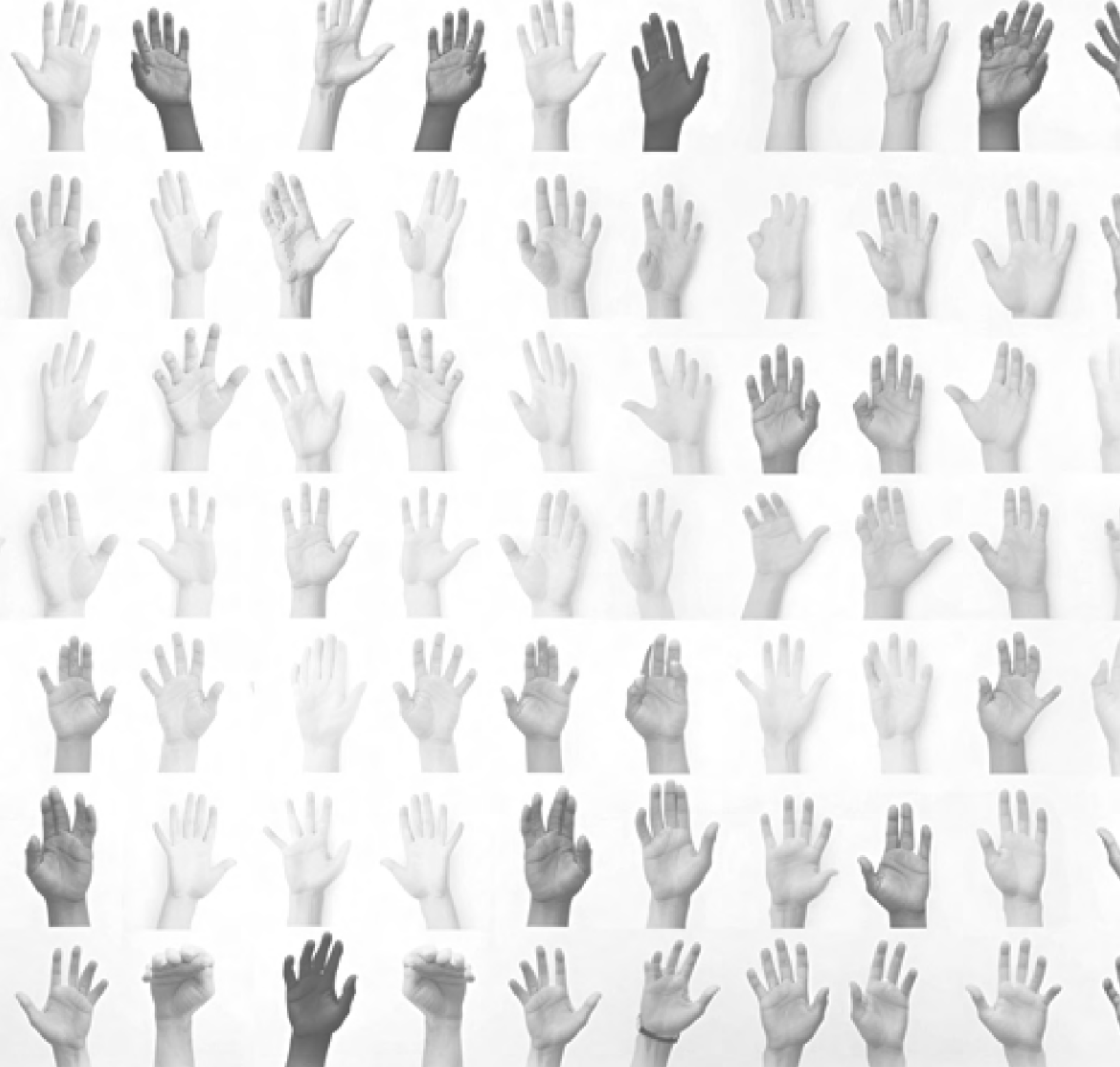




ROSEDENE HOUSE

STATEMENT OF PURPOSE



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INTRODUCTION

OUR HOME - ROSEDENE HOUSE

Rosedene House is a semi-detached house based in a residential area of Croydon, South London. It is set up to be the home of one child at a time and has an experienced team of adults who work on a forty eight hour, rolling shift pattern to provide homely and consistent support for the children that we care for. Rosedene House has a large sized back garden and features a lounge/dining room, kitchen, bathroom and office space. Rosedene House aims to create a home-like environment for the children and is decorated to a high standard. Rosedene House is near to local public transport, GP surgeries and dentists as well as supermarkets, gyms and pharmacies. There is a Police Station locally in Croydon as well as a Fire Brigade Station in Norbury and an Accident and Emergency department at Croydon University Hospital.

QUALITY AND PURPOSE OF CARE

THE CHILDREN AND YOUNG PEOPLE CARED FOR BY ROSEDENE HOUSE

Rosedene House provides a loving, caring and safe home for young people of all genders, ethnicities and identities of ages between six and seventeen years old. Rosedene House will look after young people with emotional and behavioural difficulties who have experienced trauma, neglect and abuse.

