

Kidz Come First Care

Statement of Purpose



1. Mission statement

Kidz Come First Care C.I.C is a new entrant to the looked after children's home sector. Bringing a wealth of experience in working with and caring for children and young people aged up to 17 years old in the West Midlands with behavioural, emotional and social difficulties.

The company is a community interest company, specifically 'not for profit'. A large percentage of the surpluses generated by the business will be reinvested to improve the quality of care and acquire and operate additional homes for looked after children.

Kidz Come First Care C.I.C's first building provides a modern and fresh environment for looked after children. The Children's home will be managed by extremely competent and experienced staff who will work to the ethos of the company following 'CARE' (Children and Residential Experiences) which employs a well-established care framework around the operations of the home; a 3 P's (Perception, Protect, Prepare) Methodology that targets the ethos of the company into everyday attitudes and practices.

We believe that we can contribute to giving children/young people the best care no matter how bad their start in life.

Kidz Come First main focus is to ensure that we provide a safe and nurturing environment for young people with the ultimate aim to restore and teach them valuable life skills and the importance of education to bring growth and progress.

We will provide a stimulating environment where young people can achieve and build positive relationships with peers, staff and importantly call home.

Each young person that comes into our home will have their own individual care plan that is centred around them becoming the best versions of themselves.

Our Aims:

Perception:

It is paramount that we strengthen a sense of belonging for the children who will be in our care. Key to their sense of identity, is that staff recognise this as a process which begins by focusing on the concerns, skills and passions of young people.

We aim to build self-esteem and improve their views on life by reassuring them, so they feel at home from inception. One approach is encouraging them to personalise their bedrooms.

Aligning with the Care Planning Standard Regulation 14, having reviewed and assimilated the child's Care Plan, a Placement Plan, will be developed in collaboration with the child and Carer/Key Worker/Social Worker. The Placement Plan will then inform the basis of a one to one assessment with each child, so we can gauge exactly what we can do to support that individual child.

Protect:

We aim to keep the children in our care safe physically, mentally, and spiritually. This includes going the extra mile with personalised care to meet the child's healthcare needs. Aligning with The Health and Wellbeing Standard Regulation 10 and working closely with the child's Social Worker to understand the Healthcare Assessment, and Healthcare Plan. Each carer will have a clear understanding of each child's physical, mental, spiritual and cultural needs so they can provide the appropriate high standard of support within the home.

The children will always be at the centre of everything we do.

Staff will be put on relevant courses or outside specialists will be collaborated with for activities, counselling and mentoring for the children.

Each child will be assigned a mentor who will build a positive relationship with the child. They will be committed individuals who are dedicated to making meaningful impact to the lives of the children.

Supporting them in the following areas:

- Social and emotional development
- Confidence and building self esteem
- Education support
- Provide them support from the transition to childhood and adulthood
- Nutrition and fitness support

We work very closely with family members and other professionals involved with the child/young person in the decision making process relating to the welfare of the child.

Prepare:

We aim to develop each child's resilience and life skills to prepare them to move back home or independently. Each child will have a chance to help with the cooking, a timetable for chores will be put in place. We want to aim for this to help them with having self-motivation and self-discipline and to have respect for their environment.

Children will be taught effective strategies for managing their thoughts and emotions by our qualified well-being coach will visit the setting one day a week. Mind Ninja (online course) will also teach children everything they need to be resilient in the face of life challenges with a huge focus on self-confidence.

We will also have a qualified nurse will visit the site once every two weeks. They will speak to the children about personal health issues, nutrition, and check on their overall wellbeing.

4. A description of Kidz Come First Care Home

Our Care home is a medium to long term residential home registered for 3 young people with social, emotional, and behavioural challenges, of single female sex ages of 12-16 years old. We also have a semi-independent studio flat on site for young people to transition into once they reach 16 years old.

Kidz Come First C.I.C recognises that these young people come from a variety of backgrounds, with a variety of different experiences and social groups. All staff have the training and knowledge to provide high standards of care and support to young people that display a variety of behaviours and underlying causes.

We work to prepare the young people for the next stage in life, whether that is returning to their family home, moving on to foster care, or independent living.

Our home recognises that we need an environment that can offer a child centred approach to help them thrive in life and regain the balance in their lives.

