



Statement of purpose

For

Nest Residential Care Ltd

Tray Ash Barn

Updated September 2025

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Staffing Profile

Provision Details

RESPONSIBLE INDIVIDUAL

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Persons to whom this statement is to be made available are:

- a) The person in charge of the children's home
- b) The people who are employed to work in the home
- c) The children and young people who live in the home
- d) The parent (s) or person (s) with parental responsibility for the child or young person.
- e) The social worker that holds case responsibility for a child or young person who is planning to live at the home
- f) Ofsted
- g) Independent Visitor - Regulation 44 – Nextgen consultancy ltd.

Ofsted

Ofsted are responsible for ensuring that the Home operates within the Care Standards Act

2000 and that the home meets the Requirements of the Quality Care Standards 2015. The inspectors have the responsibility to complete routine inspections and report their findings in line with evidence from visual observation; written documentation; discussion with young people, staff and management; and feedback from parents and other professionals. They operate as a registration and regulatory body, with the responsibility to ensure the standard of care within all the homes where young people reside, is safe and providing a quality service to the young people that provides them every reasonable opportunity in line with their own abilities as they develop into adult life.

Introduction

This Statement of Purpose outlines the framework through which Tray Ash Barn Children's Home delivers care and support to the children and young people placed within the setting. It serves to demonstrate how the home meets the requirements set out in the Children's Homes Regulations and Quality Standards, ensuring that the care provided is tailored to the individual needs of each child residing at the home.

The content of this document is fundamental to the process of establishing a shared understanding between the Registered Manager and the placing authority. It ensures that any proposed placement is appropriate and that the home is suitably equipped to meet the assessed needs of the child. The Statement of Purpose also provides clarity on the home's ethos, operational structure, and the therapeutic and safeguarding practices that underpin its work.

Tray Ash Barn operates under the governance of Nest Residential Care LTD and is registered with OFSTED to provide residential care for up to four children or young people, of all genders, aged between eight and seventeen years at the point of admission. The home specialises in supporting children who present with emotional and behavioural difficulties, and Learning difficulties often arising from complex life experiences, trauma, or disrupted attachments. Staff are trained to work therapeutically and responsively, offering high levels of primary care, emotional support, and structured interventions in collaboration with external professionals.

Residential care at Tray Ash Barn is not viewed as a last resort, but rather as a positive and considered choice for children whose needs are best met within a nurturing, structured, and emotionally attuned environment. The home is committed to providing a safe and stable setting where children can build trusting relationships with adults, experience a sense of belonging, and develop the skills and confidence necessary to thrive. The overarching aim is to support each child in recognising their own potential and to ensure that their time at Tray Ash Barn is marked by positive experiences, personal growth, and meaningful progress.

The Registered Manager will only accept placements where there is clear evidence that the home can meet the child's assessed needs. This decision is informed by a detailed compatibility and impact risk assessment, which considers the needs of the individual child alongside the dynamics of the existing resident group. The assessment process ensures that placements are made with care and foresight, promoting stability and safeguarding the wellbeing of all children in the home.

Tray Ash Barn

Tray Ash Barn is a five-bedroom residential property, designed to accommodate up to four young people aged eight to seventeen years who require support with either learning disabilities or complex emotional and behavioural difficulties. The home operates with a one-to-one staffing ratio at all times, with two staff members sleeping in overnight to ensure continuity of care and emotional safety.

The property itself is a beautifully restored detached barn, with modern interiors and fittings. The interior offers a warm and inviting atmosphere, with spacious living areas, and a thoughtful layout that balances communal and private spaces. The home includes five bedrooms, multiple reception rooms, and a generous open-plan living area with a double-height vaulted ceiling, creating a sense of openness and comfort.

Situated on the outskirts of Widnes, the home benefits from excellent transport links, including easy access to major roadways, motorway networks, and train services connecting to Manchester, Cheshire and Liverpool. The location also offers proximity to local amenities, including shops, schools, and community services, making it a practical and well-connected setting for residential care.

The property is accessed via electronically operated gates, leading to a spacious driveway. On arrival, the home presents an impressive and welcoming façade, setting a positive tone for visitors and residents

alike. The entrance opens into the open lounge area, which is filled with modern design and light, this is the central hub to access the other rooms. The kitchen is well-appointed with ample space for dining and a range of wall and base units. The kitchen is an open plan dining and lounge area to create a family environment for the children living here.

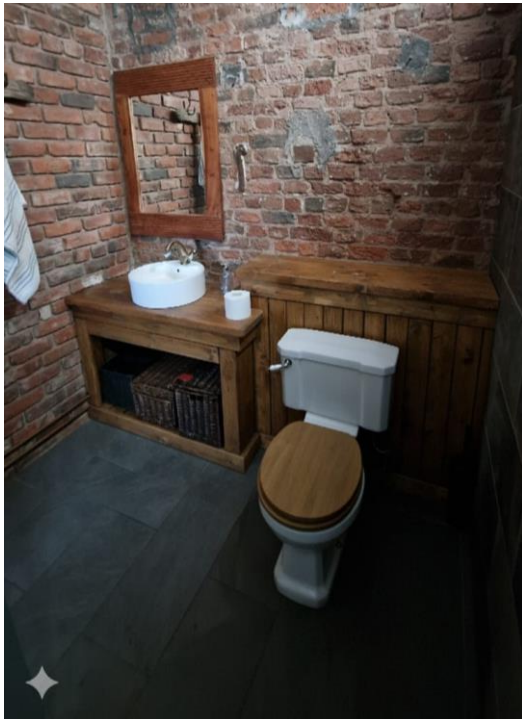
Additional ground floor spaces include a home office, two ground floor bedrooms, a utility room, a bathroom and a separate shower room. The staircase leads to the first floor, which provides access to the first-floor bedrooms, bathrooms and staff office. This level includes three double bedrooms, and a family bathroom.

Externally, the property is surrounded by approximately 1.4 acres of landscaped gardens, featuring mature trees and shrubs that offer privacy and a natural setting for outdoor activities. The grounds provide ample space for recreation, reflection, and engagement with nature, contributing to the therapeutic environment of the home.

There are no external elevations proposed for the property.







Safety, Privacy and Access

Tray Ash Barn is committed to creating an environment that prioritises the safety, dignity, and personal development of each young person. The home is equipped with a computer that is accessible to residents and safeguarded by a comprehensive set of controls. These measures are in place to minimise the risk of exposure to harmful or inappropriate online content, while still enabling young people to engage in meaningful social interaction, educational activities, and personal growth through digital platforms. The balance between protection and opportunity is carefully managed to ensure that young people are supported in developing responsible and safe online behaviours.

