



Statement
Aspire Place

of Purpose

Aspire Place

Children's Home

Statement of Purpose



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Quality and purpose of care

1. A statement of the range of needs of the children for whom it is intended that the children's home is to provide care and accommodation.

Aspire Place is a residential children's home which provides the high-quality care and substitute parenting for up to three children who experience emotional



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and behavioral difficulties.

Our primary focus is to keep children safe whilst achieving our objectives of providing personalised care and support.

These emotional & behavioural difficulties may include:

- Anti-social and challenging behaviors
- Risk of CSE and CCE
- Violent or aggressive responses to anxiety
- Gang culture involvement and potential County Lines
- Risk taking behaviors
- Self-Harm
- Substance misuse
- Missing from home
- Compliance and authority issues
- Offending and misconduct
- Refusal to engage with education
- Likely admission to secure provision

Children whose behaviors are extreme e.g., patterns of arson will not be considered for a placement given the ethos at Aspire Place.

A fundamental objective of Aspire Place is to ensure that we provide ongoing individual attention, stability and support to children and young people who have experienced disrupted development and multiple placement moves. The daily running of Aspire Place is based on a structured day with clear routines, firm boundaries and personalised care.

Our approach to managing children who display behaviors that challenge is resilient, personalised, positive and non- prejudiced. We emphasise the ethos of positive relationships based upon mutual respect, understanding and the need to function effectively as part of a group. Our residential support workers act as positive role models and support children to make safe and healthy choices, reduce challenging behaviours and ensure that children can realise their potential through learning and activities. Staff ratios enable quality time and attention to be spent developing these relationships.



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Aspire Place is not an institutionalised home and should never be referred to as a “unit”. We take pride in the appearance of Aspire Place; our furnishings are of a high standard. We afford children all the experiences and opportunities that they need, to equip them to be reflective for the transition into adult life. Children’s voices are heard and they are empowered to make decisions in the running of the home when appropriate. Creative and practical solutions are sought to ensure that care plans and protection plans are implemented fully.

Aspire Place will provide:

- 52-week care for children aged between 11 – 17 years both boys and girls.
- Therapeutic care using PACE to promote emotional connections between the child/ young person and staff before using behavioural correction. We teach prosocial behaviours with warmth, appropriate limits and boundaries. This is achieved through a stance of Playfulness, Acceptance, Curiosity and Empathy (PACE).
- Day and night support including a high adult to child ratio within the home.
- A robust 24-hour management on call support system.
- Children will receive weekly pocket money which is behaviour education and chore dependent as well as their own toiletries and clothing budget. Key workers will support children to manage these budgets.
- Weekly reports on children’s progress are provided.
- Life story work and Memory Books (as requested)
- Access to expert consultation, assessments and therapy (where agreed).
- Family work that may facilitate a return to the family home.

2. Details of the home’s ethos, the outcomes that the home seeks to achieve and its approach to achieving them.

Professionalism in our work implies high standards, tenacity and dedication. We act as champions and advocate for the children placed in our care. Quality relationships between the children and the residential support workers are a significant feature in effecting change in the children. Our staff to child ratios reflect this, allowing quality time to be spent developing significant relationships. There is an emphasis on finding solutions rather than dwelling on problems.

We are child centered and measure success by achieving good outcomes. Working with children should be fun and our aim is to enjoy all the facets of living together. A range of resources will be provided, designed to meet the individual needs of the children placed at Aspire Place. Staff will adapt to the needs of the child and ensure that their safety, security, care and development are of paramount importance



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always.

The philosophy is to meet individual children's developmental needs through the deliberate promotion of ordinary experiences – family values, respect, caring, education, social and leisure pursuits and good health. An emphasis is placed upon each child receiving individualised care within a framework and structure of routines, clear expectations, good parenting and safe emotional and physical containment.

We believe that each developmental stage needs to be experienced and that if each stage of development is experienced in some way, the young person will be more able to manage everyday situations in a positive manner. We are mindful that caring for traumatised children can impact on the emotional well-being of our residential support workers and recognise the need for high quality training, frequent and insightful supervision and specialist independent consultation.

Through the work we undertake, we are seeking the following outcomes, for each individual young person:

- Improved education engagement
- A reduction in anti-social behaviours
- Improvement in self-esteem / self-worth
- An understanding of risk ~v~ choice
- Positive attitudes & motivated
- A level of respect & open mindedness
- Physically healthy & emotionally stable
- The skills & ability to live independently
- The ability to communicate & work as part of a team

3. A description of the accommodation offered by the home, including -

- (a) how accommodation has been adapted to the needs of children cared for by the children's home.
- (b) the age range, number and sex of children for whom it is intended that accommodation is to be provided.
- (c) the type of accommodation, including sleeping accommodation.

After an initial settling in period children and young people have the option of



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personalizing their bedroom. All furniture is matching and of a good quality. The room will contain a bed, chest of drawers, bedside cabinet, wardrobe and a desk for private study. Each child will have their own key to their room if appropriate. Staff will ensure that children's privacy is respected and will always knock before entering their room.

