children. There are however ways of physically intervening that are much safer than others which are incorporated into the Safety Intervention training package.

St. Cuthbert's Care will always take the view that it best to prevent behaviours happening than to deal with the outcome of aggressive outbursts. With this in mind we actively promote and reward positive behaviour, identifying what works for each young person and incorporating this into their risk management plan.

(b) how persons working in the children's home are trained in the use of restraint and how their competence is assessed.

All staff are provided with a two-day Safety Intervention training package when they

commence employment with St. Cuthbert's care, with an annual refreshers to ensure ongoing competence and assessment. Within St. Cuthbert's Care there are a number of Safety Intervention certified instructors who are available for support and guidance. Auton House's registered manager is a certified trainer and reviews each physical intervention thoroughly to ensure the safety and well-being of all involved and to monitor effectiveness. This is regularly refreshed in staff meetings to review and devise strategies to best support and maintain the safety and wellbeing of our young people.

Contact details

15. The name and work address of—
(a) the registered provider (including details of the company owning the children's home);
(b) if nominated, the responsible individual;

Organisation St Cuthbert's Care
www.stcuthbertscare.org.uk

Responsible Individual Amanda Head
Director of Care Services
St. Cuthbert's Care
St. Cuthbert's House
West Road
Newcastle
NE15 7 PY
Telephone: 0191 228 0111
Email: amanda.head@stcuthbertscare.org.uk

Qualifications

NVQ Level 4 in Social Care and Management
NVQ Level 3 in Social Care and Management
Registered Managers Award

Experience

- Over 22 years in social care working with vulnerable adults, children, young people.
- Manager of adults and children's outreach service
- Senior manager of short break service providing care for adults and children
- Manager of activity centre providing services for vulnerable adults, children and their families
- Deputy director of St Cuthbert's Care leading and directing all services
- Director of Care

(c) if applicable,
The Manager: Kerry Wilson-Pearce
Auton House
West Denton Close
Newcastle upon Tyne
NE15 7LU
Telephone: 0191 2679765
Email: kerry.wilson-pearce@stcuthbertscare.org.uk

Qualifications
2.1 BSc (Hons) Psychology and social policy
RMA
NVQ level 4 in Children and young people
NVQ level 4 in adults
NVQ level 3 in children and young people

Experience
- 24 years working with young people with emotional and behavioural difficulties
- 20 years at senior level of which
- 17 years at Managerial level
- Manager of two Childrens homes 2 years
- Head of Childcare Practice 1.5 years

Inspection Service **Ofsted**
Piccadilly Gate
Store Street
Manchester
M1 2WD
Telephone: 0300 123 1231
Email: enquiries@ofsted.gov.uk

Education

16. Details of provision to support children with special educational needs.

Auton House recognises that a significant proportion of looked after children residing in children's homes have special educational needs or have faced significant barriers to learning due to experiencing severe trauma, have mental health difficulties or have been excluded or out of education for significant periods of time. It may be necessary to address and work through past experiences and present needs before they can positively participate in learning activities and formal education.

All of the young people have an education care plan when accommodated at Auton House. This plan will identify those young people who have a SEN or EHC plan. Auton House will ensure that any targets and support plans identified within the child's EHC plan are incorporated into their education placement plan. This will support both the child and staff team to identify how they can offer individual support to the young person and what areas are to be monitored to measure effectiveness of support. This information is included in the child's placement reports for Cared For Reviews.

The child's keyworker will ensure there is good attendance at all education reviews including PEP reviews and EHC plan reviews. They will ensure they prepare for reviews by

completing any required reports and consulting the child about their views and wishes prior to the meeting. Any changes to the child's education plan will be incorporated into the child's education care plans.

Auton House work in close partnership with external professionals and agencies in providing tailored support for each child or young person. This includes the school SENCO, VSH, educational psychologists, teachers and mentoring staff.

17. Where the children's home is dually registered as a school, details of the curriculum provided by the children's home and the management and structure of the arrangements for education.

Auton House is not registered as a school.

18. Where the children's home is not dually registered as a school, the arrangements for children to attend local schools and the provision made by the children's home to promote the educational attainment of children.