Each young person residing at Tray Ash Barn is provided with their own lockable bedroom, offering a private and secure space that they can personalise in collaboration with their key worker. Where appropriate, young people are issued a personal key to their room, reinforcing their sense of ownership and autonomy. In addition to the lockable door, each bedroom contains a secure area for storing personal belongings. Young people are encouraged to take pride in their space, maintain cleanliness, and respect the privacy and property of others within the home.

Upon admission, young people are informed of the home's responsibilities regarding health, safety, and safeguarding. While staff will always knock before entering a young person's room, there may be occasions when entry is required without prior consent. These instances are limited to situations involving health and safety concerns, safeguarding issues, or emergencies. Wherever possible, staff will seek the young person's consent before entering. If this is not feasible, the young person will be informed at the earliest opportunity. All such occurrences are documented thoroughly, and the record must be signed by both the young person and the Registered Manager to ensure transparency and accountability.

The home maintains high standards of cleanliness and presentation, and young people are supported in keeping their rooms and shared spaces tidy and homely. Where necessary, staff may offer practical assistance—referred to as hurdle help—to enable young people to manage their environment effectively. This support is provided sensitively and respectfully, with the aim of fostering independence and responsibility.

Bathroom and toilet facilities are shared among young people who do not have en-suite arrangements. These facilities are fitted with appropriate locks to uphold privacy and dignity. Staff members use a separate, dedicated bathroom to ensure clear boundaries and maintain the comfort of the young people.

The staff office is a secure area that contains confidential records relating to both young people and staff, as well as the storage of medication and financial resources. All information is held in lockable cupboards in accordance with data protection and safeguarding protocols. Due to the sensitive nature of the materials stored within the office, young people may only enter this space with the explicit permission of staff. Any access will be supervised and may be withdrawn at any time if deemed necessary to protect confidentiality or maintain professional boundaries.

Our Ethos, Aims and Objectives

Residential childcare has historically been viewed as a final option for children and young people whose complex needs and life experiences have made it difficult for them to remain within their birth families or to be safely cared for in alternative family placements. At Tray Ash Barn, we challenge this perception. We believe that residential care can be the first and most appropriate placement for young people who do not wish to form attachments within foster families, and for those whose needs are best met through structured, therapeutic residential support following thorough assessment and planning.

Some young people actively choose to live in a residential setting. They may retain a strong sense of identity connected to their birth families and, for various reasons, be unable to live with them. Residential care offers these young people the opportunity to develop their own identity, build independence, and prepare for adulthood, while maintaining and strengthening safe and meaningful relationships with their families.

Providing a stable, nurturing, and emotionally attuned environment is central to our practice. We value each child and young person as an individual, recognising their unique strengths, talents, and potential. We hold high but realistic aspirations for those in our care and are committed to empowering them to achieve their goals across all areas of life—educational, emotional, social, and practical.

Tray Ash Barn delivers a high-quality, individualised, and holistic package of care to children and young people whose circumstances have led them to require residential support. Our approach is underpinned by the principles set out in the Children's Homes Regulations and Quality Standards (April 2015), which affirm that residential care should be a positive and proactive choice for children when it is the most suitable setting to meet their needs.

These principles are embedded in the ethos and value base of Tray Ash Barn and guide every aspect of our practice. We are committed to ensuring that the care we provide reflects the following core principles of residential childcare:

- Children in residential care should feel happy, healthy, safe from harm, and supported to develop, thrive, and fulfil their potential.
- Residential care should nurture each child and young person as an individual, recognising and developing their talents, strengths, and capabilities.
- Residential care should foster positive relationships, built through shared experiences, daily routines, and clearly defined boundaries that promote mutual respect and emotional safety.
- Residential care should be ambitious, supporting both formal education and informal learning, and encouraging young people to pursue their aspirations.
- Residential care should be responsive to emotional, mental, and physical health needs, helping to repair damage to self-esteem and supporting the development of friendships and social skills.
- Residential care should be outward-facing, working in partnership with professionals, families, and communities to sustain important relationships and understand the child's history and context.
- At Nest Residential Care, we expect staff to be active and committed members of the team—engaged in decision-making, leading activities, and continuously learning about their role and the children and families they support.
- Residential care should be delivered in safe, stimulating, and high-quality environments that offer both private and communal spaces, and opportunities for activity, reflection, and connection.

The overarching aim of Tray Ash Barn is to keep young people safe, to support them in enjoying and achieving, and to ensure that their time in the home is marked by positive experiences and meaningful progress. We strive to help each young person recognise and reach their potential, and we do so by building strong relationships with them and with the people—both personal and professional—who are involved in their lives.

We understand that residential care staff can become significant attachment figures for children and young people. The development of these relationships is grounded in shared experiences, consistency of care, and unconditional positive regard. Staff engage with young people in their daily lives, listen to their views, wishes, and feelings, and support them in navigating their routines, education, health, contact with family, hobbies, and social activities. We recognise and reward positive behaviour and work constructively to challenge and address behaviours that may be unsafe or disruptive.

Tray Ash Barn is wholly focused on the child's experience of care. We place emphasis on the individual journey of each young person—from their starting point to the time they move on from the home. As children grow and develop, we remain attentive to their evolving needs and adapt our plans and support accordingly. We are committed to preparing young people for the next stages of their lives, whether that involves reintegration with family, transition to semi-independence, or other forms of progression.

A key focus of our work is the development of resilience and independent living skills. These are cultivated through meaningful interactions with staff, participation in activities, and engagement in practical tasks that build confidence and capability. Planning for independence is tailored to each young person's age, ability, and circumstances. We undertake detailed independence assessments and create bespoke plans that form part of the wider multi-agency pathway planning process.

Tray Ash Barn is committed to continual improvement. We actively seek feedback from young people, families, professionals, and regulators, and use this insight to refine and enhance our service. We are curious about best practice across the sector and strive to learn from innovative and effective models of care. We recognise the vital role of regulation and inspection in our development and work closely with OFSTED to ensure that our provision remains of the highest standard.

Care Planning

At Tray Ash Barn, care planning is a central component of the home's commitment to delivering high-quality, individualised support to children and young people. The Registered Manager plays a pivotal role in ensuring that all admissions fall within the scope of the home's Statement of Purpose and that the needs of each child can be met effectively and safely within the existing resident group.