Children aged between 11– 17 both boys and girls, that meet the matching and placement criteria for Aspire Place would be accepted into placement. Consideration will be given to age differences when deciding whether a child is suitable for a placement at Aspire Place.

Aspire Place is a residential children's home which is part of Aspire 2 Be Ltd. Aspire Place has a commitment and desire to provide high quality child centered care to children who are unable to live safely within a family setting.

The property is a Victorian 3-bed, two storey end of terrace house. Aspire Place presents as a comfortable family home. Downstairs there is an entrance hall, which has a lounge, dining room leading to the kitchen and office space. The lounge is spacious and comfortable for the young people. There are games suitable to the peer group within the home. The home has a small garden, outdoor decking area and garden swing suitable for relaxing and summer outdoor activities.

There are three comfortable bedrooms on the first floor and one shower/bathroom/wc available for all the young people. Each bedroom has matching furniture and is equipped with a TV aerial point for terrestrial viewing.

TVs are provided to all young people.

The staff office is situated on the ground floor. It will remain locked as it has all the young people's files within it. There are secured cabinets within the office.

Aspire Place is a homely, calming and comfortable environment and we celebrate the achievements of the children who live with us. Children are encouraged to participate in House Meetings and share their views, wishes and feelings and discuss issues. meetings on issues concerning the day to day running of the home and would be actively encouraged to be involved in its decoration. The young people can also call House Meetings where they have group discussions with their peers, supported by adults.



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4. A description of the location of the home.

Aspire Place can provide care for three children. It was a family home and is situated in New Southgate, which is located in north London, Barnet. It is very close to North Finchley, town center. There is a British rail train station approximately 10 minutes' walk away, and a number of London Underground stations providing access to the Northern and Piccadilly lines. There is adequate on street parking for all staff and visitors to the home without any parking restrictions.

5. The arrangements for supporting the cultural, linguistic and religious needs of children.

Staff in the home, work to ensure that children are supported and nurtured to develop a healthy understanding of different religions and faiths. We believe children should be able to make informed decisions regarding their beliefs and faiths, therefore staff will ensure that children are always supported to learn through a non-judgmental approach to religious instruction. Learning will be facilitated through resources such as books, discussion, learning materials and rolemodelling. Children will be encouraged to respect the religious choices of others. Children will be encouraged to celebrate difference to ensure that their experiences of other cultures are explored.

Children wishing to visit a place of worship to participate in services will be supported to do so. Staff at the home will ensure that any religious dietary requirements are followed and that children are empowered to make informed decisions regarding the determinations of their beliefs.

6. Details of who to contact if a person has a complaint about the home and how that person can access the home's complaints policy.

Aspire Place Complaints Procedure outlines the actions a child or their representatives should follow if they wish to make a formal complaint. The aim is to demonstrate to children that they are being heard and that action is being taken.

Most problems or disagreements that arise in daily life can be resolved through discussion and negotiation, which can lead to a positive resolution. This is appropriate and healthy for the children as they learn both personal and social skills – interactions which are part of everyday life.

However, there will be occasions when children may remain dissatisfied because, for example:



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- They feel strongly about an issue and are not comfortable with a suggested compromise.
- A problem has been left unresolved
- They feel no one has really listened to their wishes or views
- They feel they are being / have been treated unfairly

Staff understand that children may be reluctant to make a complaint. They may not feel confident or they may be frightened of what they perceive may be the possible negative consequences for themselves.

All the adults working with children will be sensitive to such feelings. Children have a right to be treated with respect and dignity and have a right to complain if they feel they are not being treated fairly. All staff are required to support and empower children to make full use of the Complaints Procedure.

This includes facilitating children's access to an independent advocacy service via a referral to the local authority Children's Rights Service if needed. All children will be provided with information on how to use the Complaints Procedure, when they are first placed. A copy will also be provided for all adults who hold parental responsibility for the child and professionals involved in their care.

All children will be supported to have an understanding of the complaints process and have access to complaints forms.

Complaints can be directed to: -

Ngozi Oranu – Registered Manager

Aspire Place Children's Home

Tel: 0208 536 4611

Mob: 07930 330 434

Email: ngozi@aspire2be.co.uk

David Whitty – Responsible Individual

Email: david@aspire2be.co.uk

OFSTED

Re: Aspire Place Children's Home OFSTED URN 2571630

Tel: 0300 123 1231

Email: enquiries@ofsted.gov.uk



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7. Details of how a person, body or organisation involved in the care or protection of a child can access the home's child protection policies or the behaviour management policy.

To request a copy of Aspire Place Homes policies please contact the Registered Manager.

