STATEMENT OF PURPOSE

Orion Home





Cambian Brook View

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Tel: 01254 942362

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Orion Home

1. Organisational Overview

We, at Cambian Group, are one of the largest providers of specialised care in the UK. We cater for both children and young adults including those with challenging behaviours complex needs, Autism, and Learning Disabilities. We offer specialist education, residential, mental health provisions and fostering services, ensuring that each child or young person and young adult in our care achieve their personal best. At Cambian Group we provide tailored care packages in therapeutic environments and our highly dedicated and experienced staff teams support individuals to empower them to progress towards a better life and prepare them to live as independently as they can. We provide services for more than 2,400 individuals in 286 services. We work with over 140 local authorities and employ more than 6,000 people. Our children's services aim to meet the needs of children across the spectrum of care. We provide a range of specialist services that support this ambition providing where possible every child the care, therapy and learning they need to ensure they achieve their personal best. We focus on delivering clear outcome for each person in our services.

2. Quality and Purpose of Care

Position Statement

The Orion Home is situated within the grounds of Brook View School, part of the Cambian Group Ltd. and CareTech Holdings Ltd. We provide a high standard of care for up to 3 children and young people aged 8- 19 years of age, offering 52- 41 week residential provision for boys and girls with a diagnosis of Autism and communication issues, who are on

the ASD pathway and may have suffered trauma or other related conditions. Please note that there may be some young people who stay until they are 19 due to educational purposes, also due to lack of placing with other care providers ensuring that young people are transitioned safely, planned and ensuring that all aspects are thought of and included in the plan.

All our children and young people will have associated learning difficulties and at times display challenging behaviours. Our children and young people will have an Education Health Care Plan (EHCP) in order to meet their individual abilities, both academically and communicatively, which will vary and may cover a wide range of needs. Orion, in conjunction with Brook View School, maintains an ethos of individual learning through experiences with the aim to support our children and young people to achieve a level of independence and appropriate community access at their individual level. This will include integrated clinical and therapeutic support through Brook View School.

Ethos of the Home (Progressing Outcomes)

The aim of Orion is for each of our children and young people to achieve their personal best. This is defined by their care needs with support from staff and other agencies. Everything we strive to do is directed towards achieving their individual targets. Key objectives for our children and young people are to improve their communication skills, social skills including progress in self-management of behaviours, independence and life skills, to increase self-awareness of physical health and well-being. This will be achieved through children and young people thriving in a nurturing safe environment that they see as their home. Children and young people can use tablets and other communication aids to support their feelings and wishes being heard; Children and young people are consulted about different aspects of their care, from food to off-site activities. We have a multi-cultural environment to help children and young people to have a sense of belonging and to experience their own cultures and beliefs. A positive multi-disciplinary approach is integrated into the home and school. The wellbeing of children and young people is the home's main objective with mutual respect for each other so that the home environment is a happy experience for everyone who lives and works there.

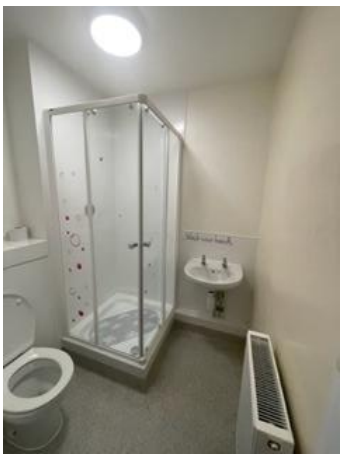
Description of Accommodation

Orion is a 7-bed home with en-suite bedrooms, two communal lounges, a play area, a wet room, a communal kitchen diner and a utility room.





Orion is an inviting nurturing environment of warmth and comfort. The rooms are furnished and decorated to a high standard, and each room is equipped with furniture and surroundings that are familiar to our children and young people and that keeps them safe. All rooms are well maintained with the safety of our children and young people paramount. The children and young people are involved in choosing the décor of their bedrooms and personalising them with their individual style supported by the staff team. All bedrooms have door alarms however these are not operational and any future use would be completed on a risk assessment basis for each individual child or young person.


Outside there is a spacious communal courtyard that is secure and safe, with a picnic bench and a well-maintained play area which provides the children and young people with a place to have fun safely. In addition to this, should this communal are be too stimulating, Orion has its own large, safe, secluded and secure back garden where the children and young people can play. Children and young people will be involved in the flowerbed planting to enhance the garden while developing their skills and having their favourite colours to see.



Home and school function alongside each other to create a 'holistic approach' in meeting both the academic and the social needs of each individual child and young person. There is a learning centred philosophy that wraps all provisions around the child and young person to maximise their chances of success. Home and school also work alongside each other to create joint IDP (Individual Development Plan) targets that are current to the young people's needs with evidence of progression both within the home and school setting. The care, clinical and education staff liaise in weekly team meetings to provide evidence from the quality of life indicators that the children and young people are progressing in the identified areas of their IDP both within the home and the education setting, ensuring that joint working is followed to improve outcomes for each child and young person.

Location of the Home.

Orion is situated in Ribchester near Preston in Lancashire, within a short distance from the seaside towns of Blackpool and Southport and in close proximity to public transport and bus links. The home is on the Brook View School site and is a rural location, but has close access to a local village and town. Additional shops such as clothes shopping, food shops and other shopping facilities are close by in the city of Preston. Within the local area there are a range of cultural and recreational facilities including parks, libraries, sports facilities, religious and cultural centres. It also enjoys a positive and

friendly relationship with the neighbours and the close local community. Within easy reach there is access to a wide range of educational and entertainment facilities including cinemas, museums, theatres and bowling alleys.



Arrangements for supporting the cultural, linguistic and religious needs of children and young people.

All children's and young people's religious, cultural and linguistic needs will be supported fully. Staff will liaise with the child or young person, parents/carers and social workers regarding specific religious and cultural needs and make appropriate arrangements to facilitate them.

If a child or young person has particular cultural, linguistic or religious beliefs, and wishes to pursue those beliefs, it is important that they feel able to do so. The staff team at Orion will always actively support children and young people in pursuit of their beliefs, whether that is by providing a certain choice of food or preparation of food, or by ensuring that the child or young person has transport to and from their chosen place of worship and personalising their rooms with pictures or quotes from their belief/religion. We would also support them through access to people with similar backgrounds and via local amenities such as social groups or churches, mosques, temples, etc. We also encourage other children and young people to respect the religious, cultural and linguistic needs of others by introducing and sharing their experiences with theme nights.