Every placement is subject to a rigorous compatibility and impact risk assessment. This process informs the development of a transition plan, which outlines the support required to ensure that the admission is a positive experience for both the incoming young person and those already residing in the home. The transition plan is shaped by the placement plan and the placement planning meeting, which is often combined with the initial care planning meeting. These meetings bring together the home, the placing authority, and other relevant professionals to agree on the care to be provided and the outcomes to be achieved.

As part of the initial planning process, delegated authority is discussed and documented. A formal agreement is completed to clarify which decisions can be made by the home's staff and which remain the responsibility of the local authority. This agreement is reviewed regularly during placement reviews and statutory Care looked after reviews to ensure it remains current and appropriate.

Admissions are only accepted following careful consideration of the young person's needs, the potential impact on the existing group, and any additional resources or training required to support the placement. These considerations are recorded in the impact risk assessment, which forms part of the home's commitment to safe and thoughtful admissions.

Where a placement has been identified, the home facilitates introductory visits to support the young person's transition. This may include a visit to the young person's current placement by a resident of Tray Ash Barn, allowing for peer-to-peer discussion about the home, its routines, expectations, and environment. This may also include a Young Person visiting the placement for an evening and even overnight stays. The young person is also provided with a welcome box and a copy of the children's guide to help them make an informed decision about their feelings toward the placement.

While the home prioritises planned admissions, there may be occasions where placements are required at short notice. Such admissions can only be authorised by the Registered Manager or the Responsible Individual and are considered exceptional due to the potential disruption to the existing group. In these cases, an impact and compatibility risk assessment is completed as soon as possible following admission, and the rationale for the placement is clearly documented.

Upon admission, the home works closely with the placing authority to gather all relevant information to safeguard and support the young person. Planning timescales are adhered to, and the home ensures that the young person is consulted about their care plan and placement. Following the initial planning meeting, the home facilitates regular CLAR (care looked after review) meetings to monitor progress, review outcomes, and identify priorities for the next six months. These meetings involve all relevant professionals and are coordinated by the Registered Manager, who is proactive in convening additional meetings where concerns arise regarding the safety or wellbeing of the young person.

Statutory Looked After Child Review meetings can be held within the home if the young person is comfortable with this arrangement. Young people are encouraged to speak with their Independent Reviewing Officer (IRO) prior to the review and are supported to contact their IRO at any time should they have concerns about their care.

Each young person is allocated a key worker and a co-key worker. These staff members are responsible for coordinating the young person's care plan, advocating on their behalf, and liaising with professionals. While all staff are available to support the young person, the key worker ensures consistency and oversight of the care provided. Young people are involved in the selection of their key worker, and the management team considers the interests and needs of the young person alongside the skills and attributes of staff to ensure a suitable match.

The home actively promotes contact with families wherever possible, recognising the importance of these relationships in the child's life and development. The nature of family engagement varies depending on the care plan and any legal orders in place. Staff work to build positive relationships with families and maintain clear, respectful communication. Contact arrangements are made in line with the local authority's care plan and are reviewed regularly at CLAR meetings. The home works collaboratively with families and professionals to ensure that contact is managed sensitively and supports the young person's emotional wellbeing.

In addition to maintaining family connections, Tray Ash Barn places significant emphasis on supporting young people to build and sustain friendships. The home encourages participation in out-of-school activities and provides an environment where friends can visit, subject to robust risk assessments. Positive friendships are recognised as vital to the young person's social development and are actively supported by staff.

All transitions from the home are planned and personalised. A transition plan is developed in consultation with the young person and relevant professionals, ensuring a smooth and sensitive move to the next stage of their journey. Where appropriate, ongoing contact with the home and staff is maintained to support continuity and emotional stability.

In the event that a placement breakdown cannot be prevented despite intensive support and care planning, the home ensures that a disruption meeting is held. This is particularly important where the breakdown occurs during permanence planning or a long-term placement. The meeting provides an opportunity to reflect on the circumstances, identify learning, and inform future planning for the young person.

Equality, Diversity and Inclusivity

Tray Ash Barn is committed to promoting a culture of equality, diversity and inclusivity in every aspect of its practice. The home recognises that children and young people entering residential care may have a range of additional needs relating to their race, religion, culture, language, identity, or methods of communication. These factors are given full consideration prior to admission, and any specific requirements are identified

through the compatibility and impact risk assessment process. Where additional training or resources are required to support a young person's needs, these are actioned promptly and integrated into the care planning framework.

Once a referral has been accepted, the home ensures that all practical arrangements are in place to meet the young person's cultural, linguistic and religious needs. This includes the provision of appropriate dietary options, access to religious observance, and support to participate in cultural events and activities both within the home and in the wider community. Staff are proactive in facilitating opportunities for young people to engage with their heritage and identity in ways that are meaningful and affirming.

Young people are encouraged to explore and expand their understanding of equality and diversity through a range of activities and experiences. These may include discussions, creative projects, visits to places of cultural significance, and participation in community celebrations. The home fosters an environment where curiosity, respect and open-mindedness are nurtured, and where young people feel safe to express their beliefs, values and identities.

The home also recognises that equality and diversity extend beyond cultural and religious considerations. Factors such as poverty, deprivation, age, disability, gender and sexual orientation are acknowledged as integral to the lived experience of young people and are actively addressed within the home's care and support framework. Staff work with young people to explore these dimensions of identity and to reflect on the impact of discrimination, inequality and exclusion. This work is carried out sensitively and with a view to empowering young people to understand their rights and to advocate for themselves and others.

Children and young people in care often face societal stigma and differential treatment due to their looked after status. Within this group, some may experience further discrimination based on their racial identity, religion, culture or sexuality. Tray Ash Barn is committed to challenging these inequalities and to promoting positive outcomes for all young people. Staff are focused on narrowing the achievement gap and ensuring that every child has access to the same opportunities, support and encouragement as their peers.

All carers are supported to challenge discriminatory practices or attitudes encountered in external services or professional networks. Where staff believe that a young person is being treated unfairly, harassed or excluded due to their identity or care status, they are expected to advocate robustly on the young person's behalf. This includes raising concerns, initiating dialogue with relevant agencies, and ensuring that the young person's rights and dignity are upheld at all times.