Children in residential care need to be protected from potential sources of abuse. Aspire Place Children's Home acknowledges that the needs of the child are paramount and underpin all child protection work. We ensure that children are kept safe by: -

- Ensuring that all statements or allegations of abuse made by children are always taken seriously.
- Working within LCSB procedures; these can be accessed by all staff
- Ensuring good working relationships with Local Authority safeguarding teams.
- Undertaking an initial impact risk assessment, on admission, for each child.
- Risk assessments are reviewed regularly and updated where necessary.
- Having a highly visible and transparent whistle blowing policy.
- 'Whistle blowing' is shared across the organisation and is accessible without prejudice.
- Maintaining a high staff to child ratio always.
- Training all staff team members in recognising the signs and symptoms of abuse and being competent in reporting and recording any safeguarding child protection concerns.
- Undertaking monthly Regulation 44 visits by an experienced, trained independent competent individual.
- Regular monitoring and analysis of all incidents. This is undertaken regularly by the Registered Manager and independent consultants as and when required.



Systemic & Integrated Practice - Managing Risk – Child Focused



Counter Bullying

Children can be bullied or be a bully, sometimes a child can be both. The potential effects of bullying are well documented and recent research showed a very strong connection between being bullied and some high-profile cases of suicide. Research also shows that most of bullying takes place in school. However, clearly a residential home is a setting where bullying can occur if not identified and challenged (this includes cyber bullying).

We counter bullying in the following ways:

- Recording, monitoring and acting on issues of possible bullying
- The implementation and adherence of a proactive counter bullying policy
- Liaison with schools and working with schools to ensure that appropriate strategies are put in place
- Staff will be trained in counter bullying techniques and strategies

Self-Harm

Staff within the home recognise that children in care are often at higher risk of self-harm than other children. In the event of an incident of self-harm, a Positive Behaviour Support Plan will be agreed by the Registered Manager and the child's keyworker. A range of strategies has been developed which can be employed in these circumstances.



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Missing Child Policy

Aspire Place Children's Homes acknowledges that children go missing from care for a wide range of reasons. These episodes put children at significant risk and we believe that there is a duty of care to protect vulnerable children and ensure that they are kept safe from harm. Therefore, children are encouraged to develop positive responses to anxiety other than 'acting out' or going missing from home. Staff endeavor to make the home somewhere children want to stay and will challenge any attempts to go missing from home including ensuring the safe return of children wherever they may have been.

All children are treated as individuals and will be subject to an individualized risk assessments and safety plans.

The home's procedures and protocols ensure that we work with dedicated missing person's teams and follow the policy for missing children within the Local Authority. Missing and CSE risk assessment training will be an integral part of each staff members Safeguarding Training.

Aspire Place works in conjunction with Metropolitan Police Service and Coppetts Ward Neighborhood Police to support a joined up working approach in order to achieve better outcomes for children.

What is the Philomena protocol?

The Philomena Protocol is a scheme that asks carers to identify children and young people who are at risk of going missing, and to record vital information about them that can be used to help find them quickly and safely. The protocol encourages lines of enquiry as expected of a person with responsibility for that missing child. When used correctly, similar protocols within other forces have safely reduced the number of missing episodes from placements. The Registered Manager has received training on the Philomena Protocol and staff receive guidance in relation to missing from care/unauthorized absences and expectations during team meetings/case work discussions and when receiving on call out of hours management support.

Views, wishes and feelings

8. A description of the home's policy and approach to consulting children about the quality of their care.

Children are afforded every opportunity to engage in the shaping and developing of their home. Through house meetings children have the opportunity to contribute toward decision making within the home and are supported and empowered to make decisions regarding their home and have



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a voice for themselves or each other where there is more than one child in the home. Children have the opportunity to be a representative of their peers at House Meetings if they want this. Discussions held by children and young people are fed through and discussed during regular staff team meetings as a means of ensuring that the team is fully aware of what is happening for the children and young people on a daily basis.

Key working sessions consider children's views about the running of the home, and any associated complaint or concern is addressed and responded to as soon as possible to reinforce to children that they are cared for and their opinions valued. Staff are approachable and genuinely interested in the children's views; they promote positive self-expression and encourage children to voice their thoughts and ideas about the running of the community.

Social workers, families and key stakeholders are contacted for their views in the running and operation of the home and have opportunities to engage and shape the service also. Advocacy services are acknowledged as another avenue children could use to promote their feelings.

9. A description of the home's policy and approach in relation to -

(a) anti-discriminatory practice in respect of children and their families;

Staff are committed to anti-discriminatory practices. They celebrate cultural expression, individualism and the unique differences of children and our staff.

Training and development of staff ensures that they are equipped with the skills and knowledge to challenge discriminatory practice and children's rights.

(b) Children's rights;

Through positive and empowering practice, children are aware of their rights and responsibilities to support each other. The Young Persons Guide contains information about how the home will respond to any incidents of discrimination from or towards other children and how these will be responded to. The Children's Guide will also contain contact details for advocacy services and we will ensure that this service is understood and utilised as appropriate by our children. Aspire Place Children's Homes complaint process will be clear and available to all staff and children; it is robust and fully supports the message and ethos of integration and anti-discriminatory practice.