In meeting the needs of children and young people from other ethnic groups and to combat racism within Orion, we aim to create a stable, accepting, caring environment, which will help to:

- Enhance the child or young person's self-esteem.
- Provide the child or young person with coping strategies necessary for living in a society where they may experience stereotyping and prejudice.
- Create a climate where racial and religious differences are acknowledged and valued and actively encouraged rather than ignored.
- Support visiting parents, relatives and friends to feel welcomed and supported in the home when they visit our children and young people.
- Provide appropriate care for health and wellbeing where necessary.
- Children and young people will be supported to practice any religious faith they wish to choose or any cultural norms for their society.
- Encourage acceptance of the child or young person's race in a positive way and for them to know that decimation for race and colour are unacceptable.
- Challenge discrimination in whatever form it presents.

All our children and young people benefit from a highly, individualised package to meet their needs, offering flexibility and choices with appropriate amounts of structure. We all recognise and respect each of our children's and young people's dignity, privacy, diversity and independence needs at all times. Customs, rituals, religions and cultures values are respected and recorded where the individual is not able to express their wishes so that staff can support the individual child or young person to engage in activities.

Each child or young person has a Master Care File which includes all information relating to the Placement Plan and has a personalised learning and behaviour support program linked to the individual's Education Health Care Plan (EHCP) within which individual choice, community access and independence will be paramount. These aims are enabled by giving our children and young people time and opportunity to engage in social activities, sports, hobbies and other leisure interests both on and off-site. For the children and young people living at Orion much of these will be of a sensory and therapeutic nature. We have high expectations geared to each individual and are committed to helping our children and young people reach their full potential.

All elements of the Placement Plans are contributed to by staff and, where applicable, the child or young person, social worker and parents to enable everyone around the child or young person, including care, therapy and education teams, to work consistently with shared Individual Development Plans, considering any cultural, linguistic and religious needs. These are reviewed internally on a termly basis at EHCP Outcome meetings to support progress towards EHCP agreed outcomes. As part of the ongoing placement review process, there are six-monthly reviews of the child's or young person's progress, in which they are encouraged to participate and include their thoughts and feelings on the process. This opportunity for the child's or young person's voice may often be carried out by our Speech and Language therapist prior to the review and shared in visual content. The reviews will be carried out in conjunction with authority representatives and parents/carers. Some children and young people are able to attend review meetings.

Our children and young people have access to 2:1 staffing during the school day and when high learning demands are placed upon them with reduced ratios to promote less dependence at more relaxed leisure times, when appropriate. All children and young people have risk assessments in place that address their individual needs. Additional staff support is available to support challenging incidents should this be necessary or for community excursions. Should an individual's assessment identify a need, a waking night-staff team will continue the support provided by day staff. Transport off-site is provided by mini-buses and a people carrier. The children and young people have access to local shops, as well as the coast with larger city amenities to hand. For those children and young people for whom this is a challenge, opportunities for similar experiences will be set up on-site or within other safe facilities. The safety of our children and young people is paramount.

The company also has comprehensive quality assurance procedures in place to monitor and audit the service level of care provided at Orion. Staff are closely involved in this regular audit process to ensure that accountability and full understanding of service needs are aligned. We have a strong ethos of risk assessment as a safe means of enabling the children and young people to undertake activities that will be of benefit to them. This has been developed within the Cambian Group. Emergency procedures and fire precautions are clearly indicated throughout the buildings with 3 clear zonal evacuation procedures. There is a procedure in place for notification of significant events as safeguarding is on every agenda.

Our Fire Precautions and Emergency Procedures are in line with the detailed Cambian policy. These procedures include fire safety training, fire evacuation drill, provision of fire extinguishers, fire notices, regular checking of fire doors, fire alarms and appliances and arrangements for reporting potential hazards. Orion has its own Business Continuity Plan which covers action to be taken in the event of any emergency.

Before appointment, all staff members are required to give permission for checks to be carried out at an enhanced level by the Disclosure and Barring Service. This, together with rigorous safer recruitment and selection procedures, ensures that only those who are entirely suitable to be working with our very special young people are permitted to do so. Independent Persons from the NYAS service are appointed by the company and assist in making sure all our children and young people at Orion are well cared for. All staff members receive training in 'Awareness of Abuse' and 'Prevent' as well as in bullying, anti-discrimination, and the rights of the individual. Updates are annual and assigned to all staff via the Achieve e-learning system as well as through face-to-face safeguarding training; other workshops on this subject are held, which all staff attend. Regular care-day-training sessions are organised, supported with a range of trainers.

Complaints

Orion provides a professional, caring service to children and young people. It is important that the children and young people can voice a complaint about any issues during their placement. It is imperative that Orion provides a calm and approachable atmosphere and provides staff members who are experienced and committed to supporting children and

young people in particular to solving issues effectively as they arise. For some of our children and young people who may have difficulties communicating their concerns could be supported by key workers, family advocacy and the independent visitor service to support them with this service.

We have local services in Preston available to the children and young people should they require advocacy services. The services available to the young people are Children's Rights, NYAS, N-Compass, which is a free service available to children and young people in Preston. The local authority of the child or young person should also access an advocate for the child/young people on admission; this can also be the IRO allocated to the child or young person. All of this information is available to the child or young person in the Children's Guide.

Clear concise and easy-to-understand Information on how to make a complaint is included in the information booklet, which every child or young person is given when they arrive at our home. The assigned key worker will go through the complaints procedure with the child or young person to ensure they fully understand the process. The children and young people within Orion are regularly supported and encouraged to express their opinion and enabled to feel their feelings are important. There are occasions where most concerns can be resolved informally, but where necessary these will follow formal procedures. All children and young people have other channels in which they can seek support and are encouraged to seek additional support through their families, social services, Regulation 44 visitor, Ofsted, independent visitors and advocates or agencies such as "Child Line".