Complaints Procedure & Policy and Procedures Access

Tray Ash Barn is committed to ensuring that all children and young people feel safe, heard, and empowered to raise concerns or make complaints about any aspect of their care. The complaints procedure in place is designed to be child-friendly, accessible, and transparent, with clear guidance on what will happen following a complaint and the timescales involved in its resolution. A copy of the procedure is provided to each young person upon admission and is readily available throughout the home.

Complaints made by young people are recorded by staff or management and are investigated in accordance with the nature and seriousness of the issue raised. The process is designed to be responsive and proportionate, ensuring that the young person is kept informed and supported throughout. If a young person is dissatisfied with the outcome of their complaint, they are entitled to appeal the decision and will be supported to access independent advice and advocacy as required.

The home recognises the importance of creating an environment where young people feel comfortable expressing concerns. Staff actively encourage young people to speak openly about any issues they may be experiencing, and the Registered Manager receives direct feedback through monthly house meetings. These meetings provide a structured opportunity for young people to raise matters informally and contribute to the ongoing development of the home.

Where a young person wishes to make a formal complaint about any aspect of their care, they will be supported to do so. Complaints may be made verbally or in writing, and both formats are treated with equal seriousness. In the first instance, complaints are investigated by the Registered Manager. If the complaint concerns the Registered Manager, it will be escalated to the Responsible Individual (RI), who will undertake the investigation in accordance with the home's grievance procedures.

The Young People's Guide includes contact details for a range of external professionals and organisations that young people may approach independently to raise concerns or make complaints. These include:

- National Youth Advisory Service
- Childline
- Ofsted – Inspector of the home
- Independent Reviewing Officer (IRO)
- Children's Rights Director
- Placing Authority – Social Worker
- Independent Regulation 44 Visitor

In addition to complaints raised by young people, the home also has procedures in place for managing external complaints from stakeholders, including parents, placing authorities, and other professionals. Formal grievances should be directed to the Responsible Individual, who will provide access to the grievance policy and act as the designated person to investigate the matter. The RI can be contacted via email at: ri@nestresidentialcare.com

All staff employed by Nest Residential Care have access to the full suite of organisational policies and procedures. Paper copies are stored securely in the main office, and electronic versions are available on the home's desktop computer. These documents are regularly reviewed and updated to reflect current legislation, best practice, and organisational standards.

Where a member of the public or external professional requests access to a specific policy, the Responsible Individual must be informed. The RI will respond to such requests via secure email, ensuring that appropriate information is shared in line with data protection and confidentiality requirements.

Children's Rights

At Tray Ash Barn, we are committed to upholding and promoting the rights of all children and young people in our care. We recognise that every child has the right to be consulted about the decisions that affect their lives, particularly in relation to their care and the plans made on their behalf. Young people are informed from the outset that while their views may not always result in the outcomes they desire, their opinions will be taken seriously, considered respectfully, and recorded transparently.

Where a young person expresses a view that differs from the professional judgement of the team or placing authority, this is documented clearly, along with the rationale for any decisions made. We ensure that the young person's perspective is included in all relevant records and that they are given the opportunity to contribute their own comments or responses. This approach reinforces the principle that children are active participants in their care, not passive recipients.

Young people have the right to be informed when information is written about them and, depending on their age and level of understanding, to have that information explained in a way that is accessible and meaningful. Where a young person wishes to view their written records, staff will offer support and guidance throughout the process. The home works closely with the placing authority to ensure that any challenges or sensitivities associated with accessing personal files are managed appropriately and with care.

We believe that children and young people in care, and those preparing to leave care, have the right to influence the services they receive and to have their voices heard. Tray Ash Barn actively encourages young people to access independent advocacy services or request an independent visitor if they are dissatisfied

with any aspect of their care or care planning. Contact details for advocacy services are provided in the Young People's Guide and included in each young person's welcome pack. Staff are available to support young people in making contact and engaging with these services.

The home remains informed of current research, policy developments, and consultation opportunities relevant to children in care. Where possible, we facilitate young people's participation in surveys, forums, and consultations that allow them to share their views on the care system and their experiences as looked after children. For those young people who reside within or near their home authority, we encourage and support involvement in local looked after children consultation forums, recognising the value of peer-led dialogue and collective advocacy.

Tray Ash Barn is committed to creating an environment where children's rights are embedded in everyday practice. We strive to ensure that every young person feels respected, listened to, and empowered to shape their own journey through care.

How We Consult with Children and Young People

At Tray Ash Barn, consultation with children and young people is a fundamental aspect of our practice. We recognise that the views, wishes and feelings of those in our care are essential in shaping the quality of the service we provide. By actively seeking feedback and involving young people in decision-making processes, we ensure that their voices are not only heard but meaningfully influence the running of the home.

Consultation is embedded in daily routines and interactions. Young people are invited to contribute to decisions about meals, shopping, activities, entertainment, and the purchase of household items. These everyday choices help foster a sense of ownership and belonging, and reinforce the principle that the home is a shared space where everyone's views matter.

In addition to informal consultation, structured opportunities are provided through regular house meetings. These meetings offer a forum for discussing group living arrangements, house rules, expectations, and plans for activities or holidays. Young people are encouraged to raise suggestions, identify areas for improvement, and express any concerns they may have. Feedback from these meetings is recorded in monthly house meeting reports, which are retained on file and reviewed by the Registered Manager. More formal consultation is also facilitated through periodic feedback questionnaires, allowing young people to reflect on their experiences and contribute to service development.

Key workers play a central role in individual consultation. Through planned key work sessions, staff engage with young people to explore personal issues, reflect on recent events, and discuss decisions or choices they have made. These sessions provide a safe and supportive space for young people to express their views and feelings, and to participate actively in their own care planning.

The Registered Manager, Deputy Manager or Team Leader chairs a monthly children's meeting, which may occasionally take place outside the home as part of an activity or meal. These meetings offer an additional opportunity for consultation in a relaxed and informal setting. The Registered Manager maintains a visible and accessible presence within the home, and young people are encouraged to request one-to-one meetings at any time should they wish to discuss a matter privately.

Tray Ash Barn also promotes young people's involvement in staff recruitment. Where appropriate, young people are invited to contribute to the development of job advertisements, draft interview questions, and participate in interview panels. This involvement reinforces the value of their perspectives and supports the development of a child-centred workforce.