All practice, policies and procedures will promote children's understanding



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and acceptance of others in order to live together harmoniously.

Education

10. Details of provision to support children with special educational needs.

Within Aspire Place we fully understand the importance of education in increasing life chances and outcomes for the children in our care. To provide the best education opportunities for our young people we work closely with local authorities and the schools the children attend. Communication and multiagency approaches are key to our practice and help us to ensure young people access their full statutory entitlement to education and we proactively challenge when this is not happening.

Our residential staff team will undertake regular training about how to promote education for looked after children and we ensure academic progress is tracked and monitored to make certain any changes in educational issues are identified quickly and supported.

11. If the home is not registered as a school, the arrangements for children to attend local schools and the provision made by the home to promote children's educational achievement.

We aim for Key- workers attending Personal Education Planning meetings, student consultation and similar education support meetings.

Enjoyment and achievement

12. The arrangements for enabling children to take part in and benefit from a variety of activities that meet their needs and develop and reflect their creative, intellectual, physical and social interests and skills.

Aspire Place staff understand the importance of leisure and recreation in a child's development. These experiences help children to develop core life skills to take into adult life, improving their self-esteem, social interactions



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and problem-solving skills – whilst fostering a more active, healthy lifestyle.

Therapeutically, play and activities offer a stress-free, enjoyable environment for the child – important as many children may have had negative experiences already in their lives.

Where appropriate, children are encouraged to engage within the local community, by joining community-based clubs providing activities such as Horse Riding and other Leisure and Recreational Clubs. Structured and paid activities can be offered to the young people including trips to the cinema, bowling, and escape rooms. Emphasis is given to physical activity within Aspire Place and children are encouraged to go for walks.

Health

13. Details of any healthcare or therapy provided, including-

(a) details of the qualifications and professional supervision of the staff involved in providing any healthcare or therapy;

Health Care

Each young person is registered with a local GP, Dentist and Optician. However, healthcare at the home extends beyond these basic needs and children and young people are encouraged to address their health in a holistic way, paying attention to the quality of their diet, daily routine and their physical and emotional well-being.

Everyone is involved in menu planning, preparation, presentation and clearing up with an emphasis on balance, the 'five a day' principle and increased vegetable consumption.

Each young person is encouraged to have exercise/physical activity as an important part of their weekly planner. This is designed to accommodate ability but essentially aims to take them out of their comfort zone in terms of physical challenge.

Emotional and physical well-being is seen as complementary to one another. Children and Young people are also advised and educated in respect of



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substance, nicotine and alcohol abuse. We work in a way that ensures that each child or young person enjoys full access to all local relevant local service provision.

Children can access specific therapy and psychological assessments as directed within their Care Plan.

A range of resources will be provided, designed to meet the individual needs of the children placed at Aspire Place. Staff adapt to the needs of the child and ensure that their safety, security, care and development are of paramount importance always.

Children's emotional and physical health will be given primary focus on starting placement. By implementing detailed care and individual health plans and continuing to evaluate and support the children's individual health needs throughout the duration of their placement, Aspire Place will ensure that children are physically well, healthy and happy.

All medical treatment prescribed is recorded on the Medication Administration Record on Mentor which is our electronic recording system specifically designed for Children's Homes. There are key relationships with a local pharmacist, doctors, dentists and opticians. Staff are proactive in promoting healthy living.

Consistent waking and sleeping patterns are given careful consideration within Aspire Place and every child will have an individual plan and routine. Every child will be settled and woken in line with their care plan, which they will be part of developing and evaluating.

Personal care will be promoted and children will be encouraged to purchase and choose their own toiletries. Sanitary products will always be available to girls without their need for request.

Specialist health needs such as on-going medication, mental health issues, dietary requirements and specialist clinic appointments will be managed and supported by the consistent, caring and informed staff team.

The home is a no smoking environment and children will be encouraged to stop smoking through a range of mediums and support, from LAC nurse, to smoking cessation courses. Keyworkers will work on individual plans for children coming into placement who smoke. They will be involved in their own plan for stopping smoking which will be reviewed through meetings with keyworkers and on-going discussions within the home.



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(a) Information about how the effectiveness of any healthcare or therapy provided is measured, the evidence demonstrating its effectiveness and details of how the information on or the evidence can be accessed.

Ensuring high standards of care and practice at Aspire Place are an essential feature in creating an environment and culture where children can maximise their life chances. This will be achieved through a continuous cycle of learning and improvement. Care practice and management will therefore need to evolve, along with cultural practices that promote positive outcomes for children and young people.

To achieve high standards of care and practice all staff will work in an open and transparent manner, be receptive to feedback from colleagues, senior members of staff, children and young people, parents and relatives of those placed in the home, external visitors and other professionals. All staff working at the home will strive to remain open to new ideas, be curious about good practice in other social care settings that may be transferable to the home, and research what works particularly well for improving outcomes for children and young people.

