

Orchard House
Statement of Purpose
July 2025



This statement of purpose and function is written in accordance with the regulatory requirements of the Care Standards Act and the Children's Home Regulations 2015 Standard One (Regulation 4 and 5)

Throughout the statement reference is made to a series of Lytham Care policies and procedures, which should be read in conjunction with the statement of purpose.

They are available in full at Orchard house in the home's office on TRI-X via clear care.

The Statement of purpose is displayed in the home's office – this will be located on the notice board.

A copy of this statement is provided to Ofsted and is also available to.

- Each person working at Orchard House.
- Each young person who is accommodated at Orchard House.
- All Parents (or persons with parental responsibility) of any of the young people provided with accommodation at Orchard House.
- The placing Authority of any young person provided with accommodation at Orchard House.

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- **Introduction**

Lytham Care Ltd is a family business and was founded in 2013. We currently have 5 Ofsted registered homes all rated GOOD. We offer accommodation for young people aged between 8 and 17 with low to moderate learning difficulties (LD) and low to moderate emotional and behavioural difficulties (EBD). All young people accommodated are from within the local 5 boroughs within the Merseyside region. As a company, we have a proven track record of delivering exceptional outcome for the young people and becoming a vital part of the local community in which we are located. We look to actively integrate ourselves into the local community and encourage the same of our young people.

Lytham Care homes are based in the Knowsley and Halton areas of Merseyside. Over the past 12 years we have developed extremely positive working relationships with local authorities and outside agencies. We take a multi-agency approach in our working; this is to ensure we continue to meet the individual needs of the children and young people we accommodate.

Company registered address:

Lytham Care Offices

400 Longmoor Lane

L9 9DB

Telephone - 0151 523 9851

Lytham Care bases its philosophy on "**Unconditional positive regard**" a term used by the humanist psychologist Carl Rodgers to describe a technique used in his non-directive, client-centred therapy. According to Rodgers, "unconditional positive regard" involves showing complete support and acceptance of a person no matter what that person says or does. Lytham Care will support this dynamic therapeutic service to young people needing care and assessment, in a safe secure and nurturing environment.

Orchard House.

2 -The quality and purpose of care.

Orchard House aims to provide a safe and caring environment for up to 2 young people between the ages of 8 to 17, of any gender a young person identifies as. Orchard House supports children and young people with low to moderate Emotional and Behavioural Difficulties and mild Learning Difficulties. We work closely with placing authorities to assess young people with a view to return home if appropriate, semi-independent living or foster care. The team at Orchard House and throughout the company take a non-judgmental approach and promote anti-discriminatory practice. We work with young people and see their views and thoughts as vital to our daily practice to provide the correct package for each individual. We recognise that young people need to be consulted with and be able to choose, especially when it comes to their own life and care planning in line with their age and understanding. We work with the young people on designing personalised behaviour management strategies and plans to support their needs.

We as an organisation have devised a child friendly care plan, this is written by the young people with a senior support worker or keyworker. The plan is all about them as an individual, it tells people what is going on in their life and what is in place.

Our care at Orchard House is unconditional, although we may not agree with some of the behaviours displayed, we are there to guide and support them. We work restoratively with our young people to support them to understand the impact of their behaviours through reflection, ownership and working with the wider community focusing on repair and deter from criminal prosecution, we have a low level of police intervention and have recently introduced trauma informed practice as part of our induction training to highlight to staff behaviours displayed by our young people may be a result of trauma and to offer insight into the importance of having knowledge of the young people's background to ensure we are able to support them when their behaviours are displayed and not focus on the behaviour as in thinking "what is wrong with you" but rather "what has happened to you" for you to act this way.

Orchard House ethos/approach and outcomes.

The ethos at Orchard House is unconditional positive regard provided in a safe, nurturing, family environment, our approach is anti-discriminatory and fully inclusive. We have the opinion of working with the young people by including them in everything to facilitate small changes in their life and achieve their potential. Many young people who find themselves in the care system have had little or no boundaries in place during their lives, they have also received little guidance or been allowed to discuss options open to them. It is vital that young people are actively encouraged to voice their opinion and given the support and opportunities to learn to make the right choices for themselves that will help them to achieve their aspirations and goals.

Young people who come to live at Orchard house have often experienced trauma and rejection, lack of care and sometimes loss. It has been apparent that on arrival most of the young people have not had a true sense of belonging. Therefore, the young people have no realisation of feeling that you belong is important in seeing value in life and in coping with intensely painful emotions and past trauma.