Within Orion, we have a child friendly complaint form which is accessible to all children and young people. All staff receive training on how to manage a complaint and who they should report this to. Staff are also aware of the role of outside agencies such as the Regulation 44 manager and Ofsted. A detailed log and file are kept on site detailing complaints, correspondence and outcomes which are monitored by the Regulation 44 officer and also Ofsted. These can also be viewed during compliance visits from local authorities. Any child or young person's involvement and views are also recorded.

A child or young person can also make a complaint or raise any concerns to their social worker should they wish to do so. A Children's Rights Officer can also be contacted if the child or young person does not feel that they are being listened to. The nominated officer would then plan to visit and speak to the child or young person and follow up with any subsequent actions.

Also included in the booklet is a list of telephone numbers which the child or young person could ring to make a complaint, and the address and telephone number of our National Commissioner.

The individual and their representative can at any time contact OFSTED to raise a complaint.

Ofsted
5th Floor
Piccadilly Gate
Manchester
M1 2WD

Tel: 0300 1231232

Email: enquiries@ofsted.gov.uk

All complaints are recorded in the Complaints File, which is reviewed by the Registered Manager and the Regulation 44 monitoring procedure. Our aim is to be able to deal with any complaints in an informal manner within 3 days to seek a swift resolution. In the event that this is not possible, and the complainant wishes to take the formal route, we ensure

this is acknowledged, investigated and addressed within an agreed timescale as detailed within our complaints policy and procedures. All staff are trained in this policy and copies are available to parents/carers, authorities and staff as well as to children and young people in a child friendly format. Posters are displayed on notice boards and leaflets are available for children and young people and staff on which complaints can be recorded for the attention of our group directors. An independent Advocacy Service is available to all children and young people via NYAS. This is promoted to all children and young people.

Communication

Our children who reside at Orion may have difficulties in communicating that they wish to raise a complaint however, we must ensure that all of our children are supported with their own communication aids to ensure that they are supported to be vocal with any concerns or views they wish to express. On a young person being admitted into the home each child is to have a key worker session and discussion on how to make a complaint and breakdown the complaint process. The complaint process is to be broken down tailored around the needs of the young person and may need some changes on the form tailored around the young person.

Access to safeguarding and behaviour management policies

Call 01254 942362 and request a written version to be posted.

3. Views, wishes and feelings:

Consultation and approach to consulting children and young people on quality of care

The aim of Orion is to enable each and every one of our children and young people to achieve their personal best; however, it is defined by them or for them. Everything we do is directed towards achieving this aim. Key objectives for our children and young people are;

- the improvement of communicative skills, social skills including progress in self-management of behaviour
- to increase self-awareness of physical health and well-being.
- Build independent skills such as cooking, personal care etc
- To lead a good and healthy life
- To develop self-regulation skills
- To achieve social skills and to attend activities in which they will enjoy
- To ensure family contact is consistent and planned well
- To attend school and receive good education
- Realistic goals such as tying shoe laces, toilet training
- To respect one another in and outside the home

Using communication boards, visual aids, tablets and other communication aids, our children and young people are consulted about different aspects of their care, from school food to off-site activities. We have a non-aversive, positive multi-disciplinary approach which is integrated across all settings.

It is vital that all children and young people have a range of means by which to communicate their views and thoughts. Our Speech and Language therapist ensures staff are familiar with individual's preferences and styles of communication.

Anti-discriminatory practice in respect of children and young people and their families;

We believe that children and young people with additional needs should share the same rights as all members of society, where these are appropriate and in their best interests.

Within the statutory framework provided by current legislation and regulations, staff at Orion work to protect and promote the right for all people with special needs:

- to live full and independent lives to the maximum of their potential to a full, accurate and unbiased assessment of their special needs
- to a range of education, care, health and other associated support services required to meet all their needs
- to be involved in decisions affecting their lives and to have their wishes, as far as possible, ascertained, and respected
- to appropriate guidance, counselling and care which promote their physical, mental, and spiritual health and well-being
- to safe, attractive, and comfortable living accommodation with privacy, to adequate food, clothing, space and other necessities of life
- to the equipment, assistance and support services needed to enable them to live with dignity
- to the degree of freedom of movement which is consistent with their health, safety and well-being to participate in and benefit from cultural, entertainment, recreational and sporting activities where possible, to use facilities and services in the community
- to develop relationships without exploitation or coercion to the full protection of the law
- to be protected from all forms of abuse and from the fear or threat of abuse
- of access to information contained in their personal records, where this does not conflict with statutory regulations or threaten their well-being
- to supportive intervention to promote positive behaviour and to protect them from harm
- of access to suitably qualified, experienced, and sympathetic staff in sufficient numbers to maintain quality of service
- to financial support sufficient to maintain their quality of life
- to have links with home and family, promoted and maintained to positive recognition of cultural and religious diversity.

The behaviour support Policy sets out the framework and commitment of Positive Support for staff to implement. We understand the need to support people to lead the lives they choose with valued opportunities and maximum choice and control. As a provider of support to people with complex presentations PBS holds relevance. PBS aims to enhance our understanding of a person's life not by providing subjective opinions but by gathering information in a systematic way, using good quality evidence from people the person knows best. As supporters of people with learning disabilities we have a duty to understand the function of certain behaviours and the impact of our own responses. PBS is a learning model based on psychological theory but has person centred values at its core. There is nothing wrong with seeking attention, a preferred object or wanting to remove oneself from an environment or set of demands but too often the people we support are not able to communicate those wishes to us. Challenging behaviour then has served an important role and has a clear function for people to communicate their needs. It is our role as a support provider to aim to understand the complex circumstances at play which influence a person's behaviour.

AIM

This policy will detail the PBS process in Positive Support for You and how both the commitment and values of maximising choice and control and understanding behaviours of concern are embedded in organisational structure, leadership, person centred planning and reviews, training of our support staff, supervisions and team meetings to ensure excellent outcomes for the people we support. In short, we aim …

To ensure Positive Behaviour Support has Lead Practitioners to provide support, training and leadership in PBS and ensure strong partnerships with multidisciplinary teams. (Dominique Dawson is a trained BILD PBS Coach / Instructor)

To ensure we understand, prevent and manage behavioral incidences.

To ensure we understand the possible meanings and function of the behaviours of concern.

To ensure the least restrictive option is always pursued.