We have several methods for quality assuring the standards of care and practice at the home. These include:

- Management oversight and monitoring of all work through MENTOR.

(b) Monthly Regulation 44 Independent Visitor monitoring.

This is an established system for monitoring a range of aspects of the care and practice in the home, conducted by an independent Consultant. An Action Plan follows each report. These are submitted to OFSTED monthly for scrutiny.

The outcome of all monitoring is shared regularly with all care staff within the home to encourage staff to take responsibility for the quality of care within the home and develop practice.

David Easterbrook Independent Visitor Regulation 44

The home has appointed David Easterbrook as its Independent Visitor since 15th February 2023. David qualified as a Social Worker in 1998 and holds Post Qualifying Awards 1,2,3 and 4 as well as the Registered Managers Award. He has extensive experience of residential children's social care dating back to 1991 which includes as Homes Manager of Children's Crisis and Assessment residential care and a secure children's homes, as an Independent Reviewing Officer as well as Service Manager for IRO's and Fostering Household Reviewing Service and Children's



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Residential Care Strategy. David has been undertaking Regulation 44 Independent Visitor inspections for children's homes since 2015.

Positive relationships

14. The arrangements for promoting contact between children and their families and friends.

Staff have a duty to actively promote and sustain contact unless it is not appropriate. Staff will assist children visiting their parent(s) / families in any way deemed as being in their best interests and agreed as part of their care plan. All contacts are recorded on the young person's file. Any variation in contact arrangements will be made in full consultation with the local authority. It is the responsibility of staff to monitor contact in the best interests of the child to ensure the experience remains positive. Under no circumstances will contact be cancelled because of the child's behaviour unless the behaviour presents as a risk to the child or others.

All visitors will be asked to sign the Visitors Book. Staff at the home reserve the right to refuse entry to visitors and may ask visitors to leave the premises should they believe the visitor's behaviour is unacceptable or presents risk to the children or staff team.

Protection of children

15. A description of the home's approach to the monitoring and surveillance of children.

To protect and care for all the children within the home, the keyworkers ensure that children are offered high levels of support and engagement throughout the day.

Observation by the adults is used as the primary technique to promote each child's safety and security.

In cases where additional supervision is required at night, staff undertake 'waking



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night duties' with any additional carers being utilised as necessary.

The home has a RING doorbell facility which provides additional security to the front external area of the home and there is also CCTV that covers the front and back of the home.

Net Nanny

The home uses Net Nanny which is a [content-control software](#) suite used as a way to monitor and where necessary control children's computer and phone activity. The use of Net Nanny will be discussed with the child/young person and their social worker where possible prior to them being placed in the home and during their induction to the home when they arrive.

Net Nanny software can be used to: -

- Allow or block usage of child devices using ad-hoc controls or through a schedule
- Monitor and block Internet content in various categories
- Create custom black lists and white lists for websites
- Track search engine usage, enforce safe search, and receive warnings for flagged words
- Place daily time limits on device use
- Monitor and allow/block applications installed on devices
- Track the location of mobile devices
- Apply different rules for individual children

Net Nanny can also allow staff to monitor and manage applications on smart phones and can be a useful tool for monitoring children's social media activity and providing levels of protection against cyber bullying, cyber stalking, grooming/exploitation and the spread of sensitive images and videos.

Mobile phones & Devices

There is an expectation that children and young people hand in their mobile phones and any devices at bedtime and for all chargers to be kept in the staff office. This will be discussed with the Social Worker and young person during their induction and placement planning meeting.

Staff will regularly check mobile phones and any devices and this may include random spot checks where necessary.

Room Searches

We may consider weekly room searches, which are reviewed and monitored to ensure that it remains appropriate and proportionate to the risks. Where weekly room searches are considered necessary these will be carried out on a Monday and the



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young person is expected to be present when a room search is completed. The aim of the room search is to ensure that there are no health and safety issues for example repairs and all fixtures and fitting are in good working order, ensure that the children and young people do not bring any prohibited items into the home. Children and young people will be given an opportunity to hand over any prohibited items to staff at the commencement of the room search. Prohibited items may be confiscated or handed over to the allocated Social Worker. Room searches may take place without the authorization of the young person where staff are concerned that a young person may be in possession of prohibited items, where there are health and safety or safeguarding concerns including where a young person is missing or a request has been made by an external agency such as Police. In these instances staff will inform the young person at the earliest opportunity.

Lighters & Other Prohibited Items

Children and young people will be routinely asked to hand in lighters to staff when they enter the home and will be asked whether they have any prohibited items on their person which are contrary to the house rules and provided with opportunities to hand these over to staff.

