Manager's statement – The Cottage, 1 Greensbridge Lane, Halewood, Liverpool, L26 6LE

Ethos and Statement of Purpose

The Cottage will provide a safe, stable, and nurturing environment for 2 young people with Emotional and Behavioural Difficulties (EBD). The home's ethos is rooted in trauma-informed practice, recognising that behaviours are often expressions of unmet needs and past experiences. Our statement of purpose is to create a therapeutic environment where young people are respected as individuals, their rights are upheld, and their voices actively shape their care.

Meeting Young People's Needs

The home will specialise in supporting young people with EBD, including those with additional vulnerabilities such as risk of Child Sexual Exploitation (CSE), Child Criminal Exploitation (CCE) missing episodes, and self-harm. Individualised care plans, risk assessments, and behaviour support strategies will ensure that needs are identified and met in a structured, consistent way. Staff will be trained to recognise and respond to trauma, delivering care that prioritises safety, stability, and positive emotional regulation. Education, health, and recreational opportunities will be promoted as part of a holistic care approach, ensuring young people can thrive.

Staffing, Supervision and Training

The Cottage will maintain staffing ratios that meet the assessed needs of each young person. Each young person will be supported on a 2:1 daytime staffing ratio, consisting of one day-shift staff member and one staff member providing 24-hour cover including a sleep-in. This ensures consistent care, stability, and the ability to manage risk effectively. Where required, additional staffing, including waking nights, will be implemented to meet the individual needs of young people and ensure their safety and wellbeing.

Staff will be recruited for their values as well as their experience and will complete a comprehensive induction programme. While with Mythos staff will have the opportunity to undertake their Level 3's in Health and Social Care and later moving on to Level 4's and 5's. Ongoing training will include safeguarding, trauma-informed practice, behaviour management, and de-escalation techniques. Regular professional supervision, reflective practice sessions, and performance monitoring will ensure the team remains skilled, resilient, and consistent. The leadership team will provide clear oversight and direction, ensuring practice remains young person-focused and compliant with Ofsted expectations.

Daily Routines and Boundaries

Daily routines will be structured but flexible, providing predictability and security while meeting individual needs. Boundaries will be clear, consistently applied, and underpinned by restorative practice rather than punitive measures. Staff will encourage participation in education, life-skills development, and positive community involvement. Mealtimes, activities, and household responsibilities will be used as opportunities to build relationships, model healthy behaviours, and promote independence. Incentives and rewards will be tailored to each young person and used to encourage and reinforce positive behaviour, promoting a culture where achievements and progress are recognised and celebrated.

Safeguarding, Incidents, and Behaviour Support

Safeguarding is central to the operation of The Cottage. All young people will have personalised risk assessments, reviewed regularly to reflect changing needs. Staff will be vigilant and proactive in recognising safeguarding concerns, with clear procedures for responding and reporting. Behaviour will be managed through positive behaviour support, focusing on de-escalation and restorative practice. Physical intervention will only ever be used as a last resort, in line with statutory guidance. All incidents will be recorded, reviewed, and analysed to identify learning, patterns, and improvements to practice.

Partnerships

The home will maintain strong working relationships with local authorities, social workers, schools, health providers, and therapeutic services. Parents and families will be engaged in line with care plans, ensuring that young people’s connections and relationships are maintained wherever safe and appropriate. Staff will act as advocates for young people, ensuring that their educational, emotional, and health needs are met through multi-agency collaboration. Links with local community services will be developed to enhance opportunities for recreation, inclusion, and personal development.

Quality Assurance

Quality assurance systems will be embedded into the operation of The Cottage. Regular audits, monitoring reports, and staff supervision will provide oversight of practice. Young people’s views, family feedback, and professional consultation will be actively sought and used to shape the service delivery. Data from incidents, complaints, and outcomes will be analysed to identify trends and inform continuous

improvement. Leadership oversight will ensure compliance with regulations and the pursuit of excellence in care delivery.

Vision for the Home

The vision for The Cottage is to provide young people with stability, consistency, and the opportunity to achieve positive outcomes. The home will foster resilience, encourage independence, and create a culture of aspiration. Through trauma-informed practice, strong safeguarding, and collaborative working, The Cottage aims to provide an environment where young people feel safe, valued, and able to grow into confident, capable individuals.