Auton House is fully committed to valuing and supporting the education of our young people. Currently, we are working in close partnership with LEAs and SSDs in order to successfully implement the key measures outlined in the Guidance on the Education of Children and Young People in Public Care (May 2000).

- We have developed an education policy, which clearly outlines the manner in which we intend to promote and safeguard the education of our young people
- We will create an ethos conducive to educational success, both through raising the expectations of staff and young people and through the more tangible conduits, such as buying books and developing reward packages
- Each child has an education care plan which ensures access and stability with regard to education, acts as a formal mechanism to ensure regular, effective liaison between all key stakeholders, signals any particular need and establishes clear goals
- Key workers are charged with: taking an active interest in young people's educational progress, championing their educational needs, celebrating their successes and ensuring that they have access to the full range of educational opportunities
- Wherever possible children at Auton House will attend local schools or alternative provision made by Newcastle LEA. Staff at Auton House will provide "in-school" support wherever possible and appropriate however this would not be for a lengthy period of time as we feel passionate about children receiving education from appropriately trained teaching staff. If a child is excluded, staff will work closely with relevant professionals to identify an appropriate educational package, this could include alternative timetables such as 'twilight hours', a personal tutor or attending an alternative specialist provision.
- Auton House work closely with the virtual schools and have linked with the 'Virtual Heads' for the Newcastle local authority and for other placing authorities. This allows for effective partnership working promoting positive outcomes for our children and young people.
- Attend all multi agency meetings and act as an advocate on behalf of the child where necessary. Complete any required reports in preparation of education meetings.
- If a child's progress is not in line with their agreed goals and their next steps, staff should seek expert advice from education professionals such as the VSH, SENCO, learning mentor or teacher.

- The home will challenge a child's education or training provider if we do not receive sufficient support for the child to progress, as outlined in their relevant plans.
- We have a homework room at Auton House that incorporates facilities for private study
- Staff support and encourage extra-curricular activities and hobbies to promote enjoyment and achievement outside school hours. There are many local clubs and youth groups our young people access within the local community. These help build young people's self-esteem and confidence and provide opportunity to help them meet friends of similar age and interests.

Health

19. Details of any health care or therapy provided, including—
(a) details of the qualifications and clinical supervision of the staff involved;

Auton House currently does not employ any individuals whose role is to provide specific health care for our children in our home. Auton House is committed to working with local services and health agencies in sourcing required identified support our children and young people may need. This includes; CYPS, DnA (drug and alcohol substance misuse service) external health educators, local sexual health advisors and clinics however a number of staff in the team are 'C Card' trained . This list is not exhaustive.

(b) information about—
(i) how the children's home measures the effectiveness of its approach;

Auton House will actively promote the health needs of the children and young people.
All children and young people will be registered with a GP and dentist and optician unless otherwise requested from those with parental responsibility.
It is an expectation that all children and young people will undergo an annual medical as requested by *Regulation 7 of the Children Act 1989.* They will also undergo regular dental checks and eye tests.

The staff team will adopt a positive approach to health issues. We will provide a healthy and balanced diet, encourage, create and take part in regular leisure activities and advice in risks such as drug abuse, solvent misuse, smoking and sexual health matters.

The emotional health and well-being of a child is just as important as their physical health. Auton House recognises good mental health promotes resilience and encourages the young people to be able to cope with difficult life challenges
All young people are offered the opportunity to become members at the local gym and swimming pool to encourage regular exercise and promote healthy living. Gym induction will take place to ensure the young people exercise in a safe way.

Where young people are admitted to Auton House with specific health needs, we work closely with the young person's identified health care team in ensuring that the young person's health needs are met to the highest standards possible. Advice is sought from health in completing the child's risk management plan and monthly care plans to ensure health is appropriately reflected. Training may also be identified and sourced in meeting specific health needs of a child.

The health needs and outcomes of our children are closely monitored through the young persons individual health care plan targets. Staff monitor achievement of agreed targets daily and record this. This information is then evaluated monthly and measured for effectiveness through the homes care planning and monitoring procedures, as discussed in promoting positive outcomes. The young people give input into their health care plans and their views

are clearly recorded. Once effectiveness has been measured and quantitative data agreed to measure effectiveness, staff will then review whether target is on goal to be achieved. Where there is concern that the young person is not achieving their health care plan targets, staff will seek support from relevant health professionals and work closely with the child to achieve positive future outcomes.