Consultation is tailored to the individual needs and communication styles of each young person. We recognise that meaningful engagement depends on the strength of relationships and the ability of staff to listen, interpret and respond sensitively. Consultation may also take place through conversations with trusted adults outside the home, such as social workers, family members or other professionals. Where appropriate,

staff may liaise with these individuals on behalf of the young person to ensure that their views are accurately represented and considered.

At Tray Ash Barn, we are committed to creating a culture where consultation is not a one-off event but an ongoing process. We believe that young people have the right to influence the environment in which they live and to shape the services they receive. Their insights are invaluable, and their participation is central to the development and continuous improvement of the home.

Anti-Discriminatory Practice

Tray Ash Barn is firmly committed to promoting anti-discriminatory practice across all aspects of its provision. The home actively upholds the principles of equality, inclusion and respect for diversity, ensuring that every child, family member, staff member and visitor is treated with dignity and fairness. This commitment is embedded in the ethos of the home and reflected in its daily operations, policies and staff conduct.

We recognise that children and young people in care may face multiple layers of disadvantage or discrimination, and we are dedicated to creating an environment where those experiences are acknowledged, challenged and not perpetuated. Our approach is proactive and reflective, with staff encouraged to examine their own practice and assumptions, and to engage in ongoing learning around equality and inclusion.

Tray Ash Barn aims to:

- Provide a secure and safe environment in which all children can flourish, and where every contribution is welcomed, respected and valued.
- Include and recognise the contribution of families, where appropriate, in shaping our understanding of equality and diversity and in supporting the child's identity and cultural heritage.
- Offer positive, non-stereotyped representations of gender roles, family structures, ethnic and cultural groups, and individuals with disabilities, both in the materials we use and the language we adopt.
- Continuously improve our knowledge and understanding of anti-discriminatory practice through training, supervision, and reflective dialogue.
- Challenge and eliminate discriminatory behaviour, language or attitudes wherever they arise, whether within the home or in interactions with external agencies.
- Foster constructive and respectful relationships between carers and families, where appropriate, to support the child's emotional wellbeing and cultural continuity.

This commitment to anti-discriminatory practice is not limited to policy—it is lived through the relationships we build, the decisions we make, and the culture we cultivate. Tray Ash Barn strives to be a place where difference is celebrated, inclusion is the norm, and every young person feels safe to be themselves.

How We Promote Learning

Education is a central pillar of the care provided at Tray Ash Barn and is integral to the home's vision and aspirations for the children and young people who live here. We recognise that many of the young people admitted to the home may have experienced disrupted or difficult early life experiences, which can create barriers to learning. These experiences are acknowledged and understood within the context of their educational journey, and our approach is designed to respond to those challenges with sensitivity and ambition.

We also recognise that some children and young people may have Special Educational Needs (SEN), health conditions, or emotional and behavioural development needs that further impact their ability to engage with education. The home is committed to identifying and addressing these barriers, ensuring that every young person receives the support they need to access learning and achieve their potential.

Tray Ash Barn works in close partnership with a range of professionals—including education providers, social care teams, health practitioners, voluntary agencies, and families where appropriate—to create a cohesive

and integrated support system. Education is treated as an intrinsic part of the care environment, and all key individuals involved in the young person's life are encouraged to actively participate in their educational development. This collaborative approach enables us to tailor support to the young person's individual ability, attainment, and aspirations.

We are proud of the strong relationships we maintain with schools, colleges, and training providers. Staff are proactive in establishing and sustaining communication with educational professionals to ensure that the young person's progress is monitored and supported. Carers maintain regular contact with education settings, attend meetings, and work alongside teachers and tutors to promote consistency and shared goals. Where concerns arise, staff support the young person in resolving issues and advocate on their behalf to ensure fair and constructive outcomes. In cases of exclusion, the home works swiftly with the local authority to secure alternative full-time education provision, minimising disruption and safeguarding the young person's right to learn.

Beyond attendance, the home places a strong emphasis on educational engagement and progress. Staff are committed to understanding each young person's learning targets, strengths, and areas for development. Daily routines incorporate opportunities for informal learning and life skill development, such as through household chores, budgeting, and planning activities. These experiences contribute to the young person's overall growth and readiness for adulthood.

The Registered Manager plays a key role in supporting educational outcomes. They attend Personal Education Plan (PEP) meetings, liaise with tutors and other professionals, and hold regular discussions with the young person to review progress and identify additional support needs. Achievements are celebrated through recognition, rewards, and certificates, reinforcing the value of effort and success.

Carers provide practical support with homework, monitor student planners and homework diaries, and encourage participation in school life. Young people are supported to attend extracurricular activities, which help to build social networks, foster friendships, and promote a sense of belonging within their educational community.

Tray Ash Barn supports both formal and informal learning. Informal learning is embedded in the home's culture and includes opportunities to acquire new skills, explore interests, and engage in activities that promote curiosity and personal development. Young people have access to a computer and the internet to support their studies, and are encouraged to join the local library and visit places of educational interest. These experiences are designed to enrich their learning, broaden their horizons, and equip them with knowledge and skills that will serve them into adulthood.

How We Promote Participation in Activities

At Tray Ash Barn, we believe that active engagement in leisure, recreational and community-based activities plays a vital role in the emotional, social and developmental wellbeing of children and young people. Participation in positive pursuits contributes to a sense of self-worth, promotes social integration, encourages independence, and fosters achievement. These experiences are not peripheral to residential care—they are central to the holistic support we provide.

The home works collaboratively with each young person's social worker to ensure that they have access to the same opportunities as their peers. This includes involvement in school trips, sporting events, cultural activities, and other leisure pursuits. All activities are planned with careful consideration of the young person's individual needs, preferences and safeguarding requirements, ensuring that participation is both safe and meaningful.

From the point of referral and throughout the admission process, staff engage with the young person, their family (where appropriate), and professionals involved in their care to identify talents, interests and hobbies. This information is used to inform care planning and to ensure that the young person's strengths and passions are nurtured during their time at Tray Ash Barn.

Activities are structured and recorded through an activity planner, which outlines opportunities for educational, cultural, recreational, and physical engagement. The planner is developed in consultation with the young person and is designed to offer a balanced and varied programme that reflects their interests and supports their development.

Young people are encouraged to join local organisations and clubs, and many have found that such involvement enhances their quality of life, builds confidence, and fosters a sense of belonging. The home actively promotes access to external leisure facilities, including sports centres, music programmes, and cultural venues, recognising the value of these experiences in broadening horizons and building social networks.