Rosedene House aims to care for Children and Young People with complex needs and we hope to be able to adapt our environment to limit the need for children and young people to leave our home should their needs increase or decrease during their time with us. This means that we can adapt our environment to look after children and young people who may need a higher level of care including DOLs Orders and Higher staffing ratios. We hope to provide long term care for complex children and young people and this makes being an adaptable environment imperative to their growth and development.

Adults will be trained to meet specific needs of the young people including; trauma, attachments, physical health needs and safeguarding. Training will also be adapted to the needs of the children we care for and will be sought where possible, prior to admission of the young person for the best possible outcomes. Adults will remain ambitious and committed to the children's safety, development and happiness.



ETHOS OF ROSEDENE HOUSE

The adults at Rosedene House believe that young people need to feel loved and safe to be able to achieve and develop in all areas of their lives. Young people will be supported by an experienced team of adults who remain ambitious, creative and curious in their approaches to supporting the young people.

The adults will attend regular training and continued professional development to be able to provide the best care possible for the young people, practice is child centred and informed through training. The adults will have experience working with or will receive training to support young people with Emotional or Behavioural Disorders. The home could also care for children with dual diagnosis of Autism, ADHD and some mental and physical health disorders, with EBD being the main care need for the child.

Rosedene House will look after young people who may have a variety of medical and / or physical needs where mobility is not significantly impacted or prohibited by the environment. The needs of these young people are assessed at point of referral combined with an in depth discussion from the referring authority. We are not able to care for young people who require physical care. Any minor adaptations for young people with a level of physical or medical need are provided and completed on a needs-led basis for the young person. An example of a physical need or medical issue could be a young person with a diagnosis of scoliosis where their movement is more limited or reduced. It could also include for example young people with a dual diagnosis of EBD with Epilepsy or Diabetes etc.

The home is decorated to a high standard and creates a homely, warm and welcoming environment and can be adapted to the interests and needs of the young people who reside here. The young people play an active part in the improvements to

the home through young people's meetings by contributing ideas such as; home improvements, paint colours, new furniture, uses for communal space and make requests for purchases for the home that support them to feel safe and comfortable. It is the hope that young people feel at home and take ownership over their home and individual spaces.

Bedrooms will be personalised to each young person, they can choose the colours, furniture and soft furnishings and all rooms aim to meet the individual sensory needs of the young people. Young people should feel proud of their bedrooms, and these should be their safe spaces to express their identity and interests without judgement or prejudice.



The adults at Rosedene House will strive to support the young people to explore their interests through a range of activities, clubs and hobbies such as; sporting teams, days out, individualised trips away and by ensuring that each young person has access to these without the worry of financial restraints.

Young people will be supported to explore their identity, heritage, culture, gender and sexuality in a safe and nurturing environment through Key working sessions, educational resources, trips and activities, clubs and additional services. All young people should feel safe and proud to be who they are and this is imperative to them developing into a confident, capable and ambitious young person and into adult life.

Safe and positive relationships are promoted and supported at Rosedene House by the adults working alongside professionals, family members, educational professions and therapeutic services. Rosedene House believes in the need for community and family network, however this looks for each young person. Friendships are promoted and nurtured to allow our young people to have loving, fun and safe relationships with their peers and to learn how to manage these moving forward.

Adults at Rosedene House will support young people to develop the confidence and skills to be independent through independence plans, key working sessions and other

services. Young people and the adults will work closely together to identify areas they require more support in and to adapt their independence plans to address these areas with support that is individualised to each young person.

Rosedene House will work closely with the young people and involve them as much as we can in the planning and implementing their futures. A key worker is provided for each young person and they are a link to helping the individual to identify their current needs as well as looking to the future. From this a placement plan will be constructed that outlines all of the areas stated in the Children's Homes Regulations 2015, in particular regulations 14, 17 and 18.

Rosedene House hopes to provide a therapeutic and supportive framework for our young people. We will achieve this by working with placing authorities and through joint working with the young person's Social Worker. We believe in open and constant communication between staff, our young people, their social workers and all professionals working with them.



AIMS AND OBJECTIVES

Rosedene House aims to provide a loving, safe, caring and nurturing home for children and young people to achieve and live happily and safely within.

Rosedene House will support young people to attend and achieve in education settings such as; school, college, alternative educational programmes and employment. We will encourage education and learning through educational trips, cultural experiences and ensuring the young people have access to learning and development services.

We aim to support young people to process their trauma and childhood experiences and build positive strategies to manage difficult feelings that can be taken into their adult lives. We will work closely with therapeutic services to support the young people to understand and process their experiences and feelings.

We will work closely with the young people to encourage and support them in planning and implementing their care plans. A key worker will be provided for each young person.

There is a commitment to identify their current needs as well as looking towards the future. This is incorporated in the Placement Plan, which outlines all areas as stated in the Children's Homes (England) Regulations 2015, particularly Regulations 14, 17 and 18. These regulations state that young people are welcomed into the home and leave the home in a planned and appropriate manner which makes them feel valued.

We believe open and constant communication between the home, the young person, the Social Worker and all other significant professionals is essential to ensure effective and safe childcare in addition to all other significant parties.

The welfare and safety of the young people in our care is of paramount concern.

Young people will be asked to provide regular feedback on their care and experiences and this feedback will be an integral part of the development of the home.