Go Henry Card

The home utilises Go Henry card which is used as cashless debit card system to receive payment of pocket money and incentives where these are achieved. Children will have a PIN however they in line with their care plan they might not be able to withdraw cash using the PIN. It is a form of monitoring as it allows staff to get updates whenever the child/young person uses their card, and an alert if a transaction is ever declined. The Go Henry card can also provide some information as to where the child/young person is spending their money and if the card is lost or stolen the card can be blocked and then unblocked if it is found again. Staff and children can set savings goals and as well as set tasks so that children and young people can receive pocket money once tasks have been completed

16. Details of the home's approach to behavioural support, including information about-

Children need to experience consistent, nurturing care to develop healthy relationships. Some children who are looked after will not have experienced this and will test the boundaries set for them to see how far they can be pushed. Many children will have experienced chaotic family lifestyles where expectations of personal conduct and behaviour constantly change.

We do not seek to stop the expression of a child's anger, which may



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be justified and even helpful.

Support will be offered to help channel their anger and encourage each child to learn how to express their feelings in suitable and constructive ways.

The following consequences/reparations may be implemented to help the children develop an understanding of their actions and if necessary, how to repair the situation.

- Reparation – repairing the situation, tidying a broken bookcase, writing a sorry letter
- Restitution – replacing an item that has been broken or household chores
- Restorative justice – discussing why they behaved in a negative manner and saying sorry
- Research on what happens when you behave in a certain way
- Different leisure activities if behaviour is unsafe
- Supervision of pocket money or suspension of pocket money
- Time out with an adult to try to understand the reason behind the behaviour

This is a therapeutic approach to consequences and begins with adults trying to understand the communication behind the behaviour, we understand that often the presented behaviour has been relied on to keep the child safe when they have been in danger, consequences help the child to understand why they no longer need those behaviours and help them to understand that situations can be put right. Through using reparation and rewarding positive choice the child will develop the ability to communicate their difficult feelings without having to rely on behaviour that protected them in the past. However, there are times when adults need to manage children's challenging behaviour. Children cannot be allowed to put themselves or others at serious risk of physical harm or to damage property. We believe we have a duty to intervene in such circumstances.

In these situations, a range of non-physical intervention behaviour management techniques will be employed and De Escalation strategies will be deployed. The Registered Manager is trained to deliver PRICE Training and staff completed 2 Day PRICE training in November 2022. All new staff joining the home will complete PRICE training as part of their induction. PRICE physical restraint will be used as a last resort.



Leadership and management

17. The name and work address of-
(a) the registered provider;

Aspire 2 Be Ltd providing Aspire Place whose registered office is at: -

Avondale House, 262 Uxbridge Road, Hatch End, Pinner, Middlesex, England, HA5 4HS

the Responsible Individual; (if one is nominated)

David Whitty

(b) the Registered Manager; (if one is appointed)

Ms. Ngozi Oranu

18. Details of the experience and qualifications of staff, including any staff commissioned to provide education or health care.

REGISTERED MANAGER

Ms. Ngozi Oranu
DipSW/MA SW
Qualified Social Worker

Undertaking NVQ level 5 Leadership & Management

HOMES MANAGER



Statement
Aspire Place

of Purpose

Janine Watson
NVQ Level 5 Leadership & Management
NVQ Level 3 Youth Work
NVQ Level 3 Assessors Award

TEAM LEADER

Anulika Radcliffe
In process with enrolling on NVQ Level 4 Childcare Award

BANK TEAM LEADER

Uchenna Ogbonna
Level 3 Health & Social Care, BA Health & Social Care (includes
Leadership/Planning & Mgt

RESIDENTIAL SUPPORT WORKERS

Romario Ferguson Morgan
Undertaking NVQ Level 4 Residential Childcare Award (Quest Learning)

Oyinlola Adebajo Williams
Undertaking NVQ Level 4 Residential Childcare Award (Quest Learning)

Claudia Maud
In process with enrolling on NVQ Level 4 Childcare Award

Davena Payne
In process with enrolling on NVQ Level 4 Childcare Award

BANK/SESSIONAL WORKERS

Ruun Mohamed - Level 3 Health & Social Care
Clarissa Struthers undertaking BA Social Work

Dunya Ibrahim
In process/enrolling on NVQ Level 4 Childcare Award

Wherever possible a mixed-gender ~~gender~~ ~~work~~ team will be on duty to ensure that the children experience a nurturing environment where all their needs are met.



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Staff ratios are designed according to the specific needs of the children in placement at any one time. The staff team are resilient and they reinforce to the children that they care for their well-being and respect them as individuals.