Annual holidays are a key feature of the home's activity programme. Young people are fully involved in the planning and decision-making process, from choosing destinations to selecting activities. This inclusive approach ensures that holidays are tailored to the group's interests and provide opportunities for relaxation, enjoyment and shared experience.

Tray Ash Barn also encourages young people to make a positive contribution to both the home and the wider community. Participation in local charity events, awareness campaigns and community initiatives is supported and celebrated. Where age appropriate, voluntary work is promoted as a means of developing responsibility, empathy and civic engagement. The home works in partnership with other agencies to identify suitable placements and ensure that young people are supported throughout their involvement.

Participation in activities is not simply about filling time—it is about creating opportunities for growth, connection and joy. Tray Ash Barn is committed to ensuring that every young person has access to experiences that enrich their lives and support their journey toward independence and fulfilment.

How We Promote Good Health and Well-Being

Tray Ash Barn is committed to promoting the physical, emotional and psychological wellbeing of every child and young person in its care. Health is treated as a core component of the home's therapeutic and developmental framework, and each young person is supported to understand, manage and improve their health in a way that is tailored to their individual needs and circumstances.

Upon admission, every young person is registered with a local general practitioner, dentist and optician. A personalised health care plan is developed in consultation with the young person and, with their consent, relevant professionals and adults who play a significant role in their life. This plan addresses physical, emotional and sexual health needs, identifies areas for development or concern, and sets out clear strategies for achieving and measuring positive outcomes. The plan is stored in the young person's file and is accessible to all staff involved in their care.

Medication is managed in accordance with General Pharmaceutical Council guidelines and Nest Residential Care's Administration of Medication policy. All medication—prescribed and non-prescribed—is ordered, stored, administered and disposed of safely and appropriately. Records of administration are maintained meticulously, and prior agreement is sought from the placing authority or parent for any non-prescribed medication. Where a young person is assessed as competent to self-administer medication, a formal risk assessment is undertaken to ensure they understand the process and can demonstrate responsibility and safe practice.

The home actively promotes healthy lifestyle choices. Young people are encouraged to participate in physical activities such as team sports, gym sessions and outdoor recreation. Healthy eating is embedded in daily routines, with menus planned to offer nutritious, balanced meals. Mealtimes are treated as communal experiences, fostering a sense of family and routine. Young people are supported to learn cooking skills and to take ownership of their dietary choices.

Tray Ash Barn maintains strong partnerships with local health services, including the Children and Adolescent Mental Health Service (CAMHS), the designated Children in Care nurse, and the local drug and

alcohol service. These relationships ensure that staff are well-informed, appropriately trained, and able to access specialist advice and support when required.

Tray Ash Barn offers the service of a dedicated emotional wellbeing provision in partnership with Mindful Matters Training Ltd. Colin Gallacher, an experienced emotional wellbeing coach, who visits Tray Ash Barn weekly to provide structured support to both young people and staff. His work is embedded into the home's therapeutic culture and includes the following components:

Staff Support and Development:

- Participation in team meetings to offer reflective input and promote open discussion.
- Delivery of bespoke psychoeducation on mental health topics such as stress, anxiety, resilience and self-esteem.
- Creation of tailored resources and toolkits for staff, including emotion regulation strategies, sensory-led exercises and activity guides.
- Structured visit format including:
 - 2.5 hours of interactive engagement focused on staff development and relationship building.
 - 30-minute handover and debrief with the Home Manager or senior staff to ensure continuity and refinement of strategies.
- Support following critical incidents through structured debriefing sessions.
- Development of personalised action plans for managing emotional triggers.
- Facilitation of team-building exercises and wellness practices to enhance morale and cohesion.
- Provision of ongoing access to online mental health resources and literature for continued professional development.

Child and Young Person Support:

- Guided nature walks and mindfulness activities to promote emotional awareness and self-regulation.
- Use of emotion identification tools such as “feelings-number check-ins” to support communication.
- Advocacy support to help young people articulate their wishes and feelings.
- Creative expression projects including journaling and therapeutic art (e.g., ‘Tree of Life’).
- Peer and staff interaction activities designed to build trust and communication (e.g., “Magic Carpet Ride”, “Helium Stick”, blindfold navigation).
- Age-appropriate mindfulness techniques such as guided imagery, sensory games and progressive muscle relaxation.
- Informal mentoring sessions to explore personal interests, aspirations and barriers to future therapeutic engagement.

Colin's visits are scheduled in advance with the Registered Manager, to ensure consistency and reliability. Each visit is preceded by a detailed handover and concludes with a structured debrief, ensuring that feedback is captured and integrated into the home's ongoing care strategy.

Tray Ash Barn views health and wellbeing as a shared responsibility. Through structured planning, proactive partnerships and a culture of emotional attunement, the home ensures that every young person is supported to lead a healthy, balanced and fulfilling life.

How We Promote Positive Relationships

At Tray Ash Barn, we recognise that the quality of a young person's experience in residential care is shaped significantly by the suitability of their placement and the relational dynamics within the home. We are committed to ensuring that every placement has the best possible chance of success—both for the individual child and for the existing resident group. This begins with a thorough compatibility and impact risk assessment, which enables us to identify behaviours that may not be safely or effectively managed within the home. Where group dynamics give rise to unforeseen or unmanageable behaviours, the home activates its disruption framework to support safe transitions and minimise distress for all involved.

Positive relationships are central to our care model. The home operates a clear and consistent approach to behaviour management, underpinned by a reward and consequence framework. Each young person receives a copy of this framework and is given opportunities to review and discuss it periodically. Our approach is preventative and relational, focusing on reinforcing positive behaviours, managing challenges proactively, and using sanctions only when necessary and proportionate.

Behavioural patterns and individual triggers are discussed regularly within team meetings. These discussions inform the development of personalised Behaviour Support Plans, which outline strategies that have proven effective and those that have not. This ensures a consistent and informed response across the staff team, promoting emotional safety and predictability for the young people.

Tray Ash Barn maintains a zero-tolerance stance on bullying. The care team plays a vital role in the early identification of bullying behaviours and is expected to act swiftly to protect any young person experiencing distress or harm. Staff are trained to recognise subtle signs of relational conflict and to intervene in ways that are restorative, supportive and trauma-informed.

We also recognise that young people accused of bullying may themselves be experiencing emotional or social difficulties. Their behaviour may be influenced by unresolved trauma, peer manipulation or misinterpretation. The home adopts a balanced and reflective approach, working closely with professionals to ensure that both the young person displaying the behaviour and the young person affected by it receive appropriate support. Our aim is to foster understanding, accountability and resolution, enabling all young people to move forward positively.