LOCATION OF THE HOME

Rosedene House is set within a residential area of Croydon. Croydon is a diverse area of South London that is home to many different cultures and has all services required to meet the health needs of the children located nearby. The house is ideally located to meet a range of cultural and religious beliefs as well as providing good public transport for children to access other areas of London and surrounding areas for education, activities and family time.



CULTURE, IDENTITY, RELIGION AND INCLUSION

Rosedene House is located in Norbury in South London which is a culturally rich area that provides a great location for children to embrace diversity. Rosedene House aims to support the children and young people's individual cultural needs within the home. Rosedene House employs a diverse team of adults throughout the organisation. The adults come from a variety of different ethnic backgrounds or share different values, religions and beliefs. We aim to support the young people to learn to respect and enjoy diversity. This will enable them to develop their own cultural identity for now and the future.

At Rosedene House we aim to;

- Support the young people to understand their culture.
- Provide positive relationships, professional and personal, that support self-esteem within the young person.
- Enable young people to have access to appropriate school-based curriculum support in regard to cultural issues.
- Provide accessible and appropriate leisure and social activities, delivered via extended services and /or school-based timetable.
- Adults work with young people in the community setting to support cultural needs.
- Adults will ensure all appropriate specialist products / items are bought and are available in the home. This could be products for hair or skin. There will be extra funding provided by the company for specialist products.
- Rosedene House will support all necessary appointments for the young person that meet their cultural needs.
- Rosedene House will celebrate differences through a range of activities, events and learning opportunities.

All cultural needs are documented and reviewed within the young person's Placement Plan, Education Plans and Key Worker Reports. Daily Reports will identify any areas and services accessed or items purchased.

Rosedene House acknowledges and respects the need for young people to maintain all important religious contacts and practices and will work to maintain these if the young person wishes to do so. All young people's religious needs and observances will

be respected and facilitated. If a young person needs escorting to a place of worship, this will be provided. Where we have limited knowledge of a particular young person's cultural or religious needs, we will ensure that links are made within the community to seek the information that we will need to provide holistic care for that child.



We welcome family and community support in meeting the cultural needs of the individual. Young people can live with us with various language differences. This can be supported on an individual assessment of how the home would best meet their needs, for example, an interpreter for meetings or contacts. Adults will be creative in the ways that they communicate with children and will learn the best ways to communicate with each child no matter language barriers, hearing or speech impairments and levels of processing and ability.

COMPLAINTS

At Oasis Manor Care we believe in creating a safe, happy and open environment for children who live with us and adults who work with us. We want all to feel able to resolve issues together where possible and for adults and children to be able to make complaints without fear of consequence. As an organisation we are growing and learning and therefore, complaints are opportunities to learn and

Complainants will always be treated with the respect, and will never be treated adversely because they have made a complaint. All complaints will be addressed without delay and the complainant is kept informed of the progress. All complainants will be treated fairly and without discrimination or prejudice.

This procedure is to be followed when a young person wishes to make a complaint about their experience living with Oasis Manor Care. The complaints procedure can also be used by parents/ carers, Social Workers, the placing authority and other adults involved in the care of the young people. Young people will be informed about the complaints procedure in a variety of ways including the Young Person's Guide given to them upon admission.

A copy of the Complaints form is provided along with the children's guide when children first move into our home and will be kept available in the home's office. Children will always be offered the opportunity to make a complaint and can be supported to complete the complaints form should they require it.

At Rosedene House we hope to create an environment where children can share their concerns and raise issues with the adults who care for them and hope to initially manage minor concerns through mediated discussion first.

Where this is not possible, children and adults can raise a complaint to the Home's Manager, Responsible Individual or Deputy Care by completing the complaints form. This is also recorded on Clearcare along with a chronology of all actions taken by the manager who is dealing with the complaint.

Acknowledgement of the complaint will be provided within 48 hours with a final outcome being shared within 28 days. Further information can be found in the organisation's Complaint's Policy.



ESSENTIAL POLICIES AND WHERE TO FIND THEM

Oasis Manor Care have robust policies in place that are stored on a cloud-based software. Files are encrypted and access is provided to all working at Oasis Manor Care on induction. All other access can be requested.

Policies are also stored on the Clearcare system and are accessed by all staff during the home's induction.

Policies include;

- Safeguarding and Child Protection
- Complaints
- Positive Behaviour
- Equality and Diversity
- Missing Child
- Prevention of Bullying

All policies are written in line with the Children's Homes Regulations 2015

CHILDREN'S VIEWS, WISHES, AND FEELINGS

YOUNG PERSON'S/CHILDREN'S GUIDE

Rosedene house will provide a Young Person's Children's Guide to all children and young people, where possible, prior to coming to live at Rosedene House. The hope is for this guide to answer questions that the child may have prior to them coming to live at the home and provide them with essential information that hopes to ease their worries as they transition to our home.

Where not possible for the children and young people to receive this prior to coming to live with us, they will receive this on the day that they come to live at Rosedene House and an adult will go through this with them and answer any questions they may have.

The guide contains details of their entitlements, the home's rules and expectations, how they will be cared for and key contact details for The children's Commissioner, Ofsted and Childline. It also provides the procedure for Children and Young People to make a complaint about their care or adults caring for them and who to report this to. The Young Person/ Children's Guide is designed to be child friendly and accessible for all children able to read. Any Child or Young Person unable to read will be given the information in a way that they are able to process and understand.