(ii) the evidence referred to by the children's home to demonstrate the effectiveness of its approach, and how this information can be accessed.

The homes effectiveness of its approach to health is measured using individual health care plans and monthly care plan monitoring reports. This information is included on the child's monthly summary reports which are sent to all significant care team members and family, as agreed during the child's admittance to the home. It is also included in the child's Looked After Reports to ensure complete transparency when meeting to review the health care of the child and agreeing future plans.

Additionally, effectiveness of the homes approach to health is monitored closely by the manager on a monthly basis when reviewing the quality of care for the home. The manager also consults significant stakeholders at regular intervals to seek their views and opinions on how Auton House performs in its quality of care, including its approach to health. This information is included in the manager monthly monitoring reports. This information can be accessed on request.

Staffing matters

20. Details of the experience and qualifications of staff working at the children's home, including any staff commissioned to provide education and health care.

Position	Start Date	Qualifications	Experience
Manager Full Time- 35 hours Female	14/04/00	• 2:1 BSC Psychology and Social policy • Registered managers award • NVQ 4 Children and Young people • NVQ 4 Adults • NVQ 3 Children and young people Qualified Safety Intervention Instructor	24 years working with young people with emotional and behavioural difficulties 20 years at senior level of which 16 at managerial level Manager of two children's homes 2 years Head of childcare Practice 1.5 years. Introduction to PACE training
Deputy Manager Full Time – 37 hours Female	01/05/04	• BTEC National certificate health and social care. • NVQ level 3 Working with Children and Young People • NVQ level 5 diploma Leadership for Health and Social Care and Children and Young People's Services.	19 years' experience in post in children's residential care. This has included senior residential care and deputy manager Introduction to PACE training

Deputy manager Full Time-37 hours Male	01/04/13	• NVQ 3 Health & Social Care • NVQ 3 in caring for Children and Young people • NVQ level 5 diploma health and social care	Worked in secure training centre with young people aged 12-17. Worked as an RCO at Auton Darlington. Introduction to PACE training 3 years' experience as senior RCO prior to Deputy manager position
Trainee Senior Care Officer Full Time 37 Hours Female	1/2/23	• BA HONS in children and young people workforce • Cashe level 3 (distinction) • Health and Social Care intermediate (distinction)	Experience working with SEN children in an educational setting. Interested in Safeguarding Introduction to PACE training
Residential Care Officer Part time 30 hours Male	12/11/03	• NVQ 3 in caring for Children and Young people • Counselling- ongoing	19 years' experience as RCO within Auton House. Introduction to PACE training
Residential Care Officer Part time-30 hours Female	04/09/00	BA Social policy • NVQ 3 Children and Young People	Experience of working with children and families in family assessment Lengthy experience supporting children and young people with emotional and behavioural issues. Introduction to PACE training
Residential Care Officer Part Time 12 Hours Female	17/12/2018	• Psychology and Counselling BSc • Forensic Psychology MSc • Diploma in children's residential. BA Social work.	Experience in an education setting as an SEND teaching assistant. Experience on fostering panel. Introduction to PACE training
Residential Care Officer Full Time - 37 Hours Female	03/06/19	• BSc Biomedical science •	Past experience of children's residential services. Experience in family support Education welfare Drug and alcohol support. Introduction to PACE training
Residential Care Officer Full Time 37 hours	11/11/2019	• BSc Psychology • Higher Education certificate in teaching assistants • PGCE primary education	Experience in an education setting working with children. Agency experience working with young people with emotional and behavioural issues. Introduction to PACE training

Female			
Residential Care Officer Full Time 37 Hours Female	3/4/23	• Level 3 Teaching and Learning • Level 2 Teaching and Learning • Level 2 support work in schools •	Experience working with SEN children in an educational setting.
Residential Care Officer Part time – 20 Hours Female	21/04/14	• NVQ level 3 caring for Children and Young people • GNVQ Health and social care.	General experience within the looked after system. RCO experience since moving to Auton House
Residential Care Officer Full Time 37 hours Female	1/12/23	• Presently completing Diploma in Residential Childcare	Prior experience as an RCO within a different service.
Residential Care Officer Relief Position- no contracted hours. Female	1/7/23 Worked part time prior to becoming relief staff	• NVQ 3 Children and Young People	Experience working with children and young people with emotional and behavioural difficulties in both residential and an educational setting. Experience supporting young people with disabilities. Introduction to PACE training
Domestic Part time 16 hours Female	27/01/2021 (Auton)	• Children's safeguarding	Lengthy experience working in the role in social care.