Tray Ash Barn is committed to cultivating a culture of respect, empathy and emotional safety. Through careful matching, consistent practice and therapeutic support, we strive to create an environment where young people can build meaningful relationships, develop social skills and experience the benefits of living in a cohesive and supportive group.

How We Safeguard and Protect

Safeguarding is the paramount concern at Tray Ash Barn. The home is committed to ensuring that all children and young people are protected from harm while being supported to develop through adolescence, take managed risks, and learn from their decisions and experiences. Our safeguarding approach is proactive, trauma-informed, and embedded in every aspect of our practice.

All staff receive comprehensive safeguarding training, including specific modules on Child Sexual Exploitation (CSE), and are required to undertake regular refresher training to maintain awareness and competence. The Registered Manager has established strong working relationships with Knowsley Children's Services and the Local Authority Designated Officer (LADO), ensuring that safeguarding concerns are addressed swiftly and collaboratively. Staff also benefit from attending training events hosted by the Local Safeguarding Children Board (LSCB), which support continued professional development and sector-wide learning.

As part of the induction programme, all new staff complete a two-day accredited training course in Prevention, Protection and Restoration (PPR), with a one-day annual refresher. PPR provides a structured framework for managing behaviour and minimising crisis. It equips staff with practical skills to respond safely and effectively to challenging situations, using restorative approaches that aim to prevent recurrence and promote emotional regulation.

Staff are trained in verbal de-escalation techniques and adopt a consistent, child-centred approach to behaviour management. Individual needs, triggers and responses are discussed in team meetings and incorporated into personalised Risk Management Plans. These plans ensure that interventions are tailored, consistent and informed by reflective practice.

Physical intervention is used only as a last resort, and solely to prevent a child from causing harm to themselves, others, or property. All avenues of de-escalation must be exhausted before restraint is

considered. When physical intervention is necessary, staff use the least intrusive methods possible, guided by techniques that have been medically evaluated for safety and minimal impact on the child's physical and emotional development.

The approved PPR techniques include:

- Shepherding Technique
- Embrace Hold
- Side Hug
- Lower Basket Hold
- Cupped Fist Technique
- Straight Arm Technique
- Double Embrace
- Safe Location to the Knees
- Shoulder Embrace

Following any physical intervention, a detailed report is completed and submitted to the placing authority within 24 hours. The young person is provided with reassurance and consulted to assess their welfare and identify any injuries. A debrief is conducted with the young person within five days, led by the Registered Manager, to provide a safe space for reflection and emotional processing. Staff involved in the incident also receive a debrief to evaluate their practice and identify learning. Feedback from both staff and young people informs updates to behaviour management plans and future strategies.

The home maintains a clear and active relationship with the LADO, and all staff are aware of the referral indicators and thresholds. As part of ongoing development, the Registered Manager invites LADO representatives and LSCB members to attend staff meetings periodically, promoting transparency, shared learning and positive inter-agency collaboration.

Tray Ash Barn adheres to the Pan Merseyside Safeguarding Procedures, including protocols for children missing from home and those at risk of sexual exploitation. Staff are trained to recognise signs of grooming, exploitation and other safeguarding concerns, and are expected to act decisively and in accordance with established procedures.

The home plays a proactive role in raising awareness of CSE and grooming, identifying patterns and triggers, and ensuring that these issues remain high-profile within staff training and team discussions. Safeguarding is not treated as a standalone responsibility—it is integrated into daily practice, supervision, and the culture of the home.

All residential service policies and procedures are accessible to staff and reviewed annually. Staff are required to sign to confirm their understanding and compliance. These policies cover all aspects of safeguarding, including health and safety, fire safety, first aid, and safe working practices.

Managers at Tray Ash Barn are trained in safer recruitment and are licensed to recruit in accordance with national guidance and best practice. Recruitment processes are robust, ensuring that only suitable individuals are employed to work with vulnerable children.

Each young person has a comprehensive care plan and Behaviour Support Plan, which includes specific safeguarding considerations such as CSE and Missing From Home (MFH). These plans detail the care to be provided, the protective measures in place, and the actions required to keep the young person safe. They are reviewed regularly and updated in response to emerging risks or changes in the young person's circumstances.

Safeguarding at Tray Ash Barn is not simply a procedural requirement—it is a lived commitment. Through training, partnership working, reflective practice and a culture of vigilance, the home ensures that every child is protected, respected and supported to thrive.

Approach to Surveillance and Monitoring of Children Accommodated in the Home

Tray Ash Barn adopts a balanced and proportionate approach to the supervision and monitoring of children and young people, with the primary aim of safeguarding their welfare while respecting their privacy and dignity. The home is staffed consistently to ensure that young people feel safe and supported at all times, including during the night.

Each evening, two care staff are on duty in a sleep-in capacity. Where additional support is required, a waking night staff member may be deployed between the hours of 23:00 and 07:00. This arrangement ensures that the home maintains an appropriate level of supervision and responsiveness during overnight periods, particularly where young people may require emotional support, safeguarding oversight or assistance with routines.

In circumstances where additional safeguarding measures are deemed necessary, the home may implement an electronic door monitoring system. This system is designed to enhance personal safety and security, particularly in response to identified risks. The use of such technology is not standard practice and is only introduced following a thorough assessment of need.

Prior to implementation, each placing authority is contacted in writing and asked to complete a formal consent pro forma. This document outlines the rationale for the proposed monitoring and seeks written confirmation of approval for its use. The decision to employ electronic monitoring is made collaboratively and transparently, with full consideration of the young person's rights and best interests.

It is important to note that bedroom alarms are not compulsory for all children. Their use is guided by presenting risks and agreed only where deemed appropriate by the placing social worker and the young person themselves. Any consent for the use of bedroom alarms is recorded within the child's placement plan and reviewed monthly in consultation with the young person. This ensures that the measure remains proportionate, necessary and responsive to the child's evolving needs.

Young people are informed of the home's responsibilities regarding safety and safeguarding. Where there are reasonable grounds to believe that a young person may be in possession of substances or items that are illegal, harmful, or do not belong to them, staff may conduct a room search. Such searches are carried out with the young person present and are recorded in full, including the rationale, outcome and any actions taken. This process is designed to be respectful, transparent and protective of the young person's welfare.