YOUNG PEOPLE AND CHILDREN'S MEETINGS

The young people and children will be actively encouraged to share their wishes and feelings within the home. They will be aware that they can talk to the adults at any time if they have concerns or need to talk to someone.

Young People and Children's Meetings will be an important tool used in Northborough House to empower children and young people to share their views, wishes and feelings in a constructive and safe way. This is an opportunity for them to share their feelings regarding the day to day running of the home and talk about issues they may currently have. Young people and Children's meetings also provide a forum for young people to discuss menu options, holidays and environmental improvements. They can discuss areas they think are going well and generally share their views and feel listened to.

Young People and Children's Meeting will seek to gain input from all children and young people who live in the home and will utilise a range of topics that hope to provide learning opportunities for the children too, such as; history, society, religion and other topics that will enrich their lives and knowledge.

Young People and Children's Meetings will happen at least fortnightly and will be recorded on the Clearcare System.

CHILDREN'S RIGHTS

At Rosedene House we do not tolerate discrimination under any circumstances that may occur on grounds of race, culture, ethnicity, religion, age, gender, sexuality, class or disability. We value and celebrate diversity and endeavor to create a home that embeds anti-discriminatory practice. We understand that all people are unique and have different, but equally valid life experiences.

Our ethos and values in relation to children's rights are based on the UN Convention of the Rights of the Child.

These are:

- Everyone has a responsibility to support the care and protection of children and young people
- Children and young people must be protected from all forms of violence and exploitation
- Children and young people have the right to be listened to and their views respected and responded to
- Children and young people should be encouraged and enabled to fulfil their potential
- Every child must have someone to turn to and trust



Rosedene House believes that education for children is important for their overall development. This includes not only academic but social and emotional development. Education better the life chances of children and provides them with routines, friends and life skills above academic learning.

Rosedene House has a secondary lounge space which is predominantly a sensory room but can also be set up to support home learning should children require to be educated at home for a period of time until they can be reintegrated into an education setting that can meet their needs.

Rosedene House will ensure that barriers to learning are addressed and all children able to attend education that suits their needs. The adults will;

- Provide children with emotional support that empowers them to attend education and supports them to build resilience.
- Ensure children are able to get to school and will take them and collect them from education should they require this.
- Will build professional relationships with all key professionals at schools and colleges to ensure that the children receive consistent support.
- Advocate for the child's need to be able to achieve in education.
- Ensure EHCPs are up to date and reflect the child's current support needs.
- Attend PEP meetings to support the child to share their views and wishes and ensure these are heard and addressed.
- Provide support at home with homework and any coursework and assignments as well as setting regular rewards for achievements to support motivation.
- Where possible, children who need to move schools will be taken to view a range of local schools with available spaces that can meet their needs. This way they are able to have a say in their choice of school and feel more committed to attending.

At Rosedene House we believe that education goes beyond formal learning and encourage education and learning in the day to day lives of the child. This includes but is not exclusive of;

- Educational trips and activities
- Peer learning
- Practical, skills based learning that supports independence and interests.

At all times, Rosedene House will remain ambitious for the children and will continue to promote their development and celebrate all achievements.



ENJOYMENT AND ACHIEVEMENT

At Rosedene House we are passionate about providing children and young people with opportunities to experience fun, enriching activities that support their development and interests. Children and young people will be empowered to enjoy clubs and where possible, if already in clubs and teams prior to coming to live at Rosedene House, will be supported to remain at those clubs to provide consistency for the child.

Children will play an active role in their plans throughout the week and this will balance a range of structured activities in and out of the home, clubs and unstructured leisure time which is also important to the children's development.

Children will be supported to engage in a mixture of group activities as well as one to one time with adults.

Children will be offered a range of holidays and overnight stays where it is safe to do so.

All achievements will be celebrated by adults in the home. No matter how big or small. Children will be shown how proud the adults are of them. All certificates and trophies will be displayed around the home with the child's consent. It is important children feel proud of their achievements too. Regular rewards will be set for reaching goals as well as other celebrations such as parties or trips.

Children's progress will be tracked and reviewed regularly in each area of their development. Key Workers will set goals with children and make plans as to how to achieve them. This will be collaborative work between adults and the children.

HEALTH AND WELL-BEING

The health and well-being of our children and young people will be taken seriously at every point. We believe that mental health and physical health are just as important as each other and must be treated as so. We aim to do this in a variety of ways, working collaboratively with medical professionals and practitioners. Young people are supported to lead healthy lifestyles and are registered at the local GP, Dentist and Opticians on admission to the home.

The Care and Health Plan records the young person's' medical history, appointments attended and all health needs e.g. optical, hearing, dental etc. We are able to track their health through this.

In addition to this we encourage the young people to eat a healthy balanced diet and to have some understanding of the importance of this on their health. Alongside this we encourage and provide opportunities to undertake exercise through participating in activities that they enjoy (e.g. swimming, bike riding and the gym).



Rosedene House is committed to promoting the health of the children and young people we work with as well as putting great emphasis on their safety and wellbeing. Each member of staff will have undertaken the certificated Emergency First Aid course. Any additional training required for the adults to meet the health needs of a child will be arranged without delay.