To ensure support teams understand all aspects of the support plan.

To ensure positive outcomes for the people we support.

Positive Behavioral Support

PBS is embedded in psychological theory and applied behaviour analysis and has a scientific basis. It's a framework to help analyse behaviour and collect good quality information so we can understand the function of certain behaviours. It is a framework based on positives, not withdrawing items or having punitive results, but of life enhancing growth and development to achieve similar outcomes in more positive ways. As such the plan will involve the person or attempted involvement of the person, family, friends and advocates and paid carers supporting the person. It will also be conducted in a manner consistent with the Mental Capacity Act 2005.

CHALLENGING BEHAVIOUR/BEHAVIOURS OF CONCERN

Much has been written over recent decades about challenging behaviour, it is very much a social construct, based on our expectations of behaviour. Behaving in ways outside the social norms may be due to an impoverished life, lack of meaningful activity, inability to express oneself and communicate choices, lack of social networks, traumatic events, physical pain and poor health outcomes. The building blocks of human growth often missing historically for the people we support. Cumulative exposure to negativity, constant changes of staffing outside the persons control, loneliness, boredom and possible mental health issues create a vulnerability to behave in ways which fall under the label of challenging or behaviours of concern. However, this does not explain why certain behaviours continue for a person, so they must serve some purpose or function whether it be stimulation, attention and interaction, access to preferred objects or avoidance of certain demands. There is rarely one single function, almost always it's a complex of interactions with certain environments and people which varies from person to person and environment to environment. Emotions too are added to the complex mix with stress anger and fear creating a complex dynamic.

It is really important that it is only individuals who display challenging behaviour or at risk of displaying challenging behaviour or both who have a PBS plan.

SCOPE

PBS has much in common with person centred support and planning needs to be embedded in the organisation. Cambian has an organisational commitment to PBS. Strong Leadership from the Senior Management Team will ensure it's a cornerstone of the work of Positive Support for You. It is an agenda item at Senior Management Meetings and workshops which is engraved with the CPI. Team Managers meetings, support worker team meetings and supervisions will ensure it has maximum impact for the people we support. A Lead Practitioner will ensure training events are timely and functional assessments and plans have maximum impact for the people we support. Training is embedded, specific around teams and a person's needs but also ensuring all those with leadership responsibilities have PBS high on their agenda. Plans specify any necessary characteristics for those supporting the person (mediators) and team members are trained to reliably and consistently implement strategies.

Assessment

Before a PBS plan is completed a Comprehensive Assessment of a person's support needs will involve significant people in the person's life and may well be a multi-disciplinary document. Information will be reviewed from the person and those people who are important to the person, current records, social work assessments, risk assessments and daily records including ABC's will be analysed. Training in PBS will ensure the support team understand what type of social interaction the person enjoys, how the person communicates and when the person is understood by those around them. They will understand the importance of consistent language and respect for personalised rituals, routines and visual cues to ensure the person understands what is happening and what is about to happen. Environments will assess sensory preferences but encourage independence and choice. Good physical health and appropriate screening will also be high on the agenda with pain management assessed and reviewed.

POSITIVE BEHAVIOUR SUPPORT PLAN

A good Positive Behaviour Support Plan ultimately is to help the person lead a fulfilling life by understanding the function of the behaviour's and thereby reducing / replacing the behaviour's with alternatives. The aim is to maximize safety, enhance coping strategies and enable those around the person, in our case staff teams, to understand the impact of their own behaviour and the function of the behaviours of the person they support. The development of a person's plan is based on gathering systematic information from those people who know the person well. The approach is data driven to ensure that data informs the interventions rather than subjective opinion. The plan is based on a functional assessment and contains a range of strategies which includes ways for the person to access things that are important to them. It is crucial then that person-centred planning is also the cornerstone of practice. The strategies are referred to as Proactive or Reactive Strategies. The plan will aim to state how to avoid or prevent behaviours of concern by collecting quality data and evidence both directly and indirectly. Indirect data will be collated through records team interviews and group work. However, it is acknowledged that this data can be subjective. Direct data, usually more accurate, will involve direct observation recording frequency, duration and intensity of behaviours of concern.

Proactive Strategies

The proactive strategies are intended to ensure the person has what they need and what is important to them and should be comprehensive. A good plan should have detailed information on the person's likes and motivators. As well as enhancing and learning new skills. It is the essence of person-centred planning, who is the person? What do they enjoy in life? Does the person need support to learn new life skills? Does the person need support around communication? How does the person relax and have down time? This part of the plan states how to avoid or prevent the behaviour of concern and will define ways for the person to influence what happens to them and to communicate without the need for behaviours of concern. These strategies comprehensively address the

identified functions of the behaviour. Thus, ensuring the plan is focused on positive outcomes and life enhancing opportunities.

Person Centred Planning

This is key to all assessment processes, to ensure likes, dislikes, aspirations, learning and opportunities are the precursor to real understanding of the person's behaviour and ensure a strength-based approach with behaviours not identifying the person. Positive Support has trained person centred planning facilitators and has a special interest group. Formal plans link to goals and outcomes monitoring and person-centred reviews and activity plans. Information compiled with the person and family ensure a strength-based support plan incorporating choice and preferences. This information is key when compiling proactive support strategies. Positive Behaviour Support then should enable the person to develop and achieve personal goals in life.

Communication

Effective communication is a key aspect of any quality support. Understanding how a

person communicates whether it be verbally or non-verbally through their actions is a core support skill, as is active listening. PBS plans will describe the person's unique character and the most effective means of communicating for successful interactions. The PBS plan incorporates a communication profile to ensure we are supporting the person to express their needs, emotions and choices.