21. Details of the management and staffing structure of the children's home, including arrangements for the professional supervision of staff employed at the children's home, including staff that provide education or health care.

Auton House staffing structure is as follows;

1 Registered Manager
2 Deputy Managers
1 trainee Senior Residential Care Officer
8 Residential Care Officers
1 Relief staff member in use
1 Domestic
We have sufficient staff to meet the needs of the young people.

The staffing levels at Auton House will be determined by the number of young people who are

placed in the home at that time, however we will ensure that there is always a good child-staff ratio to enable staff to undertake individual work without compromising the needs of the group or administrative tasks.

The amount of staff on duty should be no less than one member of staff to two young people at any one time. Two members of staff will be on sleep-in each evening.

The home will usually be staffed when the young people are at school however there will be times when the home is empty as all members of staff are either out with the young people or implementing another area of their role. During such times staff will be required to work within the guidelines of relevant risk assessments.

If a situation arises where a young person is presenting significant risk to others or themselves it is possible that staffing levels will be increased. This will be at the discretion of the Director of Care. This may require additional funding from the placing authority.

Auton House is strongly committed to the personal and continuous professional development of all staff. We are currently working with outside agencies to ensure that staff meet the Quality Standards for Children's Homes guideline for NVQ qualifications. All senior staff have the opportunity to work towards NVQ Level 5 in Leadership and Management.

We provide a comprehensive in-house training programme and access external specialist courses.

Auton House ensures that staff at all levels receive effective supervision, in accordance with anti-discriminatory practice. All staff will be allocated formal supervision each month, part time staff may have slightly less supervisions depending on the number of shifts they are working.

New staff members will have supervisory time allocated on a weekly basis; the induction programme will be the primary focus of this supervision. Staff members who work on a relief basis will have formal supervision every eight shifts
The purpose of supervision is:

- To ensure management accountability, including allocation of work, management of time, monitoring records, completion of administrative tasks, setting of priorities while promoting consistency between the individual's work and the goals of the agency
- Case management discussion including review of the homes safeguarding policies and procedures.
- Offer a safe space for support, guidance and challenge
- Case management discussion including review of the homes safeguarding policies and procedures.
- To offer professional consultation
- Reflection on practice- provide space and dedicated time for practitioners to delve deeper into their work, consider the emotional impact of this on the practitioner, consider the unquestioned assumptions and biases they may have, and how their personal values and beliefs can influence their work. This reflective approach to supervision enables staff to develop self-awareness, critical thinking and sound decision making.
- To facilitate the supervisee's learning and professional development by providing feedback on his or her practices, including recognition of good work. The supervisor has a particular responsibility for building on good practice and attention to departures from it, and for ensuring that professional relationships and sound judgement in the work are maintained.
- Personal circumstances which affect the worker's professional activities should be