Children will be provided with therapeutic and trauma informed care that incorporates a range of support. Adults caring for children will receive training that is aimed to meet the child's specific needs. This could include; attachment training, PACE, Neurodiversity or sexualised behaviours. Rosedene House will be prepared to adapt and seek training for the adults to ensure the best support possible.

Rosedene House will work with other therapeutic and mental health professionals to assess the needs of the child. This could include; CAMHS, Councilors, Child Psychologists and Psychiatrists. Rosedene House will seek and provide the right therapeutic support for each young person. Rosedene house will make referrals for children with the support and consent of the allocated social worker to ensure the child's needs are being met and understood.

POSITIVE RELATIONSHIPS

Rosedene House aims to create a safe, loving and homely environment for all children and young people who live there. This will be created by all children having nurturing relationships with the adults that care for them in the home.

Rosedene House will ensure that all family time arrangements are upheld and barriers are removed to ensure children can see their family and loved ones. Adults are available to supervise family time if needed and will ensure that cost of activities, food and transport for the child whilst with family are covered to ensure that this does not impact the child's ability to build positive, lasting memories with their loved ones. Family time will be regularly reviewed in Family Time Meetings and Looked After Child Reviews. Adults at Rosedene House will ensure the child's view and wishes around their family time are shared and acknowledged by all professionals caring for the child.

Children and Young People are encouraged and supported to make positive friendships through education, clubs and activities. Children and Young People will have individual agreements and risk assessments in place to assess their ability to have time with friends. This could be in the community or in the home or the home of the child. All necessary welfare checks will be carried out by the adults at the home prior to visits to other children's homes or when in the community. Friendships are important for a child's social and emotional development and Rosedene House aims to support all friendships that do not negatively influence or impact the child's well-being or safety.



PROTECTION OF CHILDREN

Rosedene House will have two adults on each day to care of the children and young people in the home. Children will be monitored appropriately for their needs and age. Other factors could include how they respond to the other child that they live with. Adults are available throughout the day at all times to support the children.

Rosedene House has Door Alarms installed on the front and back door of the home and on the children's bedrooms. This is due to adults in the home working on a "sleep in" basis. Door alarms are never used as a monitoring tool and are only used throughout the night whilst adults are asleep to ensure children are safe. Each child will be individually risk assessed for the use of door alarms and this will be regularly reviewed by the Key Worker and Home's Manager along with the child's social worker. It is the aim for children to not need door alarms for an extended length of time and will only be used if a child presents risks at night time or around absconding from the home. Oasis Manor Care has a Door Alarm Policy.

Rosedene House has CCTV installed to the front and back of the property. This is due to the location of the home having a higher number of anti social behaviour incidents in the local area. The CCTV is not used to monitor or record children or adults working at Rosedene House at any time and is only there as another layer of safeguarding for the children and adults at Rosedene House from risks in the community. Oasis Manor Care has a CCTV Policy.

Rosedene House acknowledges and understands that many young people in care have experienced environments characterised by low warmth and high criticism or have endured abuse and neglect, leading to negative perceptions of themselves and diminished self-esteem, self-worth, and confidence. Adults who work at Rosedene House are expected to cultivate positive and supportive relationships with young people, primarily relying on positive reinforcement of appropriate behaviours. Teaching young people appropriate behaviour involves role modelling desired responses to various situations and consistently providing feedback on their actions and its impact on themselves and others.

As young people start to address their challenging behaviours, they require encouragement and support to reinforce their efforts and foster further progress. When supporting young people's behavioural needs, adults should ensure a clear distinction between disapproving of the behaviour and disapproving of the young person themselves (Confrontation/Collaboration approach). Rosedene House will foster the approach of Positive Reinforcement when supporting children to manage their behaviours.



Physical interventions should only be used as a last resort, when absolutely necessary to prevent serious harm to children and young people, adults or property, and must be carried out by adults who are fully trained and certified in approved physical intervention techniques. Following any use of physical intervention it is important that Children and Adults undertake reparative discussions and activities to ensure the relationship is not impacted and the child is able to understand that the adult was acting on their best interest to keep them and others safe. Children will always be offered medical help, advocacy and the chance to make a complaint following the use of physical intervention.

Rosedene House uses PMVA(Prevention and Management of Violence and Aggression) to support young people and children who require physical intervention.

PMVA (Prevention and Management of Violence and Aggression) Training equips staff with de-escalation techniques, conflict resolution, and safe physical interventions. It typically runs for 3 days and must be refreshed annually. Core principles include minimising harm, using least restrictive interventions, and maintaining dignity and respect.

CARE PLANNING

Rosedene House is able to admit children and young people on both a planned and same day placement. Initial enquiries regarding placements typically come from telephone calls or emails from the allocated social worker or placement commissioning officer. If a vacancy is available, they will be requested to send a profile and referral documents for the child or young person they wish to place. These are sent to the Director – Ali Walji, Responsible Individual – Shahzad Choudhary and the home's Registered Manager – Grace Slater.

This is then followed up by explorative discussions with the allocated social worker and where possible; previous carers, key professionals from education or other adults who know the child well. The Registered Manager may visit the child prior to offering placement at the home to get a better understanding of their support needs.