We will take lead from the young person, regarding the complex issues they face or have encountered historically, we support them through a transition period, with the aim of decreasing any risk-taking behaviours they may be display and encourage them to be resilient in accepting and creating change. Our aim is to empower the young people by treating them as young adults, based upon their age, and understanding and valuing their views and hearing their voice. We will provide a supportive opportunity for them to learn how to take responsibility for their actions and understand the barriers they may face and support them to develop the skills required to overcome these.

We aim to create:

A warm, friendly caring and safe environment.

A nurturing home where young people feel a sense of belonging, feel at home and safe and secure.

An inclusive and empowering home.

A place to develop positively their self-worth and self-esteem.

A place to interact with their peers with positive adult role models.

An environment where time is taken to work on areas of a young person's life that require support.

A place to learn from mistakes without being judged or discriminated against.

An opportunity to learn to take responsibility and gain skills for life.

A place where we have empathy for each other and are kind to others.

A place where we have awareness of why young people display behaviours and support them to develop strategies to enable them to manage any trauma that they have experienced in their lives. This is so that they can reflect and develop a resilience that can prepare them for adulthood.

We aim to achieve:

At Orchard House it is our aim is to significantly reduce potentially harmful risk-taking behaviours, to engage young people in education and allow them to have positive childhood experiences. This will be led by a team who wish to support them and are focused on the individual child or young person's development and demonstrate stability with our young people. We understand that young people grow up in certain youth culture, which then creates sub-cultures, we are not wanting to disempower the belief a young person has for something, only guide them into the right path for a bright future. We aim to aid young people to become reflective, happy, healthy, and accepting of their own lives, to create change and have the ability to achieve greatness.

3- The accommodation

Orchard House is a 4 bedroom terraced house with a front driveway and rear garden. The house has undergone some renovation work and is registered to comfortably accommodate 2 children or young people. The ground floor consists of a living room, kitchen, lounge/diner. The first floor consists of a shared bathroom with a wash basin, toilet, bath, and shower. It has 4 bedrooms on this floor, 2 of which are children's bedrooms and 2 staff room. We have now filled the vacancies within the staff team we will have two members of the team on duty

at most times, staffing levels are needs led and will usually be on a 1-1 basis to meet the needs of and support the young people in our care.

We offer placements for young people who want and will thrive living with others and want to be part of a family based, fun and lively atmosphere. We encourage our young people to develop independence skills based on each individual need. We cook with our young people and get them involved in the daily running of the home. We focus on the current age range of our young people and include this in our impact assessment. This allows us to develop activities and service delivery methods to meet the current age range and individual needs of the young people, we want the home to be a nurturing but fun place to be and Orchard House. The size and layout allow for us to focus on the changing needs of our young people as they grow and develop in our care.

We have a large front drive for 2 cars, there is a large back garden and patio area, and this can be utilised and developed in line with our children and young peoples wants and needs, furniture and sun loungers are in the garden for summer months. Our young people are encouraged to personalise and decorate their bedrooms in line with what they want for their own personal, safe space to reflect their personal likes and personalities. Our young people are encouraged to actively have input into the decoration of the home as a whole in order to give them a sense of ownership and belonging in their home.

The Homes Location

Orchard House is based in a residential area of Kirkby; the home is a terraced house and there are local amenities within walking distance. We are situated 0.5 miles away from a train station, a number of bus stops are a short walk away and the town centre is 30 minutes by foot. We are situated approximately 1500 meters from the A580 East Lancashire Road which is a pivotal access point to motorway traffic between Liverpool, St Helens, Warrington, Leigh, Wigan, Salford, and Greater Manchester.

There are several schools with close proximity to Orchard House, we also have a sister company "Turning Point Academy" which is DfE registered school for 80 pupils, whilst young people at Orchard House may not always attend our school it offers support and guidance to the manager and staff team in areas of education.

Kirkby is currently under regeneration, which is highlighted in our safe area report, available at Orchard House and upon request – again located on the notice board within the office.

Detailed Impact assessments prior to admission take in to account the location of Orchard House and the surrounding area.

5 - Supporting Culture and religious needs.

At Orchard House we are supportive of the needs of the young people, this is including their individual identities. We appreciate that they may be in the midst of finding who they are, and where they belong. We are understanding that during their time with us their identities may evolve, appearances may change. It is importance for young people to have a sense of belonging, cultures are a way of feeling this, we ourselves at Orchard House are creating a culture for our young people to be a part of.