Reactive Strategies and Data

These strategies are designed to keep the person safe and provide ways to act quickly if the person is distressed. The plan should give clear instruction to staff on how they should intervene in the early stages to prevent further escalation. The plan includes one or more non-restrictive strategies for responding to instances of behaviours of concern. Where physical intervention, managing of actual or potential aggression, disengagement, and medication are included these are not included without a clear rationale and are assessed as part of the multi-disciplinary process. They are always the least restrictive option to keep the person and their teams safe. We adhere to the STOMP agenda and will always seek to understand the functions of behaviour, analyse data and manipulate antecedents to avoid conditions which the person finds difficult by developing a capable environment with well trained staff. Data is analysed by PBS practitioners and champions. Some of our staff hold a Level 4 in PBS. Team meetings play a crucial role in involving support teams and developing implementation plans. PBS has enabled a number of people from longstay hospital with complex presentations to have behavioural PRN removed completely. We have clear data of enhanced quality of life. We compare annual data on ABCs, use of PRN and safety interventions. It is rare that physical interventions are used as staff understand low level signs of arousal and are quick to respond using proactive strategies. (Case study can be delivered by Dominique Dawson)

Safety Interventions and Least Restrictive Practice

We train in Safety Interventions to support Reactive Plans. We recognise that any model is not effective if it is not supported by experienced managers leading their staff teams. We use our safety and wellbeing assessments to support positive risk-taking tailored to individual's needs –and these are informed by Positive Behavioural Support Plans. Person Centred Risk Assessments cover each identified area of positive behavioural support. We strongly believe that incidents of aggression should be managed with non-aversive techniques and with a strong focus on de-escalation. Withdrawal of staff in the home environment if possible is always a preferred option. A major aspect of the training is to outline levels of behaviour and appropriate responses to it. It reinforces PBS strategies by raising awareness of verbal and non-verbal communication and the affect this can have on both the individual displaying the behaviour and the supporting staff member. The importance of understanding that behaviours of concern are primarily socially

constructed needs to be understood to reduce and positively manage potential instances of behaviours of concern. Staff learn techniques that involve active listening and how to respond to incidents in a way that deescalates the behaviour and potentially avoid a

crisis. They will learn about offering choices but avoid sensory overload. Staff learn that appropriate limits in relation to behaviour are best received when a positive choice and consequence are stated as early as possible, at first signs of escalation, as this is when it is most effective. This is implemented in service user support on a person specific basis and used alongside techniques relating to interrupting an aspect of behaviour and redirecting the individual's attention. It is important we enable staff to understand how their behaviour and attitude can impact the behaviour of those they are supporting. An outcome for staff is not to be totally focused on the behaviour but to see the person's qualities and individuality. The physical aspect of the course does not teach participants 'self-defense' techniques. It enables staff to protect themselves and others from injury if they encounter someone engaging in destructive behaviour. They are taught that physical interventions are a last resort after all other techniques have been unsuccessful. Risk of potential physical restraint and all the interventions within the course have been independently assessed as not to be high risk to service users or staff. Individual service user safety assessments are an import part of the positive behavioural support process to ensure that risk is managed on a person -centred basis. Staff are taught the importance of recording behavioural incidents on ABC (Antecedent, Behaviour and Consequence). Any instances of harm are recorded on an Accident and Incident Form and safety assessments are comprehensively reviewed by PBS Practitioners and Managers. These form part of a continual review process for updating support documents, analysing data and determining the functions of behaviour. In reality it is rare that we require any physical intervention across all our support services. Annual data is available.

Leadership and Learning and Development

As such we hold a policy position of enhancing people's lives with proactive strategies and collecting data to understand the function of the behaviours of concern. We train our teams in Positive behaviour support and focus on a Human Rights approach. As well as formal training we take a proactive approach to restrictive practice and use team meetings to deliver restrictive practice training pods which are relevant to the specific service. We emphasize quality of life and values training as building blocks to non-restrictive practice.

Restraint is an act carried out with the purpose of restricting an individual's movement, liberty and/or freedom to act independently. This may or may not involve the use of force. Restraint does not require the use of physical force, or resistance by the person being restrained, and may include indirect acts of interference for example removing someone's walking frame to prevent them moving around. (EHRC, 2019)

We are committed to Positive Behaviour Support. Leading support in proactive strategies which work for the person whilst understanding that all behaviours of concern are a form of communication and happen for a reason. We complete functional assessments where necessary and involve whole teams in the development of non-restrictive strategies to minimize the need for behaviours of concern. Our teams understand the need for data

so we can alter the antecedents to behaviour and understand the impact of the consequences and how we can unintentionally maintain behaviours of concern. We work hard to understand the root causes to behaviour and avoid any physical interventions.

AUTISM and PEOPLE WITH LEARNING DISABILITIES

PBS is recognised as a valuable support tool for people with Autism Spectrum Conditions. All our support workers are trained in autism awareness. They are aware that autism is a spectrum condition and person-centred support is crucial to the person's life enhancing opportunities. Every human being is unique. They learn that people with autism share a triad of impairments-social communication problems, both using and understanding verbal and non-verbal language. Social interaction issues, recognising and understanding other people's feelings and managing their own. Social imagination impairments and difficulties in understanding and predicting other

people's intentions and imaginary situations outside their own routine. Any PBS plans developed, and any analysis need to be understood within the above context when developing strategies and routines to reduce arousal.

Review

As with all good practice, review should be an ongoing process but also needs to ascertain the effectiveness of strategies being used to address any behaviours of concern and to assess staff consistency. It is likely therefore that monitoring is intensive in the early stages with Managers analysing documentation along with the PBS practitioner. Strategies will be monitored and reviewed at team meetings, with the person, supporters and MDT on an ongoing basis.

Children's Rights;

In light of our strongly held belief in these rights of the children and young people in our care, we undertake the duty to promote their rights through the provision we make for them.

30 Ribblesdale Place Preston PR1 3NA tel. 01772 256900

4. Education:

Special Educational Needs.

We provide a structured, stimulating environment in which all children and young people, including those with special educational needs, are valued, included, and supported to reach their full potential. We are aware that every child or young person is unique, and all children and young people develop at a different rate and have differing needs as they grow and meet the challenges of life outside the home.

We work closely with the parents, liaise with other outside agencies, and monitor and review our policies and practices. Children and young people with special educational needs will be included in our home's provision and they will be treated in exactly the same way as for other children and young people. Those with special educational needs will be respected and treated as individuals. They will not be discriminated against and any negative attitudes or remarks made to or of children and young people with special educational needs will be challenged.

We will be active in seeking advice and approach agencies to ensure the children's and young people's needs can be met. Children and young people with a Special Educational Needs (EHCP) Statement will be supported by Orion. The home will attend Annual Reviews of the EHCP statements and Individual Development Plan (IDP). The home will work within the education policy, ensuring all children and young people who have an EHCP.