Each child's referral is assessed on an individual basis and considers;

- The age, support needs, level of risk, background history and any disabilities
- Their family arrangements and any risks associated with this
- All Safeguarding concerns
- Their interests and hobbies
- Their cultural and religious beliefs
- Physical Health needs
- Mental Health needs



-
- Education requirements
 - Staffing ratios
 - Can they be placed with other childer
 - Do they require DOLs accommodation or any other special requirements for care

If the Registered Manager and Responsible Individual agree that the child's needs can be met and well supported within the home, a placement will be offered. A provider's response will be sent to the placing authority details how the home can meet the needs of the child. An Impact Risk Assessment is completed prior to the child moving into the home. This details all potential risks regarding the child and also considers the needs of the other child at the home, location and adults ability to meet their needs and manage risks.

Further discussions are then had to plan the transition to the home for the child that best suits the child and their support needs. Where possible, the child should visit the home and spend time with the adults in the home and if applicable, other child. This hopes to relieve anxiety around moving to a new home and allows the children to have a better understanding of who will care for them moving forward. This also gives the child chance to see their room and make any requests for their room to feel more like home in advance. When moving in, children will be provided with The Young Person's/ Children's Guide as well as a welcome pack. A placement planning meeting will be arranged within 72 hours of the child moving in. Where this falls on a weekend or bank holiday, this will be as soon as possible following admission. Children are assigned a Key Worker on arrival to the home who will take the lead in registering them at the local GP, Dentist and Optician.

LEADERSHIP AND MANAGEMENT

Director – Ali Walji has extensive experience in the health and social care sector, having successfully managed supported living homes for adults. During this time, he developed a wide range of transferable skills, which he now applies to his work with children. He is particularly focused on creating children's homes that provide a strong foundation for helping young people transition into adulthood.

Ali is dedicated to promoting the wellbeing of those in his care and aims to apply this approach to the children he works with. His experience includes supporting young adults, especially those aged 18 and over, who have faced significant behavioural challenges. Passionate about giving back to the community, Ali provides the support and guidance needed to help individuals navigate daily life and reach their full potential.

Email – ali@oasismanorcare.co.uk

Address – 19 Rosedene Avenue, Croydon CR03DN



Responsible Individual - Shahzad Choudhary started his career in children's residential in 2018 having worked as a support worker whilst completing his MSC in Social Work. He was able to build relationships with young people whilst also maintaining professionalism and maintaining boundaries. Later he returned to children's residential in 2021 as a Responsible Individual whilst also undertaking a short period as an interim manager and achieving a 'Good' during his inspection. In addition, he has worked with young people with a variety of needs and enjoys developing a culture whereby young people feel happy, trusted and are at the forefront of the home's ethos. He has a passion for developing children's homes and working with managers and staff teams. He creates a nurturing environment by having an open door policy.

Email - shay@oasismanorcare.co.uk

Address - 19 Rosedene Avenue, Croydon CR03DN

Registered Manager - Grace Slater started her career in Children's Residential Care in 2020, having worked in Dementia Care for over eight years whilst completing a Bachelors and Masters Degree in Photography and Postgraduate Certificate in Creative Education. Grace quickly grew in her role from Residential Support Worker to Senior Residential Support Worker in 2022. Grace was promoted to Deputy Care Manager in 2022 and was successfully registered as the manager of her previous home in 2023. Grace achieved an Outstanding rating in her first Ofsted inspection as a Registered Manager in 2024.

Grace has experience caring for children and young people with a wide range of complex needs and focuses on care that utilises trauma informed practice. Grace is passionate that children feel loved and creates a culture in the home where love is at the forefront of everything we do. Grace supports the development and learning of her team and believes in further development for all.

Grace holds the Level 3 Diploma in Residential Childcare and Level 5 Diploma in Leadership and Management.