We acknowledge that young people may be from an ethnic minority group, that may be in the minority within Orchard House and the local community. This will be clear at the point of

referral along with any religious beliefs of the young person, so that we ensure we offer the young person stability in what they require from their chosen beliefs.

We fully support individuality, we promote equality and diversity and practice non-discriminatory working, this includes religion, ethnic origin, race, religion, gender, sexuality, age, and offending backgrounds.

Policies in relation to Equality and diversity are available via Tri-X on Clear Care.

Cultural identity is encouraged and promoted. Young people are a big part of our community and overall, the society we live in, therefore it is vital for them to be a part of a culture which is healthy and harmonious. We work alongside our young people and show interest in chosen cultures by discussing dietary needs, likes and dislikes. We encourage young people to teach others about themselves and about their beliefs and life choices.

Staff at Orchard House will take parent's wishes and views in to account and promote family heritage and values accordingly.

Orchard House will care for a young person's spiritual and moral wellbeing as well as their physical and emotional development.

6 -Complaints

Lytham Care have policies and procedure regarding managing complaints.

There may be circumstances when stakeholders become unhappy with the service or support, they are receiving. We actively encourage their use of the complaint's system. All complaints are taken seriously, we will verify that all complaints are dealt with according to our in-house policy on the matter. Children and young people have a right to be represented by an advocate if they wish and this is encouraged.

All young people who move into Orchard House are given a copy of the homes children's guide, prior to, or upon admission. The children's guide offers information on how to raise a complaint. We ensure that all information young people need is formatted in a child and young person friendly way.

The Children's guide will also be shared with the young person's social worker and identified family members.

A copy of the home's complaints procedure is readily available to all the children and young people, as well as the placing authorities.

If members of the public or neighbours to Orchard House would like to consider making a complaint this can be done by contacting the Registered manager – Tina Wood on 0151 345 6024/07732132103

or the Responsible individual – Danielle Moorby 07850 605010

Lytham care provides neighbours and local facilities in the community such as shops and clubs with the details of the home's manager and out of hours number to enable them to raise any concerns directly and allows us the opportunity to act appropriately and respond to the issues and offer opportunity to repair relationships.

Lytham care complainants are also advised of their right to complain to Ofsted.

Ofsted details

Ofsted National Business Unit Piccadilly Gate

Store Street Manchester

M1 2WD [Tel:0300 123 1231](tel:03001231231)

email: enquiries@ofsted.gov.uk

Orchard house independent regulation 44 visitor NYAS – Nick Harrison help@nyas.net 0808 808 1001

7-Child protection/behaviour management policy.

Orchard Houses child protection policy and procedures are available for those involved in a young person life; this is also the case for the behaviour management policy.

A copy of all the policies and guidelines are available to staff and stakeholders, a copy of documents can be sent out to the placing local authority prior to placement commencing.

The home always strives to establish and maintain acceptable levels of behaviour by everyone. Where behaviour falls below the standards expected, this will be discussed with the young person(s) concerned and educative action implemented in the form of key sessions and or restorative work.

The home follows a restorative and repair approach to behaviour management, and we seek to educate young people to reflect on their behaviours and understand the potential impacts of behaviours on themselves and others.

All consequences are recorded, and young people are encouraged to comment and sign their consequences. Staff agree and maintain safe, consistent, and understandable boundaries for young people in relation to acceptable behaviour. Behaviours of concern will be responded to, with clear, fair, constructive, and acceptable measures to support young people to gain a greater understanding of impacts of behaviours whilst ensuring dignity and respect are at the forefront of our practice, all consequences are evaluated by the Registered Manager and evaluations are shared with team.

All young people have a behaviour management plan which is supported further by individual risk assessment evidencing multi agency engagement and offers clear guidance and strategies to staff in the event of an incident occurring

The monitoring and observations of the young people will also be dependent of factors such as age, independence, social skills, risk, behaviours presented and identity.

The home has a lone working risk assessment and policy for staff and individual assessments are created if lone working is agreed and are discussed with staff to ensure

they understand the procedure in place and are able to carry this out in order to safeguard everyone.

All staff are provided with training in CPI model of restraint intervention and benefit from annual refresher.

Staff also benefit from restorative practice training as part of their induction, this supports them in their role as staff work restoratively throughout the day and take a restorative approach when addressing behaviours of concern and highlighting to the young person the impact it may be having on others, behaviours of concern should never be ignored and always addressed.