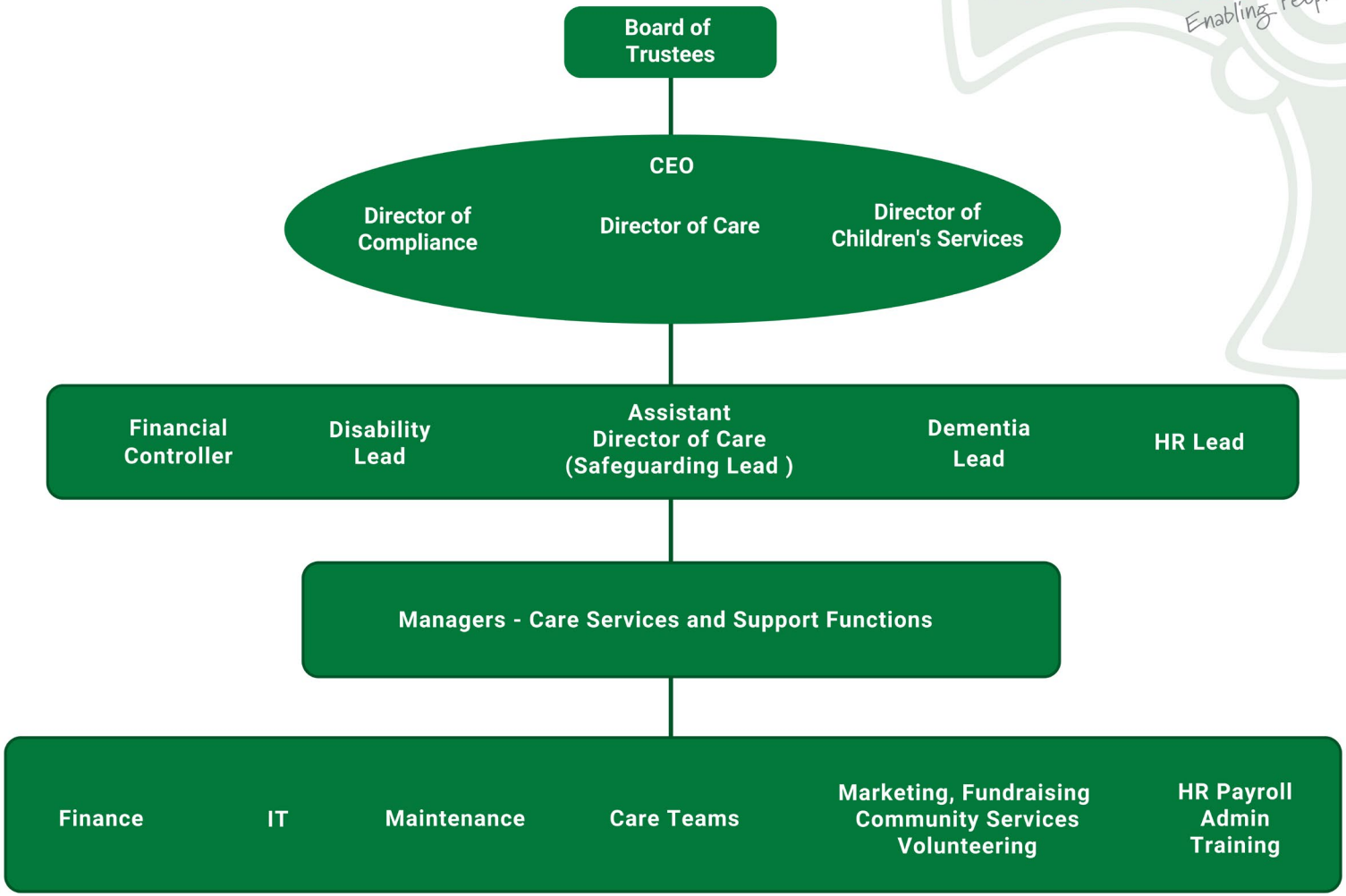
acknowledged and discussed as appropriate.

- To acknowledge the stress inherent in working in a voluntary social care agency and to provide opportunities for dealing with this where appropriate, recognising that there are times where it is more appropriate for staff to access the St Cuthbert's Care Counselling Service.

Additionally, regular practice observations are carried out throughout the year to support development along with regular informal practice discussions.
The registered manager receives supervision from senior management.

22. If the staff working at the children's home are all of one sex, or mainly of one sex, a description of how the children's home promotes appropriate role models of both sexes."

Auton house has a mixed gender staff team which provide a positive role model for the young people placed at Auton House.


Board of Trustees
CEO
Director of Compliance
Director of Care
Director of Children's Services
Financial Controller
Disability Lead
Assistant Director of Care (Safeguarding Lead)
Dementia Lead
HR Lead
Managers - Care Services and Support Functions
Finance
IT
Maintenance
Care Teams
Marketing, Fundraising Community Services Volunteering
HR Payroll Admin Training