Email - grace@oasismanorcare.co.uk

Address - 19 Rosedene Avenue, Croydon CR03DN



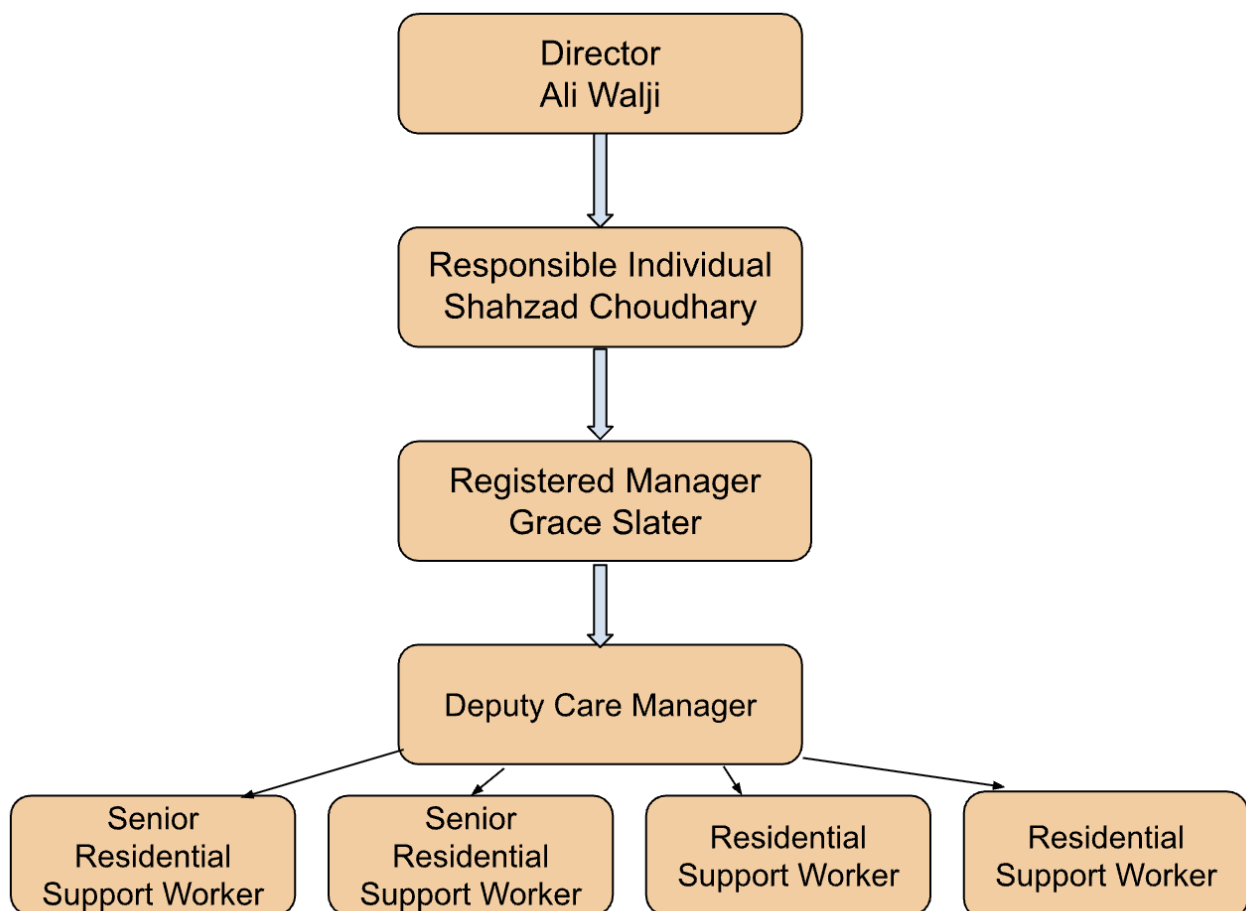
STAFFING

Rosedene House expect that the adults caring for the children and young people in our home will be;

- Caring
- Nurturing
- Proactive
- Resilient
- Creative
- Ambitious
- Accepting

We aim to create a loving environment for children to develop and grow and the adults who care for them are an important part of this. Adults will receive guidance, supervision, appraisal and training as well as development opportunities to grow within the home and company.

ORGANISATION AND STAFFING STRUCTURE





INDUCTION, SUPERVISION, TRAINING, AND QUALIFICATIONS

All adults working at Rosedene House will be provided an induction into the home by either the Registered Manager or Deputy Manager. This will provide adults the opportunity to understand the home's processes, procedures and expectations. Adults will be asked to complete essential training as soon as possible, read through the organisation's policies and SOP as well as referral documents, care plans, strategies and risk assessments for children living at the home.

Rosedene House will ensure that all adults working in the home will receive individual supervision planned and co-ordinated by the Home's Manager. Supervision will be in private and as much as possible, free from interruption. Supervision is documented and takes place on a monthly basis. All supervisions are recorded electronically and adults can access their individual supervision records on the Clearcare System. Adults working at the home still within their probationary period, the first six months of employment, will receive more frequent supervision. All staff are expected to read and sign the company's supervision agreement form. This form sets the expectations for supervision and who can access the records.

From offer and acceptance of employment there will be an expectation to register all adults working at the home on to the Diploma Level 3 for Residential Child Care unless the staff member can evidence the completion of named qualification or the Equivalent. Adults working for the home understand that this is a requirement of their role and make a commitment to complete this within the time frame set out in the regulations. Adults working at the home will be provided with support and regular reviews of the diploma to ensure they are being supported to achieve and progress.

A training agreement will need to be signed upon registration and kept on file.

- Level 3 Diploma for Residential Child Care - England
- Level 5 Diploma in Leadership and Management- Residential Services

SHIFT PATTERNS AND RATIOS

Adults working for Rosedene House will be working a shift pattern of "two on, three off" and will undergo sleep in duties whilst on shift. It is expected that adults understand that the needs of the children will vary and although we hope that children will settle to bed and get a good nights sleep, children will at times need support through out the night. This can be in small ways such as getting a drink, or in bigger ways that require full support, such as being missing from care, needing urgent medical assistance or deescalating incidents in the home.



Where adults have had to stay awake to support children throughout the night, the home will ensure that they are able to get some rest at a later time to ensure they are well rested and able to continue to support the children to a high standard.

There will be an appointed shift leader each day, this is usually the adult with the most experience. The shift leader is asked to manage the alarm room throughout the night, unless all are competent to do so. Adults will wake and support children when the alarm sounds and will remain awake to support the child until they return to bed. Adults are provided a comfortable sleep in room where they can safely lock the door and keep their belongings safe from reach.