Lytham Care maintains an out of hours service to support staff when management are not on site. An on-call rota is displayed in the office with the names of all managers numbers along with the responsible individual and operations manager, who are also the Designated Safeguarding Officer's.

All staff complete safeguarding training during induction, which also covers the role of Lado and reporting to them, staff also complete E-learning covering safeguarding and undertake an annual refresher, team meetings support reflective practice following any safeguarding incidents and refresher on procedures in place for individual young people.

8 -Consulting with children and young people.

Orchard House promotes an ethos that everyone belongs and has a voice. We work with the young people, supporting and guiding them to make choices regarding their lives, both individually and collectively.

The young people who come to reside at Orchard House are treated with the upmost respect, being held in high regard, as a result of this we give them the power of choice and being able to work with staff to create structure and balance in their lives. From the start of each placement, we include young people in making decisions regarding their lives, however big or small. Within the home we have certain structures in place which ensure they have their voices heard and have daily life choices whilst remaining safeguarded at all times

- Conversations over dinner and in general around the home
- Activity / Free time planners
- Key worker sessions
- Menu planning
- Statutory reviews
- Education reviews

- Planning meetings
- Regulation 44 visits
- Complaints procedures
- Involvement in staff appraisals
- Advocate service
- Young person individual child centred care plans
- Behaviour management and consequences

Our child friendly care plan is designed to be created with the individual young person, with support of their keyworker and will be regularly reviewed with them.

We are very much a team at Orchard House, the young people are included in this team, as we work together.

We offer our young people support and advice in the lead up to their placement reviews, they are invited to attend the review and are given an opportunity to talk about their thoughts and feelings, also their wishes for the future. Should a young person not wish to attend their review their key worker will seek their views, wishes and feeling and relay this on their behalf and they are encouraged to meet with their independent reviewing officer before their review and offer them their views and wishes also.

We understand that young people may make mistakes or find it difficult to live by the rules and boundaries, sometimes they may display behaviours of concern. We feel it is helpful for young people to help devise their own strategies to combat behaviour of concern, in line with this we will agree with them set consequences attached to certain behaviours, so that they are aware of the repercussions. This is to minimise the behaviours and is often a de-escalation tactic.

9 - Children and young people's rights.

Every young person has rights, we inform them they are able to speak to a children's rights officer, this service is contactable via their social worker or with support of their staff team. When a young person is admitted into Orchard House, they are given a children's guide, within this pack is the children's complaints procedure, if they wish to make a complaint, they will be supported in doing so.

All complaints will be recorded in the central log and will be responded to promptly.

Complaints should be reported to the Registered Manager Tina Wood or the Responsible individual Danielle Moorby – The young people can find the complaints forms and stamped addressed envelope in the dining room draws.

The contact for formal complaints is:

By post:

Ofsted

Piccadilly Gate

Store street

Manchester

M1 2WD

Phone - 0300 123 1231

10 -Education

We believe each child has a right to access education, we do our utmost to ensure they enjoy and achieve to the best of their ability.

We support each young person through the education process, promoting formal and informal education as skills for life. Education is important to every child, but we are mindful that some young people have been through traumatic periods in their life, some of it may be associated to education, which will then be a barrier to reintegration.

At Orchard House we understand that not every child will be able to maintain a place in mainstream education, some young people may need a smaller more nurturing provision that provides a bespoke package to meet the needs of the individual. Education comes in many forms, Maths and English are always studied in all provisions, but placements can be sport focused, or practical courses such as, building and mechanics, hair and beauty and childcare, these are speciality educational provision to meet the needs of young people.

We are extremely fortunate to have a sister company "Turning Point Academy" DfE registered provision. The proprietor is Stefan Campbell and Lytham care directors form the board of trustees. The academy is Ofsted rated Good with element of outstanding, the principal is Mike Marshall and he is available to all Lytham Care managers to offer advice and guidance on education for young people.

There is an opportunity for young people who come to Orchard House who are struggling in their current education placements, or those who do not have an education provision to attend the academy.