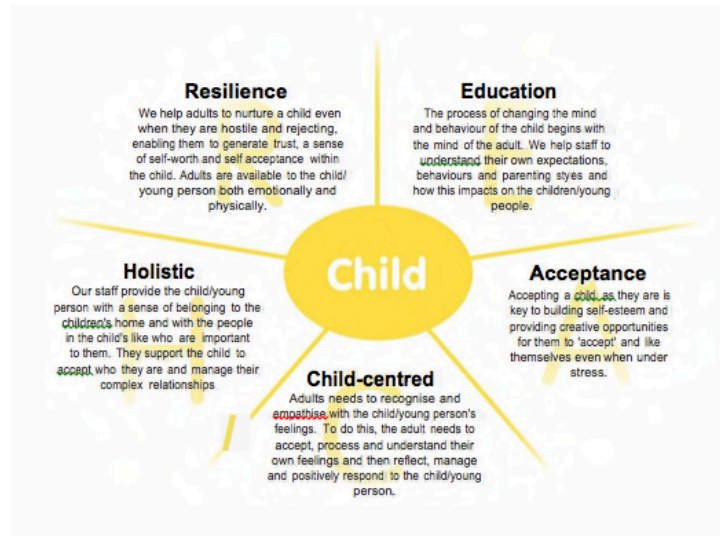
Aspire Place complies fully with the Children's Homes Quality Standards and Regulations under the Care Standards Act, and all other legislation and regulatory guidance. The Registered Manager manages and oversees the recruitment and assists in the personal development of all staff and ensures that every person employed to work directly with children has the necessary dedication, commitment and skills sets and are thoroughly checked and vetted via our robust and specific screening process. We also work closely with independent consultants on matters such as health promotion, fire safety, additional therapeutic requirements for staff and legal issues.

Supervision

All staff receive formal recorded supervision regularly. Our model and approach to supervision utilizes the Signs of Safety approach and the Registered Manager and Homes Manager have recently completed training on delivering PACEful Supervision – Supporting Staff to develop Therapeutic Parenting Skills. There is an emphasis on staff reflecting on relating to children with emotional and behavioural difficulties, and the guidance provided assists the staff with practical and solution based ideas to promote and develop positive change in children. Formal supervision is complemented with group casework discussions, which occurs in team meetings.

In addition to supervision, all staff will attend regular Aspire Place staff team meetings. These meetings will incorporate all issues in relation to the successful management and running of Aspire Place. In addition to subjects such as health and safety, and management of the home, staff team meetings will incorporate an element of staff training and development. This training will cover a wide range of residential child-care issues and will be provided by the Registered Manager and external trainers where appropriate.

All staff have telephone access to Aspire Place senior staff for support / guidance by way of 24hr x 7 day a week call-out system.



Training and Development

The aim of the learning and development strategy is to retain and increase the skills and abilities of the residential staff and exceed Ofsted expectations by ensuring that children are looked after by staff that are trained and competent to meet their needs. All staff will receive high quality training to enhance their skills, keeping up to date with professional and legal developments.

Aspire 2 Be Ltd aims to develop a positive and professional staff team who have a range of skills and a recognised professional qualification. We had partnered with Quest a training provider who specialise in delivering NVQ in Residential Childcare but have recently made the decision to transfer our NVQ training needs and requirement to Orange Moon Training as we believe that they will better equipped and suited to meet the staff teams learning needs. As such some members of the team will be finalizing their Level 4 with Quest whilst all other staff will receive their training via Orange Moon Training.

We also source training and learning packages to respond to different types, levels and depth of training needed and enhance each individual staff member's professional development in order to work alongside children with varying and specialist needs.



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Aspire Place

19. Details of the management and staffing structure of the home, including arrangements for the professional supervision of staff, including staff that provide education or health care.





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David Whitty (*Responsible Individual*)



David holds a Level 3, 5 and is currently undertaking the 7 Diploma in Leadership and Management for Residential Childcare and a Level 4 diploma in positive behaviour support. David has over 10 years of multi-site management, having staff teams of up to 130 and over 12 years' experience of being a Registered Manager in Ofsted regulated children's homes and adults CQC regulated services including residential, respite, mental health and education services supporting those with a range different need, including those with complex disabilities, challenging behaviour, specialist health care and psychological needs. David has vast experience in multi-agency working relationships, David is also on a board of school governors.

Ngozi Oranu (*Managing Director/Registered Manager*) - *Designated Safeguarding Lead*



Ngozi holds an MA in Social Work and Diploma in Social Work. She also has an LLB Law Degree and LLM postgraduate degree specialising in Human Rights. Ngozi has 17 years' experience as a Qualified Social Worker and has managed Child



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Protection Teams and Children in Care Teams for a number of London Boroughs as a manager and Senior Manager. Ngozi has experience of working with vulnerable children, young people and their families which includes complex care proceedings, risk assessments, signs of safety, oversight and management of complex cases including CSE, Gangs, County Lines and Child Criminal Exploitation. Ngozi has successfully overseen and facilitated a range of transition plans including returning home following family breakdown. Previous to this Ngozi has an LLB (Hons) and LLM in Public International Law with over 15 years' experience of working in the field of Human Rights. Ngozi was previously been the Director of a 76 - place full day care children's nursery in East London. Ngozi is currently studying for the Level 5 in Leadership and Management. Ngozi recently completed Train the Trainer PRICE physical intervention training and is fully accredited and trained in PACE therapeutic parenting and in delivering PACEful Supervision to support the staff team to develop therapeutic parenting skills within the home.