Tray Ash Barn is committed to maintaining a safe and nurturing environment through thoughtful supervision and safeguarding practices. Surveillance measures are used only where necessary and are always subject to review, consent and oversight. The home's approach reflects a commitment to balancing safety with autonomy, ensuring that young people are protected while being supported to develop independence and trust.

Leadership and Management

The registered provider of the home is: TBC

Monday- Friday 9-5 (out of hours on call system)

Nest Residential Care Ltd

Tray Ash Barn

Ash Lane

Widnes

WA8 8JS

The responsible individual is:

Kayleigh Davison ri@nestresidentialcare.com

Contact at the above address.

The Registered Manager is:

TBC manager@nestresidentialcare.com

Staffing and Workforce Development

Tray Ash Barn is staffed by a dedicated team of male and female carers who provide 24-hour care and support to the children and young people accommodated in the home. The staffing model is designed to ensure that the needs of each young person can be reasonably and safely met at all times. While waking night staff are not routinely employed, two staff members sleep in the home each evening and are available to respond to emergencies or provide support as required.

There are occasions when staff may work alone for short periods. To ensure safety and continuity of care during these times, the home has implemented a lone working policy supported by individual risk assessments. These measures ensure that staff are equipped to manage responsibilities independently while maintaining the safety and wellbeing of the young people. A clear decision-making framework is in place, outlining which decisions staff can make autonomously and which require further authorisation. A manager is available at all times via an on-call rota to provide advice, guidance and oversight.

Tray Ash Barn operates on a one-to-one staffing ratio, with a core team of nine staff working a rolling rota of two days on and four days off. In addition to the permanent team, the home has recruited bank staff to provide flexible support during periods of annual leave, sickness or when additional staffing is required to meet specific needs. All staff are employed directly by Nest Residential Care and are subject to the same rigorous recruitment, training and supervision standards.

The carers at Tray Ash Barn demonstrate a deep commitment to the children and young people in their care. They are passionate about their work and strive to deliver a high-quality residential service that is both nurturing and responsive. As the home continues to develop, there is a strategic focus on expanding the staffing pool to include sessional workers who receive the same training and resources as permanent staff. These workers are regarded as valued members of the team and are expected to provide consistent care and support in line with the home's ethos and standards.

All staff receive monthly supervision from the Registered Manager or designated team members. Supervision provides a structured opportunity to reflect on practice, discuss the needs of the young people, evaluate performance, and identify areas for professional development. Formal appraisals are conducted at least annually to review progress, set goals and ensure alignment with the home's values and expectations. Staff on probation receive up to two supervisions per month during their induction period to support their integration and development.

In addition to individual supervision, staff participate in monthly team meetings and team development days. These sessions are used to share practice, explore new ideas, and undertake group training. The Registered Manager is supported through regular supervision by the Responsible Individual, who brings clinical insight and sector expertise to the management of the home.

Training at Tray Ash Barn is not limited to the attainment of formal qualifications, although these remain important. The home maintains a comprehensive training matrix and workforce development plan, which

outlines priorities for staff training over a twelve-month period. This plan is informed by the needs of the young people, the aspirations of the staff team, and emerging research or developments in residential care practice.

As part of the home's commitment to continuous improvement, professionals and subject matter experts from local authorities and partner services are invited to attend staff meetings to share knowledge, deliver training and offer specialist support. This collaborative approach ensures that staff remain informed, skilled and confident in their roles.

There will be 12 overall staff working in the home plus the homes manager and deputy manager working 9am-5pm Monday to Friday.

Staff will work a 2 on 4 off rota – There will be 4 staff on shift per day when the home is full accommodating 4 young people. All children living in the home will be supervised 1-1.

Tray Ash Barn team:

<u>Job title and Name</u>	<u>Professional Qualifications</u>	<u>Relevant Skills and Experience</u>
Kayleigh Davison Responsible Individual	Foundation Degree: Health & Social care. NVQ Level 5 Leadership and management PPR trained instructor in Physical Intervention & De-escalation. Kayleigh also has the following: Designated Safeguarding Lead training NSPCC Safer Recruitment Training Safeguarding training Level 1,2&3 All Mandatory training courses relevant to Children's social Care.	Kayleigh Joined Nest Residential Care January 2025 in the role as Responsible Individual. Kayleigh has the relevant qualifications and has a wealth of experience and knowledge and brings over 15 years' experience working and managing children's residential homes. Kayleigh is also a consultant Regulation 44 Independent Visitor and provides young person's advocacy covering several children's home providers across the Northwest and West Midlands. In addition to this Kayleigh is also a behaviour management instructor trained to deliver PPR Restraint Training independently. Kayleigh will offer supervisory support to the home manager to offer continual professional guidance is available to ensure positive outcomes are achieved for all residents accommodated with Nest Residential Care. Kayleigh is our Responsible Individual for Tray Ash Barn and will offer elevated levels of support to all staff and management strengthening our intent to provide quality care to our vulnerable children.

Daren Roberts Operations Manager	Daren has attended and has certification in the following training courses. Therapeutic intervention training (TCI) CSE training with Catch 22 Healthier Homes - NHS Wirral Management training - HR, Disciplinary & Grievance, Supervision training. Safeguarding level 1 & 2 - Cheshire safeguarding. Transactional analyses (TA 101) Self-harm / Attachment training Working with children who display sexually harmful behaviours. Missing from Care – Safeguarding procedures associated with such behaviours. Behavioural management Childcare Law. Safer Recruitment Training	Daren Joined Nest Residential Care October 2024 in the role of Operations Manager. Daren has the relevant qualifications. Daren has a wealth of experience and knowledge and brings over 30 years' experience working and managing children's residential homes. Daren has held positions as RI with different organisations and has the Leadership skills to support and develop this service. Daren will offer supervisory support to the home managers to offer continual professional guidance is available to ensure positive outcomes are achieved for all residents accommodated with Nest Residential Care. Daren has worked across many settings within the Northwest region, building excellent multi agency relationships with: LCSB, LADO, MACSE & Catch 22 amongst other agencies. Daren has experience of achieving "Outstanding" grading from Ofsted as a Registered Manager which is a clear testimonial to his understanding of the Quality Standards and Children's Home Regulations 2015 and his passion and Leadership qualities. Daren is our Operations Manager for Nest Residential Care and will offer elevated levels of support to all staff and management strengthening our intent to provide high quality care to our vulnerable children.
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