We also believe that learning:

- is a lifelong skill that goes far beyond school days and traditional classroom environments;
- can take place in a variety of settings;
- is more likely to take place when conditions for learning are best matched to a child's individual needs; and
- is more likely to be successful when the child or young person is involved in planning for his/her learning and has some responsibility for it.

However, we recognise that many children and young people we care for have:

- missed a lot of schooling and have significant gaps in their learning;
- disengaged from some or all aspects of their learning or have become disaffected with it;
- lost confidence in their ability to learn;
- poor self-image of themselves as learners; and are
- reluctant to return to some or all aspects of learning for a variety of reasons**.**

Guidance and Support

- Integrate different staff disciplines into a coherent service
- Introduce Quality of Life indicators (QoLi) across extended curriculum
- Develop training in teaching and learning for support staff
- Build and maintain staff's relationships with promoting active participation in choice about curricular and extracurricular activities

Having a focus on accreditation within the education department has opened an opportunity to involve support staff in construction of an extended curriculum for all children and young people. This will require a comprehensive training effort to enable the effective participation of support staff in the curriculum. This work will be complimented by the introduction of a 'hybrid' learning/care mentor role acting as a bridge between care and education.

Arrangements for Education Reviews

Weekly reviews are held at site level between care, clinical and education. Actions are taken during these documented meetings and meetings requested with professionals should it be required due to risks, behaviours or concerns around a child's or young person's placement.

Annual SEN statement reviews are a legal requirement and are held to

- to re-examine the Statement of Special Needs (where appropriate);
- to evaluate progress since the last review;
- to plan for the next 12 months.
- Reviews will include Transition Planning.

Details of provision to support children and young people with special educational needs.

Each child or young person has an Individual Development Plan (IDP) which is linked to their Education Health and Care Plan (EHCP) and is drawn up with staff across care, education and therapeutic settings to encourage consistency and enable small steps of progress. Outcomes are regularly reviewed by staff on an ongoing basis, with a formal internal review with all involved parties on a termly basis during the EHCP Outcomes meetings. Brook View has access to Cambian diverse multi-disciplinary clinical team both on and off site.

Our clinical team works alongside and in partnership with the whole staff teams of care and education, providing training and support to ensure that the whole school environment is effective in meeting the therapeutic needs of the child or young person. We aim to ensure that all areas of need and objectives from the individual's EHCP are well provided for.

Clinicians contribute to a child's or young person's IDP targets and will set and review clinical intervention targets that are based on assessment their skills and functional needs.

5. Enjoyment and Achievement:

How we ensure the children and young people enjoy and achieve

All children and young people placed at Orion are given opportunities to participate in appropriate leisure activities which take account of their race, culture, language, religion, interest, abilities and their disabilities. Any child or young person who has a pursuit is encouraged and supported to follow their particular skill.

Birthday, cultural and religious festivals are celebrated where appropriate and the children and young people placed with us are encouraged to plan and negotiate leisure activities and special events with members of their staff team. We also ensure that special occasions of family members are also followed such as birthdays, Christmas, Mother's and Father's days and the children and young people are provided with the opportunities to make or buy presents and cards to send to their family members.

There are lots of community resources in the local area for activities including leisure centres, activity clubs and classes, youth clubs and volunteer organisations. All staff are aware of and use the Local Offer to ensure that our children are able to access appropriate activities within the community. Other activities that are available to the children and young people include swimming, football, cycling, walking, Go-Karting, horse riding, youth groups, trampolining and much more.

The children and young people are encouraged to read and to participate in art and crafts. Children and young people are encouraged to explore their artistic potential through art, music, poetry, song and/or creative writing. Resources are available within Orion for the children and young people to be able to take part in these interests.

The staff team helps the children and young people to choose and plan activities. The staff will use keyworker sessions and children/young person's meeting as an opportunity to suggest and support the children and young people with new or existing interests. The children and young people are encouraged to join in community activities such as youth clubs, scouts, trampoline clubs or a specialised disco for children and young people with learning and physical disabilities.

We recognise those children and young people with diverse ethnic backgrounds may have specific needs which relate to their culture. We use the Local Offer and will liaise with specialist agencies and communities to ensure their health and cultural needs are met and promote multi-cultural awareness in the home to further the understanding of staff and children and young people alike, and will support any resident in forming links with others of their religious persuasion in the local community and will provide materials necessary for them to follow their chosen religion and/or continue their faith or belief. The children and young people enjoy the variety of foods provided and are educated to promote cultural awareness.

Incentives

Sticker charts are one of the most popular and effective tools used in incentive-based systems, especially for younger children. These charts are visually engaging, easy to implement, and provide immediate feedback, making them a fantastic tool for motivating children to develop positive behaviors and habits. This report delves into the use of sticker charts, their benefits, and how to effectively implement them.

Sticker charts remain a simple yet highly effective tool for incentivizing positive behaviours and teaching young people about responsibility, accountability, and goal-setting. By offering clear objectives, providing visual feedback, and aligning rewards with the child's interests, sticker charts can be used to foster good habits, reinforce desired behaviours, and create lasting motivation.

With proper implementation, sticker charts can be an engaging, fun, and rewarding way to guide children toward achieving their goals.

6. Health:

Arrangements to protect and promote health.

Staff have an important role in promoting an awareness of health issues and ensuring a

healthy lifestyle is encouraged. At a basic level this involves providing good nutrition, ensuring adequate sleep and a proper regard for safety, but also work towards preparing children and young people to take care of their own health and wellbeing. Children and young people's health needs play an important part in their development and as such it is vital that any such needs are addressed promptly.

It is our aim that all children and young people placed with us are healthy and happy and one way we achieve this is by making sure they are medically well cared for.

All children and young people when they are admitted to Orion are registered with the local GP, dentist and optician. The local surgery has male and female doctors available, therefore allowing the children and young people to have a choice of GP and of their own sex if preferred. Should it be necessary the GP can refer patients to specialist clinics at our local hospital which is Preston Royal Hospital. Some of our children and young people may need to attend a more specialised hospital to meet their needs such as Alder Hey or Manchester Children's hospital. Orion staff would ensure appointments were attended and any follow ups required are actioned.