Nikolaos Flaris Director



Nick is a medical Doctor and Consultant Anaesthetist within the NHS. Nick has practiced as an Anaesthetist for the past 34 years working in Greece, USA, Emirates and the United Kingdom where he has specialised in intensive care, obstetrics, Accident & Emergency and administering anaesthesia in different types of surgical procedures.



Janine Watson (*Homes Manager*) - *Deputy Designated Safeguarding Lead*



Janine has her level 3 Diploma in Youth Work and Level 5 in Leadership and Management in residential childcare. She worked in the care sector for over 15 years supporting young people to achieve their goals and have their voices heard. Janine believes that every child should be at the centre of everything that is being done to support them and that young people must be consulted when decisions are being made about their lives.

Janine has experience of working with young people from diverse backgrounds with multiple issues, including mental health, learning disabilities, youth offending, Gangs/County Lines, emotional and social needs. Janine's career started with her volunteering in her local youth centre which progressed to working with young people on residential's and teaching on leadership, youth work, sports and dance courses. Janine has experience of working in a 26-bed youth hostel for mothers and babies as well as young males who she supported to develop independent life skills and access education, training or employment. Janine has extensive experience of managing semi-independent provisions and high support solo placements for up to 6 -7 young people where she has empowered the young people, she worked with to take the right steps and achieve their goals. She has extensive knowledge of the LAC pathways as well as designing risk assessments and care plans. Janine is fully accredited and trained in PACE therapeutic parenting and in delivering PACEful Supervision to support the staff team to develop therapeutic parenting skills within the home.



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Our approach to staff training, supervision and development prioritises and emphasises the therapeutic and holistic culture of the home.

Operational Supervision is carried out by a suitably experienced senior staff member within the home. There is an emphasis on staff reflecting on relating to children with emotional and behavioural difficulties, and the guidance provided assists the staff with practical and solution-based ideas to promote and develop positive change in children. Formal supervision is complemented with additional more specific case work supervision.

Group Clinical Supervision is delivered regularly to the staff team by Dr Wendy Coetzee, Clinical Psychologist The Foundation Consultancy. Dr Coetzee has delivered both PACE and Attachment and Trauma training to the home and continues to support the staff team with reflective supervision and with ensuring PACEful approaches remain embedded within the home.

Peer Support Supervision differs from more traditional forms of supervision in that it doesn't require the presence of a more qualified, identified expert in the process – a supervisor. Peer supervision usually refers to reciprocal arrangements in which peers work together for mutual benefit where developmental feedback is emphasised and self-directed learning and evaluation is encouraged (Benshoff, J.M. 1992).

In addition to supervision, all staff will attend regular staff team meetings. These meetings will incorporate all issues in relation to the successful management and running of the home. In addition to subjects such as health and safety, and management of the home, staff team meetings will incorporate an element of staff training and development.

All staff have telephone access to the home's senior staff for support/ guidance by way of 24hr x 7 day a week call-out system.

19. If the staff are all of one sex, or mainly of one sex, a description of how the home promotes appropriate role models of both sexes.

The home makes every effort to ensure that the staff team is gender balanced whilst recognizing that this is not always possible. We always look to challenge Gender stereotypes. The process of Key working and therapy sessions look to address gender roles and promote appropriate role models.



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20. Any criteria used for the admission of children to the home, including any policies and procedures for emergency admission.

Admissions to Aspire Place can be in emergency circumstances however we will strive where possible to ensure that these are planned; recognising that changes in a child and/or their family's circumstances can be difficult and traumatic.

Aspire Place will respond to referrals made by local authorities looking to place children within the residential sector. We understand the importance of matching and group dynamics and will ensure that new placements have a minimal effect on the children already living within Aspire Place.

All essential information will be matched against the criteria for placement at Aspire Place ensuring the suitability of the service in meeting the child's needs.

We will consider children and young people who are on admission aged 17 years and younger.

It is Aspire Place's policy that no placement will be offered unless a comprehensive pre-admission risk assessment is undertaken. A decision will be made whether to offer a placement only after these assessments have been carried out.

Emergency admissions

Aspire Place is equipped to manage emergency placements. However, all decisions made regarding the placement of a child as an emergency will be made by the Registered Manager and will also be made subject to the needs and interests of the children and young people currently in placement. The aim will be to make all children feel welcomed and supported through this difficult transition in their life.

Admission Process:

1. An enquiry can be made only via Aspire Place. We'll request referral documents and any additional information that might be relevant.
2. A response will be given within two working days and a pre-assessment meeting with the young person will be arranged promptly (if appropriate).
3. Any additional information will be sought- inclusion/exclusion criteria reviewed.
4. If relevant a professionals meeting will be arranged.



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5. For suitable, matched placements the Service Level Agreement will be signed.
6. All funding arrangements will be put in place.
7. Where possible we strive and make every effort for the young person to have an opportunity to visit the home prior to admission and for staff to visit the young person in their home prior to the planned admission date being agreed.

From their arrival, the team at the home begins the planning process for the young person's future beyond the community.