

Management plan

Company Name: Omega Care Group

Address: 73, St Helens Road, Prescot

Managing Director: Alex Aresti

Email: a.aresti@omegalife.uk

Director: Caron Lackenby

Email: c.lackenby@omegalife.uk

Our aims and ethos

Omega Care is committed to providing a high standard of care to children and young people throughout the services. Every child deserves the chance to grow up in a loving family with a safe, secure home to call their own, and to be part of a wider community. Yet, for some children, situations beyond their control can mean they find themselves living outside their family home for extended periods of time. When that happens, Omega Care Group want to try their upmost to make sure we can provide them with the reassurance of knowing they won't need to leave their local area. Omega Care want to build a safety net that will mean a child's life is disrupted as little as possible by making sure they don't need to move school, or move away from their friends, at a time when they need stability the most. Omega Care Group wants to support regions to invest in creating life-changing opportunities that help those in our society who need it most, and ensure we can reap the benefits of secure, local jobs for our residents.

We want our children to have access to education, employment or training and to have encouragement and recognition for their achievements; we will ensure that they.

- participate in social, cultural and leisure activities.
- they make positive friendships.
- they enjoy relationships with family members and peers.
- they achieve academically in line with their ability'.
- Make a positive contribution.
- Enjoy and achieve.
- Live in a loving and nurturing environment in a community that allows them to have as close to family life as possible.

Omega care embrace social value, that's why giving something back to the community is embedded in all of Omega Care Group's activities across our residential children's home's.

Being treated with kindness and dignity is a social value judgement about the processes of health and social care.

Treating employees with fair terms of service and adequate wages and salaries is a social value judgement about process, Omega pay above the living wage, and provide private health care to all employees.

These may or may not be as important as the consequences for health and quality of life that they generate, but they are surely there to be considered for their potential to improve or diminish the quality of people's lives.

Our children and staff engage with the community and support charities through fund raising events and this will continue in the Warrington region.

Registration of the home

The home will be registered with Ofsted to have up to 3 children living there, the age ranges from 0 to 17. There is a national shortage of foster carers, and more and more young children are living in residential children's home due to this shortage, unfortunately there is also a shortage of residential homes for such young children, one factor being that authorities don't want them placed with much older children, which residential homes often have.

For this reason, the home will aim to care for younger children, ideally between 0 and 8 years old, with the plan to support them to be able to transition into foster care or to return home, although this can't be prescriptive, this will be our ultimate aim.

Location of the home

There is a stigmatisation, and often discrimination against children living in residential care, examples such as; that they are anti-social, or criminals, "naughty children" and the assumption that they will bring house prices down, bring trouble to the community, they should live in rural areas, "not on our doorstep" and so on. Sadly, for our children this can impact on their right to live in a community as any other child would, with their birth family, or as a foster child would without the same objections.

These myths are mainly untrue, and this can be evidenced through our last 9 Ofsted reports, and 2 CIW reports. These reports show how well our children are thriving in a community, how well they are making progress, with zero impact on residents. All homes are on "good" ratings, with minimal requirements under the Children homes regulations.

We recognise that on rare occasions, children can or do present with behaviours that can impact on a community, this not being limited to looked after children. Children who live with their families, foster children and children in residential, however, unlike families, we can carefully "match" children to the area, so any child with behaviours that would impact would indeed be better placed in a rural location, and in their best interest, wouldn't be placed in this home. Children we would look to place have suffered neglect and abuse and are vulnerable themselves.

The home is on a main road, however, it has a large front garden and a long drive, the property has a back garden which is separate to the front garden so children would not play out on the front garden. Location and any identified risks are always assessed when considering referrals for children to live in the home. There is a location risk assessment that will be referred to when looking at referrals, which will determine if the area and the home are suitable, or not.

Staffing matters

At full occupancy, there will be 3 children in the home, supported by a team of 6 residential staff, who will be on a rolling rota, with two staff sleeping in at night. (See appendix A)

Rotas will consist of 2 staff members on duty – shifts will commence at 10am with staff staying at the home for 2 days, sleeping in for 2 nights, the shift will end at 10.30.

Handovers take place every 2nd day at 10.30am, one staff member will hand over to the new shift. See appendix A

The Manager will be present during the week around the hours of 9-5, although this is flexible to the needs of the service.

Managers at Omega Care build excellent relationships with neighbours and are accessible to discuss any concerns they have and any positive feedback, which would be more common! There is a complaints procedure that any person can follow should they require this, albeit to date Omega hasn't had a neighbour's complaint for any of the 9 homes we have and in fact the neighbours have excellent relationships with the children, often sending birthday cards, easter eggs etc to them.