EXAMPLE OF ROTA:

B	C	D	E	F	H	I	J	K	L
Day	Date	Grace	Valerie	Pamela	Tess SRSW	Julia	Everton	Paul	Bank
Mon			Day 9-9 plus sleep in		Day 9-9pm		Night - 9pm until 9am		
Tue			Day 9-9pm	Day plus sleep in			Night - 9pm until 9am		
Wed				Day 9-9pm		Day 9-9pm plus sleep in		Night - 9pm until 9am	
Thu					Day 9-9pm plus sleep in	Day 9-9pm		Night - 9pm until 9am	
Fri			Day 9-9 plus sleep in		Day 9-9pm		Night - 9pm until 9am		
Sat			Day 9-9pm	Day 9-9 plus sleep in			Night - 9pm until 9am		
Sun				Day 9-9pm		Day 9-9pm plus sleep in		Night - 9pm until 9am	
Mon					Day 9-9 plus sleep in	Day 9-9pm		Night - 9pm until 9am	
Tue			Day 9-9 plus sleep in		Day 9-9pm		Night - 9pm until 9am		
Wed			Day 9-9pm	Day 9-9 plus sleep in			Night - 9pm until 9am		
Thu				Day 9-9pm		Day 9-9pm plus sleep in		Night - 9pm until 9am	
Fri					Day 9-9 plus sleep in	Day 9-9pm		Night - 9pm until 9am	
Sat			Day 9-9 plus sleep in		Day 9-9pm		Night - 9pm until 9am		
Sun			Day 9-9pm	Day 9-9 plus sleep in			Night - 9pm until 9am		
Mon				Day 9-9pm		Day 9-9pm plus sleep in		Night - 9pm until 9am	
Tue					Day 9-9 plus sleep in	Day 9-9pm		Night - 9pm until 9am	
Wed			Day 9-9 plus sleep in		Day 9-9pm		Night - 9pm until 9am		
Thu			Day 9-9pm	Day 9-9 plus sleep in			Night - 9pm until 9am		
Fri				Day 9-9pm		Day 9-9pm plus sleep in		Night - 9pm until 9am	
Sat					Day 9-9 plus sleep in	Day 9-9pm		Night - 9pm until 9am	
Sun			Day 9-9 plus sleep in		Day 9-9pm		Night - 9pm until 9am		
Mon			Day 9-9pm	Day 9-9 plus sleep in			Night - 9pm until 9am		
Tue				Day 9-9pm		Day 9-9pm plus sleep in		Night - 9pm until 9am	
Wed					Day 9-9 plus sleep in	Day 9-9pm		Night - 9pm until 9am	
Thu			Day 9-9 plus sleep in		Day 9-9pm		Night - 9pm until 9am		



ROSEDENE HOUSE STAFFING LIST AND QUALIFICATIONS

Staff position and start date	Experience and Continuing Professional Development	Qualifications
Grace Slater Care Manager	Grace Slater started her career in Children's Residential Care in 2020. Grace quickly grew in her role from Residential Support Worker to Senior Residential Support Worker in 2022. Grace was promoted to Deputy Care Manager in 2022 and was successfully registered as the manager of her previous home in 2023. Grace achieved an Outstanding rating in her first Ofsted inspection as a Registered Manager in 2024. Grace has experience caring for children and young people with a wide range of complex needs and focuses on care that utilises trauma informed practice.	Level 5 Diploma in Leadership and Management Level 3 Diploma in Residential Childcare Postgraduate Certificate in Creative Education MA in Photography (Distinction) BA Photography (First Class)
Valerie Oberoro Deputy Care Manager	Valerie is an experienced and committed Deputy Manager in children's residential care, with a strong passion for supporting vulnerable young people. Over the years, Valerie has developed a solid foundation in safeguarding, trauma-informed practice, and child development. Valerie takes pride in creating a safe and nurturing environment where children feel valued, understood, and empowered to reach their full potential.	Level 3 Diploma in Residential Childcare
Everton Wilson Senior Residential Support Worker	Everton has found out so much about himself working with Children for over the last eight years and gets so much joy from the	BSc Health and Social Care



	challenges presented in supporting children. Everton's goal is to help to give children the tools and the safe environment to become the best they can be, and to navigate life's challenges seen and unseen. Everton believes that, with the right people and right environment, the Children will have the best opportunity to live, grow and thrive to experience their full potential.	
Nyma Kandeh Senior Residential Support Worker	Nyma, also known as Tess, has recently graduated with a degree in Criminology & Psychology. Tess has gained hands-on experience working with children and young people in residential and support settings. Tess is passionate about supporting vulnerable children and helping them feel safe, heard and valued. Tess has completed key training such as safeguarding, equality and diversity and more, and is always looking to grow in her role. Tess is excited about developing further within the company and eventually stepping into leadership or specialist positions where she can make an even bigger impact.	BSc Psychology and Criminology
Julia Skowronek Residential Support Worker	Julia has not yet worked professionally with children but has been a carer for family members and has a great knowledge and passion for supporting Neurodivergent children to overcome challenges and provide them with strategies to manage and achieve.	Will be enrolled onto Level 3 Diploma in Residential Childcare
Pamela Williams Residential Support Worker	Pamela has many years experience caring for children in education settings.	Will be enrolled onto Level 3 Diploma in Residential Childcare
Paul Seetul Senior Residential Support Worker	Paul has previous experience as a Residential Support Worker within a Residential Children's Home.	Will be enrolled onto Level 3 Diploma in Residential Childcare