11- Enjoy and achieve

It is vital for young people to have opportunities to enjoy themselves in life. Many young people who enter the care system have had traumatic periods in their lives. In light of this the Orchard House team work closely with the young people from the start to engage them in activities in the community and fun things to do in the house. We promote our young people to take part in as much as possible as activities are not just about fun, but can be rewarding at the same time, it is an opportunity to learn new skills and identify strengths and weaknesses without being in a pressured situation. This can improve self-esteem and confidence. We like the young people who reside at Orchard house to get involved in the running of the home, this includes cleaning and preparing and cooking the meals. Cleaning is something not many people enjoy doing but is a vital part of staying healthy in life. We encourage the young people to start with their own bedrooms, then help in other areas of the house as it is good practice for independent living in the future. On the other hand, cooking can be fun and lots of young people enjoy preparing meals for others to eat. Cooking and baking are something within the home that helps young people feel a great sense of achievement, also helping them to engage through activity with the staff team.

Holidays are arranged on a annual or bi annual basis at a destination suitable and appropriate to the young people. Our young people will help with the decision on their holiday.

12 -Health

At Orchard House we take young people's health extremely seriously, within the first few days of their admission we register them with a local doctors, dentist, and opticians so that necessary health checks and treatment can continue.

In the local area we also have a walk-in medical centre, this for when it is difficult to get an appointment and the young person will still be seen by either a doctor or a nurse practitioner who is qualified to prescribe medication.

When a young person is admitted to Orchard House the Registered manager sends a liaison form to the 5-borough partnership, this informs the nurse for looked after children within the authority. The Nurse will come out and visit the young person within a certain time period. Also, the community school medical team from the local authority from where the young person is from will also be in touch to offer medical support and advise on immunisations and outstanding appointments. Within the borough of Knowsley, we have a

health advisor who comes out to see the young people to check weight and height and talk to them regarding healthy eating and balanced diets.

We have links with sexual health nurse, and she has visited the home and offers advice and guidance to young people on sexual health and contraception including C card assessments.

In the local area we also have a walk-in medical centre, this for when it is difficult to get an appointment, and the young person will still be seen by either a doctor or a nurse practitioner who is qualified to prescribe medication.

We have CGL services (Engage) based in Knowsley, and they are able to support young people who may have Substance misuse and will visit the home and engage with the young person and offer them 1-1 support on a 12-week programme

At Orchard House we have strong links with local services that can advise our young people in many areas including, sexual health and awareness, substance misuse, general health, dietary needs, and anti-bullying programs.

Therapeutic Model

At Lytham Care we have commissioned support from Meadows Psychology Service. MPS support Lytham Care to embed a trauma informed, therapeutic, residential service. This work is informed by a comprehensive understanding of the impact of developmental trauma.

Meadows Psychology Service (MPS) is a clinical psychology led service that specialise in supporting organisations to develop trauma informed practice. MPS provide psychological and therapeutic support to Lytham Care.

MPS support Lytham Care to embed a trauma informed, therapeutic, residential service. This work is informed by a comprehensive understanding of the impact of developmental trauma.

Lytham Care have embedded the Attachment, Regulation and Competency (ARC) model across their homes. The ARC Framework is a flexible, components-based intervention developed for children and adolescents who have experienced developmental trauma, along with their caregiving systems.

The ARC is an evidence-based model that has specifically been designed for residential services. ARC's foundation is built upon four key areas of study: normative childhood development, traumatic stress, attachment, and risk and resilience. Drawing from these areas, ARC identifies important childhood skills and competencies which are routinely shown to be negatively affected by traumatic stress and by attachment disruptions, and which – when addressed – predict resilient and positive outcomes.

13 -Positive Relationships

Contact arrangements and support:

We understand there is an importance to young people to have regular contact with family members and friends. From the outset of the young person's placement, we discuss with the young person's social worker the best way to devise a contact plan for family time, in some circumstances this may not be possible due to safeguarding and child protection issues, or court proceedings.

As a staff team we are fully engaged in supporting our young people with their individual contact plans and family time. We have the options of family time taking place within Orchard House as we have various rooms in the house that are warm and friendly, making it a perfect place for spending time with family members without impacting on the other young person in placement. We aim to encourage families to join us for Sunday lunch at Orchard house on a regular basis where this is possible, in order to create a positive family environment for our young people and the people who are important to them.

We also offer support for young people to attend contact centres if this is deemed the best environment for the contact to take place, or even in the community.

We complete supervised contact forms following supervision of young people's family time where this is necessary.

Positive relationships.