We keep an up to date health record on each child or young person which contains all relevant information e.g. routine checks, illness, medication etc. All the children and young people have regular keyworker sessions where they are able to raise any concerns they may have regarding their own health and these are acted upon quickly. All the children's and young people's medication is reviewed on a regular basis in line with their individual needs. All the children and young people also have an annual health assessment in order to make sure that the home is meeting their individual needs.

At Orion, we are committed to supporting children and young people in leading healthy, balanced lives. We believe that health education should be proactive and inclusive, addressing both physical and mental well-being. Our care team works closely with each young person to create personalized plans that promote a healthy lifestyle, ensuring they receive the right support and guidance.

We encourage active participation in physical activities by offering interactive exercise programs tailored to individual needs. These programs are designed not just to enhance fitness, but also to instill a sense of enjoyment and empowerment in maintaining an active lifestyle.

Our holistic approach to well-being extends beyond just physical health. We offer education and support on a wide range of topics, including healthy eating, body care, personal hygiene, and mental health awareness. We also provide information on important life skills such as managing stress, developing emotional resilience, and building healthy relationships.

Additionally, we promote awareness on various aspects of health, including the prevention of infectious diseases, the importance of regular health check-ups, and safe practices around substances like alcohol, drugs, and smoking. Our approach emphasizes self-care, responsibility, and informed decision-making, helping young people to make positive choices that support their overall well-being, both now and in the future.

At Orion, we understand that each individual is unique, and we are dedicated to providing a caring environment where every child and young person has the opportunity to thrive.

Details of the qualifications and professional supervision of staff involved in providing healthcare or therapy.

We form positive links with health professionals working with the CLA Nurse and the CAMHS

team at Ellen and Shawbrook House to create a holistic care programme for our children and young people.

The staff team attend mandatory training and workshops, in order to promote health and well-being. Examples of training are; Health and Safety, Administration of Medication, First Aid, Food Hygiene, and Promoting Equality and Valuing Diversity. Specific training can be sourced around individual needs at the point of referral and placement.

7. Positive Relationships:

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

The team at Orion work in partnership with parents and carers to promote regular contact through on-site and off-site visits which will be supported according to need. The use of regular weekly reports ensures parents and carers are fully aware of up to date news and able to refer to this during regular telephone or skype contact as arranged. All children and young people send regular letters to parents, often in symbol and picture form, and parents are invited to share key events such as the annual carol service, sports day and birthday parties etc. Social workers are also included in all communication and updates to ensure all progress and challenges can be shared and managed with a transparent and supportive approach.

8. Protection of Children:

The home's approach to the monitoring and surveillance of children and young people.

At Orion, we prioritize the safety and well-being of all children and young people in our care while respecting their privacy. The use of electronic devices is carefully managed and monitored using a recognized system, Fortigate, to ensure a safe and secure online environment. This system helps us provide a controlled digital experience while minimizing any potential risks associated with internet usage.

While there is no CCTV on-site, we understand that, in certain circumstances, additional supervision may be necessary for the safety of young people. With proper authorization from parents or the Local Authority, as well as approval from the Court through a Deprivation of Liberty (DoL) order when applicable, we may use camera monitoring devices in bedrooms during the night to ensure heightened supervision. These devices, similar to baby monitors but designed for the appropriate age group, help us monitor the well-being of young people in a respectful and non-intrusive way.

We aim to provide a balance between safety and autonomy, ensuring that every young person feels supported and protected while maintaining a respectful and dignified approach to supervision.

The vetting of staff and visitors to Orion.

The procedure for the vetting of staff and visitors of Orion is as follows. Any visitors to Orion will be asked for ID and we will verify directly with the company they represent if we have any concerns. They will be asked to sign in. Dependent on the current government guidelines at the time.

Staff who are sent to work on site from any other Cambian homes will be asked to bring a copy of their DBS and ID; we will speak with the home's managers if we have any concerns. They will be asked to sign in.

Supervision of Children and young people

Day and night prior to a child or young person's placement at Orion, a supervision level will

have been agreed in consultation with the placing authority. Appropriately trained and experienced staff will be detailed to work with the child or young person on a rota basis. Children and young people will have an identified core team who will be primarily responsible for their care.

The approach to physical intervention in relation to children and young people;

At Orion, we are committed to ensuring the safety and well-being of all children and young people in our care by using a proactive and thoughtful approach to managing challenging behaviours. Our approach to physical intervention is guided by statutory frameworks, including the *Children's Homes (England) Regulations 2015*, and we place a strong emphasis on the least intrusive methods, focusing on minimizing the need for physical intervention through early intervention and behaviour management strategies.

We adopt the *Crisis Prevention Institute (CPI)* methodology, which is a well-recognized system for managing challenging behaviours. CPI emphasizes de-escalation techniques and strategies that focus on preventing an incident from occurring, rather than waiting until intervention becomes necessary. This approach encourages staff to concentrate on identifying and managing the behaviour before it escalates to the point where physical intervention might be required.

Physical intervention is always seen as a **last resort** and is used only when all other strategies have been exhausted. The purpose of physical intervention is strictly to prevent injury to any individual, including the child or young person, or to prevent significant damage to property. The focus is on **safeguarding** and ensuring the well-being of the child or young person, while maintaining dignity and respect at all times.

Each child or young person at Orion has a **Positive Behaviour Support Plan (PBSP)** and an **Individual Risk Assessment** developed prior to their admission. These documents are continuously reviewed and updated regularly, particularly after any incidents, to ensure that all risks are assessed and managed effectively. Our staff are trained in **Safety Intervention** as part of their professional development, and the training includes both proactive strategies (to prevent incidents) and reactive strategies (for last-resort intervention). Staff are also trained to assess their own competence during training, ensuring that their approach is always appropriate and in line with best practices.

Our training programs focus on **communication and emotional regulation** as key aspects of behaviour management. We understand that many of the children and young people in our care experience high levels of anxiety and find communication challenging, which may lead to heightened emotional responses or behaviours that can be physically challenging. Therefore, staff are trained to recognize early warning signs of distress and employ de-escalation techniques before situations escalate. The aim is always to engage the child or young person in a positive way, reduce anxiety, and avoid the need for physical intervention.

