

Statement of Purpose - Mollington House

Organisation

Company Name: Empathy First

Home Name: Mollington House

Introduction

This Statement of Purpose outlines the aims, objectives, services and care provided at Mollington House, operated by Empathy First.

The home is committed to providing high-quality care that promotes the welfare, safety and development of children and young people placed within the home. Our approach is centred around providing a nurturing, stable and supportive environment that allows children to recover from trauma and build the skills necessary for independence and adulthood.

The home will operate in line with the requirements set out by Ofsted and in accordance with the Children's Homes (England) Regulations 2015, including the Quality Standards that guide children's residential care in England.

Aims and Vision of the Home

The vision of Mollington House is to provide a safe, nurturing, family-style environment where young people can recover from trauma and develop independence.

We aim to ensure that children and young people living in the home experience a healthy, safe environment where their physical, emotional and psychological wellbeing is promoted.

Children and young people will be supported to access appropriate health and social care services that meet their individual needs. Our goal is to provide opportunities that enable them to achieve the best possible life outcomes.

Through consistent care, positive relationships and structured support, we aim to help children develop:

- Strong communication skills
- Emotional resilience
- Confidence and self-worth
- Independence and life skills
- The ability to reach their full potential

Values of the Home

The ethos of Mollington House is based upon the following core values:

- Safety – ensuring that children always feel protected and secure
- Respect – treating all children with dignity and fairness
- Nurture – providing warmth, care and emotional support
- Consistency – maintaining stable routines and clear boundaries
- Education – promoting learning and educational achievement
- Empathy – understanding the impact of trauma and responding with compassion
- Independence – preparing young people for adulthood and self-sufficiency

These values guide every aspect of care provided in the home.

Children the Home Will Support

Mollington House is a two-bedroom property that will accommodate one child, allowing a highly individualised level of care and support.

The home will support children and young people aged 4 to 18 years, and placements may be offered to both male and female children.

The home may support children who:

- Have learning difficulties including moderate to severe autism
- Are subject to a Deprivation of Liberty Safeguards (DOLS) order
- Have experienced trauma or neglect
- Present with emotional and behavioural difficulties
- Have complex care needs
- Require emergency placements
- Have experienced previous placement breakdowns

The single-placement model allows staff to provide intensive and personalised care tailored to the needs of the child.

Care Approach

The care delivered at Mollington House is centred around a trauma-informed and therapeutic approach.

Staff recognise that many children entering residential care have experienced significant adversity and trauma. As a result, care will focus on building trust, emotional safety and stable relationships.

Key principles of the care approach include:

- Trauma-informed care
- Therapeutic parenting models
- Structured routines that promote stability
- Positive behaviour support strategies
- Building strong, trusting relationships between staff and children

Staff will work closely with external professionals, including social workers, therapists and education providers, to ensure the child receives coordinated and effective support.

Staffing Structure

The staffing structure of the home will consist of:

- Registered Manager
- Deputy Manager (where appropriate)
- Residential Support Workers
- Waking night staff

The staffing ratio will be two staff members per child on shift, ensuring that the child receives appropriate supervision, support and engagement.

Recruitment will commence following the successful registration of the home with Ofsted. All staff will undergo safer recruitment checks including:

- Enhanced DBS checks
- Reference checks
- Verification of qualifications and experience

Staff will receive training in safeguarding, behaviour management, autism awareness and trauma-informed practice.

Safeguarding

Safeguarding is a fundamental priority at Mollington House.

All staff will receive safeguarding training and will be expected to follow safeguarding procedures in line with statutory guidance.

Measures to protect children include:

- Clear safeguarding policies and procedures
- Staff trained to recognise and respond to safeguarding concerns
- Individual risk assessments for each child
- Behaviour management plans

- Missing from home procedures
- Close partnership with local safeguarding agencies

Children will be supported to understand personal safety and encouraged to speak openly about any concerns they may have.

Education Support

Education plays a vital role in helping children reach their potential.

Staff will support children to engage with education by:

- Monitoring school attendance and progress
- Supporting homework and learning activities
- Working closely with schools, social workers and education professionals
- Supporting children to access alternative provision where appropriate
- Providing access to additional tutoring when required

The home will work collaboratively with education providers to ensure children receive appropriate and consistent educational support.

Health and Wellbeing

The health and wellbeing of children at Mollington House is a key priority.

The home will support children in accessing appropriate healthcare services including:

- General practitioners
- Dentists
- Mental health services
- Therapeutic support

Staff will promote healthy lifestyles through balanced nutrition, exercise and emotional wellbeing support.

Children will be encouraged to develop an understanding of their own health needs and supported in maintaining positive physical and mental health.

Daily Life in the Home

Life at Mollington House will be structured yet homely, providing children with a sense of belonging and routine.

Daily life may include:

- Home-cooked meals prepared with staff
- Participation in hobbies and recreational activities
- Community involvement

- Day trips and leisure activities
- Development of life skills such as cooking, budgeting and personal care

Staff will encourage children to participate in decisions about their daily routines and activities.

Family Contact

Where appropriate, Mollington House will support children to maintain positive relationships with their families.

Family contact will be arranged in accordance with the child's care plan and local authority guidance.

Contact may include:

- Supervised contact within the home
- Supported contact within the community
- Phone or video communication where appropriate

The home recognises the importance of maintaining family relationships when it is safe and beneficial for the child.

Location and Community

Mollington House is in a safe residential neighbourhood with access to a range of local amenities and community services.

Nearby facilities include:

- Local schools
- Parks and recreational spaces
- Shopping centres
- Walk-in health centres and GP surgeries
- Leisure and recreational facilities

These resources provide opportunities for children to participate in community life and access essential services.

Outcomes for Young People

The home aims to support children in achieving positive life outcomes including:

- Improved emotional wellbeing
- Consistent engagement with education
- Increased confidence and self-esteem
- Development of independence and life skills

Through supportive relationships and structured care, children will be encouraged to develop the skills necessary for adulthood.

Admissions Process

Placements will be considered through a structured assessment process.

This will include:

- Reviewing referral information from the placing authority
- Assessing the needs and risks associated with the child
- Completing an impact risk assessment
- Consulting with staff to ensure the placement is suitable

The aim is to ensure that placements are appropriate and that the home can meet the needs of the child without negatively impacting existing placements.

Listening to Children

Mollington House is committed to ensuring that children's voices are heard and valued.

Children will be encouraged to express their views through:

- Regular house meetings

- Key worker sessions
- Daily conversations with staff
- Access to a complaint's procedure
- The implementation of a Voice Toolkit

Children will be supported to raise concerns and contribute to decisions about their care and daily lives.