We promote positive relationships, whether this is their relationship with family members, education and pastoral professionals, relationships with the staff team, other young people within Orchard House or peers in the community. We see it is important to work with our young people on developing friendships and relationships to develop self-esteem and valuable communication skills for their future. Many of the young people who have come into the care system have not had positive experiences where relationships are concerned. Many have been oppressed by stigmatisation being a child in the care system, therefore it has been presented as a barrier for making new friendships. This is something we want to help remove from the mindset of our young people and help instil the confidence to meet new people and create friendships.

Unfortunately, it is a regular occurrence that young people in a care setting have been previously or are currently involved in relationships that have been detrimental to their physical, emotional, and mental wellbeing. At Orchard House we work in a positive way and advise the young people to think of the future and guide them to make positive decisions about areas of their life that are making them vulnerable.

The homes approach to monitoring and Surveillance of the young people.

We understand that young people want to feel responsible and have the freedom to make them feel in control of their own life. This is something we respect; however, we have a duty of care to ensure the safety of the young people. We promote staying safe and safe risk-taking during time out of the home and advise on regular contact if they are out in the community or with peers.

We treat each individual accordingly to their specific care plan and identified needs. We devise a suitable plan for each young person to have free time or supervised time out in the community. When they are within the grounds and in the house, they are allowed to have

time to themselves in communal areas or in the privacy of their own bedrooms, staff will check on them from time to time to ensure they are ok.

When a young person moves to Orchard House from another borough, it is often the case that they are not familiar with the local and wider areas, which could lead to issues such as getting lost or being missing. We are mindful of this and age depending, we introduce them to the area, showing them around the local town centre, bus, and train stops. If the young person is of a younger age, they will remain in the supervision of the staff team for time in community, this will involve many activities in order to keep them active and mentally stimulated.

If the time arises where we have concerns for one of our young people and, we feel they are being placed at risk in the community, we will work with other professionals and devise risk assessments and safety plans for the young people, this will be monitored and regularly reviewed by the Registered manager and shared with the team and outside agencies to safeguard the young person.

14 - Physical intervention.

At Orchard House the staff team are trained in de-escalation and low-level physical restraint. (CPI model)

We see physical restraint of a young person, as a last resort, to be used in cases of risk of harm to the young person caused by themselves or harm to another person.

Our philosophy on this subject is all about effective communication, we utilise a therapeutic approach that promotes positive behaviour and the ability to communicate in a way that helps the young person reflect on behaviours displayed and situations. We are focused on de-escalation in our body language and our verbal approach. It is vital that the young person feels empowered and using restraint methods for low level behaviours can be disempowering for the individual.

We devise individual behaviour plans (where necessary) which is a good platform for managing each young person's behaviour. We encourage each young person to have input when writing the plan as it is important for young people to be able to understand and reflect on these behaviours, this is to help de-escalate situations and promote positive choice making.

We have a child friendly care plan; this is written with the young person and is all about them. Within the plan there is a section regarding the young person's behaviours. This is where the young person has identified their own behaviours and the best way to prevent these. It helps the individual take time to understand and reflect on their own behaviour. This enables staff to have awareness of what support works for the young person and de-escalates their behaviours.

All plans are reviewed and updated on a regular basis, to keep up with the young person's progression and development. If a physical restraint is needed to protect the young person from harm, or to safeguard another person, the staff team follow the guidelines and procedure within the training undertaken and record the intervention in the physical intervention central log.

A full debrief will be conducted with the staff members following a significant incident/ physical intervention, an evaluation and de-brief will be held with staff and the young person respectively to ensure the young person has the opportunity to talk about the incident and reduce the behaviours which led to the physical intervention taking place.

15 - Leadership and Management of the home

Orchard House

33 Lingtree road

Kirkby

Knowsley

L32 0RN

The Responsible Individual – Danielle Moorby.

Proposed Registered manager of Orchard House – Tina Wood

The structure of management and leadership within the home is based upon a coaching and nurturing approach from the manager. The style of management reflects the individual staff members and their abilities. At Orchard House we have a positive approach to our daily work and support each other, this is mirrored by the management and leadership style. Praise and respect are given and when things do not go according to plan, we sit down either as a team or the manager will address any issues with an individual in a professional manner that is reflective, inclusive, and empowering in order for the staff member to benefit and make changes in their working practice, for the benefit of the young people and the rest of the staff team.

16 – Staff

Company and staffing structure

Company directors

Peter Campbell

Stefan Campbell

Responsible individual

Danielle Moorby

Danielle has worked in the Social Care sector since 2002, she started her career working in a school that catered for boys who displayed SEBD.