In addition, **restorative consequences** are used to help children and young people learn from their behaviour and understand the impact of their actions. These consequences are always proportionate, reasonable, and aimed at teaching responsibility and positive social behaviours. All incidents, including the use of physical support, are carefully documented and analysed, with a clear debriefing process involving staff, management, and the child or young person, to ensure the incident is reviewed and any lessons are learned. The child or young person is always given the opportunity to share their perspective, and if they wish, they can speak to an advocate or an independent person for further support.

We adhere to a **comprehensive Incident Management System**, which includes a detailed flow chart and checklist for staff to follow. This system helps ensure that all incidents are handled appropriately, and that any physical interventions are reviewed by management as part of a robust quality assurance process. This review process includes feedback from the child or young person involved, and a thorough analysis to ensure that best practices are being followed and improvements are made where necessary.

At Orion, we maintain a **strong ethos of positive behaviour support**. We are focused on fostering an environment where children and young people are encouraged to communicate effectively, manage their emotions, and develop the skills needed to interact in a safe and positive manner. We work collaboratively with parents, carers, and external

professionals to ensure that all interventions and plans are tailored to the individual needs of the young people in our care, always prioritizing their safety, dignity, and well-being.

9. Leadership and Management:

Details of Registered Provider, Responsible Individual and Registered Manager

The Registered Provider
Cambian Autism Services Ltd.
Metropolitan House,
3 Darkes Lane
Potters Bar
Hertfordshire
EN6 1AG
Tel: 01707 601800
Changes in June of head office
The Responsible Individual
Vacant

The Registered Manager
Vacant
Cambian Brook View School
Ward Green Lane
Ribchester
PR3 3YB
Tel: 01254 942362

Regional Leader- Education Services
Richard Winzor
Cambian Autism Services Ltd.
Metropolitan House,
3 Darkes Lane
Potters Bar
Hertfordshire
EN6 1AG
Tel: 01707 601800
Mobile: 07442 603132

Details of Management/Staffing Structure and Training.

Orion is managed by the Cambian Group. Every member of staff, prior to commencing work, completes an initial 2-week induction which includes time set aside for observation of working practice and completion of Induction E-learning and Safeguarding training. During indication, staff spend some time in the school setting in order to develop a better understanding of the

child or young person and to form positive working relationships with them.

There is a robust supervision policy in place. All staff with case management are supervised by a manager or Team Leader. Sessions take place every 4-6 weeks ensuring it meets the working reality of the service taking into account annual leave and shift patterns. Shifts patterns Cover mornings into afternoon, afternoon into evening and night shifts.

It is a requirement for care staff to have or work toward NVQ level 4 in Children's and Young People's Workforce following the successful completion of their 6-month probationary period.

When staff members initially start employment, they are placed on a 6-month probationary period; following their confirmation in post, they then continue to receive regular supervision and appraisal in line with Cambian policy.

When a staff member is new the Organisation there may be times in which they will possibly receive more supervisions to have certain things discussed and if need be to have extra training for successful probationary period. PIPs or and PDPs to be implemented for a successful career with Cambian.

Gender Status of the home and positive role models.

Staff working at Orion are of a balanced gender mix. All staff are trained and supported to present as positive role models. Staff are blended in teams across residential and education settings, with female staff leading on supporting all female children and young people with personal care where appropriate.

Professional Supervision arrangements for care staff and Health Care Professionals.

Supervision of staff

The company procedure and home's practice on supervisions are that;

- All contracted staff members have regular supervisions and care is taken to match up supervisors and supervisees to maximise the development of the staff.
- Supervisors are encouraged to create an open and relaxed environment during supervision so that strengths and areas for development can be addressed in the right way. Supervisions are planned for quiet parts of the day, so that staff are able to access their supervision without being disturbed and without impacting on the care provided.
- Managers ensure that supervisees are aware of their role are able to raise queries and concerns and know who they are accountable to.

When staff members initially start employment, they are on a 6-month probationary period and following their success they then continue to receive regular supervision and appraisal.

10. Care Planning:

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

Orion will not accept emergency referrals.

Planned Referrals to Orion.

When a referral is made to the home and there is a placement available, we send the referring agency a Referral Information Form. If, on receipt of this completed form, it is considered appropriate to move forward then the following procedure is instigated.

1. Child or young person's social worker is contacted to arrange a pre-admission meeting and to ensure that all appropriate information regarding the child or young person is forwarded to Cambian Group. This information should include educational reports, psychological assessments, social history, court proceedings and present situation regarding the child or young person.

2. A member of the management team from care and education will always visit the child or young person at their present abode to discuss the possibility of a placement and to answer any questions the child or young person might wish to ask.

3. The social worker and any other relevant professional involved in their care will be invited to visit Brook View site, before admission, to ensure the placement and environment is suitable in meeting the child or young person's needs.

4. The child or young person should have the opportunity to visit the placement before admission to meet the staff group and ask any questions regarding his/her placement with us. Where this is not possible photographs will be provided to the child or young person in a format to meet their individual needs in understanding the process of their move.

5. A pre-admission meeting will be held between the Placing Authority and Cambian Group to discuss an initial "Care Plan" and an appropriate Curriculum Pathway for the child or young person, and an agreement reached regarding the placement's desired outcomes.

6. Cambian Group will submit to the placing authority a copy of their "Service Agreement" which sets out the terms and conditions of service provision.

Throughout the placement the statutory Child in Care Review System will be operated. The placing authority is responsible for arranging and conducting any reviews.

If a child or young person comes to the home as an emergency placement a placement review meeting will be held within 72 hours.

Additional Contact Details

The Children's Commissioner for England: The Office of the Children's Commissioner Sanctuary Buildings
20 Great Smith Street London
SW1P 3BT
Tel: 0800 528 0731
advice.team@childrenscommissioner.gsi.gov.uk

Child Protection Services:

NSPCC child protection helpline
Tel: 0808 800 5000 (adults)
Childline
Tel: 0800 1111

Document compiled using the following information where appropriate: Children's Home's Regulations including the quality standards - April 2015

Deprivation of Liberty" Guidance for Providers of Children's Home's and Residential Special Schools - 2014 Special Education Needs and Disability Code of Practice: 0 to 25 Years" 2015

Cambian Group Policies and Procedures