All staff will be working towards or have, a level 3 diploma in children and young people, many have or are working towards a level 5 diploma. Omega has their own full time in-house trainer, resulting in a robust training package for staff to ensure they have the knowledge and skills to perform at a high standard that always insists on professionalism. Staff are trained by our qualified psychologist in the Dan Hughes PACE model (playfulness, acceptance, curiosity, empathy).

There is an on-call support system 24/7, this is facilitated by Omegas senior staff and registered Managers.

Additionally, there is a service manager/responsible individual and 2 directors, one director being a responsible individual and designated safeguarding officer, who are always available for support.

Day to day

On a day to day basis, the home runs the same as a family home, children will be supported to rise, follow their morning routine, have breakfast, and attend education. Staff will transport children to and from education. Staff attend PEP meetings, parent evenings etc, and have regular contact with the education provider.

On return, children will go to clubs of their choice, or may go on activities with the support staff. They may visit family and friends, which is encouraged and supported by the staff.

Tea will be prepared by staff and children who sit at the table and eat together. The evening could consist of homework followed by activities such as film nights, games nights, pamper nights. Children are encouraged to help prepare and cook tea as part of their independence and are supported to learn other skills to prepare them for adult life.

Support staff ensure that all medical appointments are arranged and support children to attend. All children have a child looked after (CLA) nurse allocated to them. All children have key worker of their choice, who supports them with 1-1- keywork sessions

Car parking

The home will have 2 staff members on shift each day, and a manager during office hours, which is no different to a family home, which could in fact, and often has, more than 2 family cars.

There is ample parking at the property, which has a large drive which would comfortably fit 3 cars.

There are no parking restrictions on St Helens Road. The home has a double garage which will comfortably house 2 cars and a drive that will house 3 cars. Further to this, there is also a car park opposite Omega's head office which will be used at staff change overs, so that staff can travel together in 1 car.

We will be seeking to employ staff from the local area and as part of our initiative to reduce the carbon footprint, staff are encouraged to car share, walk or to use public transport to get to and from work.

Omega has a cycle to work scheme, and a bike shed will be available in the back garden of the home.

Team meetings will be held monthly between the hours of 10am and 1pm for 6 staff, there is ample parking for these to take place without impacting on neighbours.

Visitors

Children may have some visitors as all families do, social workers generally visit once every 6 weeks, and parents may visit from time to time, although this is generally not the norm. Health appointments would take place at the appropriate venue.

Protective Factors of the home's locality:

We have a duty of care to Children and to the local community, to ensure that any potential placement is thoroughly risk assessed, not just for what they require, but for the location of the home, local issues and concerns, we are obligated to do this under our legal responsibilities and assessed under a set of standards and regulations set out by Ofsted.

The home will be registered with Ofsted and will be inspected at least yearly. The Children's homes regulations, regulation 40, require us to inform Ofsted of certain incidents, resulting in a transparent service, that would certainly be visited by them if there were concerns. Additionally, under regulation 44, an independent visitor visits homes monthly and completes a report that is sent to Ofsted, any concerns would be highlighted in this report. The local authority visit annually to complete a compliance visit and to assess the performance of the home.

All homes are subject to a safe area report under regulation 46 of the children's home's regulations, as part of this assessment we liaise with other agencies such as the missing from home coordinator commissioners, PPU and LADO.

We continue to work in a holistic way, with a multi-agency approach, we build relationships with the local PCSO's who visit the home and keeps the manager up to date with local information, and emerging trends or areas of concern, such as an increase in crime.

Appendix A

Day 1

Manager be on duty 9am - 5pm

Care staff A and B start at 10am.

Day 2

Manager on duty 9am – 5pm.

Care staff A and B remain on duty having had sleeping duty.

Day 3

Manager on 9am- 5pm.

Care staff A and B finish duty at 10.30am, having had a sleeping duty.

Care staff C and D start duty at 10.30am.

Day 4

Manager on duty 9am – 5pm.

Care staff D and C remain on duty having had sleeping duty.

Day 5

Manager on duty 9am – 5pm.

Care staff C and D finish duty at 10.30am, having had a sleeping duty.

Care staff E and F start duty at 10.30am

Day 6

Care staff E and F remain on duty having had sleeping duty.

Day 7

Care staff E and F finish duty at 10.30am, having had a sleeping duty.

The following 7 days the same, with the manager on duty Monday – Friday 9am – 5pm.

Staff Name	Staff name	Annual leave	Training
Staff A	Staff A		
Staff A	Staff A		
Staff B	Staff B		
Staff B	Staff B		
Staff C	Staff C		
Staff C	Staff C		
Staff A	Staff A		
Staff A	Staff A		
Staff B	Staff B		
Staff B	Staff B		
Staff C	Staff C		
Staff C	Staff C		