Danielle's family operate a domiciliary care agency which she has been involved in since it opened until forming her own Company in 2012, she was involved in the business and care side of things.

Danielle has been a Registered Manager on 2 occasions with Ofsted and has gained 2 good and 1 outstanding grading during her RM career.

Danielle has a vast amount of experience working within the care sector at all levels from RCO through to Senior Management and more recently has been RI and Director of her own Social

Care company this has given her extensive experience and furthered her knowledge in all aspects of Children's Social Care.

Danielle has her Level 5 Leadership and Management qualification; this was gained in July 2013.

Danielle enjoys going on holidays and spending time with her family, especially her children. She also enjoys cooking and reading.

Designated Safeguarding Officer (DSO)

Danielle Moorby

Operations Manager - Charlotte Capstick

Charlotte holds a BA Hons in Social Sciences Child Young Person and Family Studies, Level 5 Leadership and Management for Residential Childcare and is currently undertaking her Level 7 qualification. Charlotte has 13 years of residential experience, progressing from senior support worker to Registered Manager, Reg 44 independent visitor and now her role as Operations Manager. Charlotte is passionate about residential childcare, supporting others to achieve good outcomes for the young people.

Charlotte enjoys spending time with her young family, walking and music.

Orchard house Staffing structure and qualifications.

Proposed Registered manager – Tina Wood

Tina holds NVQ level 3's in Adult, health and social care, children and young people health and social care and level 3 learning disabilities.

NVQ Level 5 Diploma Leadership and Management for Residential Childcare

Diploma Child Psychology ICS

Tina is family focused and is eager to develop her team and have a home which is a good place to live and work.

Tina has more than 15 years' experience in Children and Young people's Residential Care. Working up from Residential Support Worker to holding the position of Registered Manager of a multi occupancy Children's Home caring for children and young people between the ages of 6 and 17 years old.

Tina has worked in different settings gaining a wealth of knowledge and resources in all areas dedicated to supporting the needs of children and young people. Tina ensures the staff team are competent, caring and focused.

Through working in Residential Childcare Tina believes we as a society need to make all efforts to educate parents and keep family units together. Identify and address any concerns to aim for the best possible outcome.

Deputy Manager – Rob Baylis

Rob has a level 3 in residential childcare and 6 years' experience within residential care. He has enrolled onto his level 5 leadership and management qualification in order to develop within his role. Rob has deputy managed a dual bedded home and sole occupant home. Rob has previously deputized at Lilly House in the past and is popular with the young people and staff.

CW – Clare Leyden

Clare has worked in this industry for 4 years and is currently enrolled on her nvq level 4 in Residential Child Care. Clare has previously worked extensively in semi independence and leaving care along with various residential homes across the country in EBD, LD and mental health. Clare is currently on a development plan for a promotion to Senior Support Worker.

RCW – Jade Higham

Jade is new to residential care and has settled into the role well in our other homes. She previously worked in the prison service. Jade has qualifications in Physical education, coaching teaching & instructing, nutrition, multisport and coaching. Jade is enrolled on her Level 4 NVQ Children and Young people.

RCW – Jade Walsh

Jade initially worked for Lytham care as a bank staff before making the move to full time RSW at Orchard House. Jade brings a wealth of experience previously co owning a childrens outdoor activity learning centre. Jade is enrolled onto her NVQ level 4.

SRCW – Jennifer Maher

Jen has previously worked at another Childrens Residential home where she was employed as Senior Support for over 6 years. Jen joins orchard in September 2025. Jen brings a wealth of experience and knowledge. Jennifer is competent in all administrative duties including care plans, BMP's, Risk assessments and the daily care of our young people.

Other staff members who may work at Lilly House

Name	Qualifications
Howard Parr	Currently full time staff at Westfield. Howard has vast experience in management and motivation. Howard brings personal experiences to the team with support for vulnerable young people being his focus. Howard is enrolled onto his Level 4 NVQ and is looking forward to further developing his career.

Claire Piert	Claire is new to Lytham Care currently part time at Westfield. Claire has worked with children for several years running her own forestry school. Claire also has experience of being an independent visitor to foster care services.
Lesley Dunne	Lesley is new to residential care. Lesley has spent most of her adult life raising a family. Lesley is bank staff.
Hayley Hughes	Hayley has been bank staff for Lytham Care for some time. Hayley works across the homes when required. Hayley has proven to be invaluable to the company and Lilly House.
Robyn Eastham	Robyn holds BSC (hons) Business and Management, 3 years working with adults with mental health needs in a secure residential setting, 2 years working with young people with EBD in a residential setting.
George Creighton	George has joined the team having previous experience in working within children residential. George had a short break working at schools before choosing to return to Lytham Care.
Jamie Satchell	Jamie worked in residential services for several years before having a change of career moving to prison services. Jamie has been drawn back to residential services and Lytham care.

Arrangements and supervision.

Supervision is a process which gives an opportunity for staff to discuss all areas of their professional practice with a senior staff member or manager in confidence. This is a good tool to evaluate individuals working methods, and an opportunity for self-identified learning, learning by informative discussions, reflection and apposing opinions that can highlight areas for improvement and adaptation.

Supervisions are carried every 4 - 6 weeks for experienced staff. With new employees every 2-4 weeks Supervision can also be requested by either party as or when needed

The senior staff carry out most of the RCW supervision, The Registered manager and deputy manager also conducts senior supervisions.

Supervision also gives the staff team a platform to talk in confidence regarding any issues that are affecting them outside of work, which may impinge on their professional capabilities.

As part of our recruitment process, we have devised the interview structure to help us identify whether we feel the applicant is a suitable for the role. We have a safe recruitment policy and

procedure in place and all managers have safe recruitment training. Orchard House staff have undertaken an 8-day induction, covering safeguarding, LADO, restorative justice, trauma informed practice, behaviour management, whistle blowing and recording and reporting, the induction has also included delivery of the SOP to ensure staff have full awareness of the homes function and purpose and are able to deliver a high-quality service to our young people.

17, Care Planning

Prior to a young person coming to reside at Orchard House, we receive a referral which will identify areas of need for the young person, this information is then used to create a detailed impact risk assessment. Following admission there will be a planning meeting to finalise the impact assessment. This meeting will highlight areas which the local authority wants to address during the residential placement. From this meeting a plan for the young person's care is created and will mirror the local authority care plan and be regularly reviewed and shared with the team.

We are extremely mindful of the existing young people in Orchard house and need to be careful when placing another young person, to protect and safeguard the cohort we currently have and any new admissions. We are proactive in risk reduction and management prior to the admission date.

Admissions

Orchard House admits young people on a planned basis only, we ensure we have information available to make a sound assessment on meeting needs and impacts, we admit placements on a 28-day basis and hold an overall review of placement within 28 days to ensure we are confident and can evidence we are able to meet the young person's needs, manage their behaviours of concern, risks and safeguard them.

All young people living at Orchard House are encouraged and supported to achieve positive outcomes and progress. All young people will have a detailed placement plan, that ensures their safety and wellbeing, evidencing their progress and their future aspirations. Their care plan also evidences that a multi-agency approach is taken to ensure all areas of needs are met and significant stakeholders are working collaboratively to deliver positive outcomes in an appropriate and measurable way.

All our admissions and discharges are planned in line with positive transition plans. We aim to meet young people ahead of an admission in their own environment to begin to develop positive relationships. We then seek to have the young person come to the home and see the environment in which they will live. We will support them to feel as comfortable as possible and aim to reduce their anxiety around moving to their new home. Upon a placement discharge, the staff team will support with a planned transition where possible and safe to do so. This could take many forms and will be needs led by the young person.

18 – Ring Door Bell - Monitor Equipment.

The 'Ring' doorbell, this is generally for the use of security purposes, however we will at times use this for monitoring and surveillance should we need too for example if the children leave the property without informing staff, we may use the footage to establish which direction they have gone in or if they have left the area in a vehicle. Any security system in place does not infringe on our children's personal or safe spaces, any surveillance or security used is for

safety reasons. The 'Ring' doorbell used will have a subscription plan in place, which holds the doorbell footage in the cloud for 180 days which the home can access should this be required.

The use of CCTV or Ring equipment and other monitoring equipment may be used to support the safety/well-being of children living in our home. To ensure the safety of the child, an any other child who resides with them, staff, and the local community, outside monitoring equipment is fitted. It may be appropriate to use monitoring systems to support the safety and care of the child/Home. The use of any monitoring or surveillance systems can only be used for the purpose of safeguarding and promoting the welfare of the child or other children residing at the home, as well as the safety of the home and staff within it. Monitoring systems which may be used include Ring Doorbell, Ring Camera, door alarms/sensors. Orchard will only use the Ring doorbell.

Tina Wood

Signed by staff acknowledgements via clear care.