Giving those emotional experiences they may have missed in early childhood. Above all we aim to provide a nurturing environment, give them respect and dignity and teach them life skills to carry them through to adulthood. We believe that residential can support young people to achieve their potential with clear goals and make their voices heard.

We take on a therapeutic approach to support young people to reach their goals and ensure that each young person in our care is able to gain the 3 P'S (Perception, Protect and Prepare) by setting a clear plan.

Some of the difficulties that the young people may include:

- **Challenging behaviours**
- **ADHD, ODD, ADD**
- **Mild learning disabilities**
- **Those at risk of exploitation**
- **Who have a history self-harm**

The home will not be run as a children's drop in accommodation. The intention is to create a sense of confidence and build trust between the children, and the staff.

For example:

From their arrival, we encourage children to decorate and personalise their own room

Staff and children will sit down together for the main meals normally in the evening, so that dialogue can take place, views aired, and bonds formed. A sense of family.

The children will always have a bespoke list in the shopping budget for specific confectionary that they prefer.

Children are encouraged to respect each other and be thoughtful.

Because we are providing an environment where children can stay, grow and develop; the onus is on us to encourage a positive attitude to their educational development.

A sensory garden with a wide range of sensory experiences, sensory lighting, and covered area is being installed at the home; the benefits apply to behaviour, stress release, and increasing mental clarity.

Our services will ensure that the team

Use the CARE Theory of change

The CARE model works on the idea that improving the understanding of trauma and its impact on development will allow staff to improve interactions with children by:

- Focusing on strengthening attachments
- Building competencies
- Adjusting expectations depending on children's developmental stage and trauma history
- Involving families in the child's care and treatment
- Enriching dimensions of the environment to create more therapeutic media
- Working to the young person's personalised care plan to ensure that the cultural identity of the young person is maintained in accordance with the wishes of the young person and his/her family. This will take into account all aspects of diet, education, healthcare, religious needs, language, customs and celebrations and sexual health needs.
- Ensure that the children and young people are protected from significant harm, whether it's emotional, physical, neglect or bullying.

By improving interactions between staff and children, we will help more children develop more positive perceptions about themselves and their relationships and interactions with staff which has been shown to also boost their social and emotional wellbeing.

We want all children to know that we care and aspire for them to be the best versions of themselves.

In house extended services

Young people will have a learning zone on site for them to complete the following:

- Homework
- Outside agencies to come in and facilitate sessions – hair and beauty, writing sessions, one to one mentor sessions, mindfulness, life coaching to help manage anxiety, raise confidence and self-esteem, and help them thrive. They will also develop skills around financial literacy, team building and negotiation. All interventions will be evidence based.
- Contact or any other agency meetings
- A qualified nurse will visit the setting once a month to do health checks, nutrition advice, sexual education and check their mental wellbeing.

- Work with CAMHS mental health practitioners who will conduct comprehensive Psychological support for young people.
- Work with Dr Raychel Johnson who is our child Psychologist. Raychel will attend residential staff meetings and offer reflective practice to enable care staff understand the psychological and emotional needs of young people placed in their care. We are proud to be able to offer this extended bespoke service within our care home to provide support for both the children and staff.

We provide a holistic support network within the home that encourages understanding, communication and knowledge.

6. Who to contact if you have a complaint or ideas

Kidz Come First Care seeks to provide a safe and transparent service where young people feel seen, safe and valued. We strive to ensure partner agencies as well as parents and carers feel they receive a service that meets their expectations and positive outcomes for the young people in our care. We believe it is important that children and young people are able to talk freely about their care and to complain if they are unhappy about anything while living at the home.

Kidz Come First Care has a clearly stated complaints and ideas procedure, a copy of our complaints policy is available to social workers, professionals, young people and parents on request. Our Complaints policy which is provided to each young people on their arrival and which their key worker explains at an early stage. Young people are informed about how to make a complaint.

The Manager meets regularly with young people from the home to provide an opportunity for feedback.

We strive to address all complaints informally and ask that in the first instance all concerns are raised with the management team or young people's key worker.

All complaints about the behaviour staff will be investigated by the Registered Manager, who will if necessary, liaise with external agencies. If the complaint is about the Registered Manager this should be made to the Responsible Individual.

If you feel that your complaint has not been heard or resolved, you can also complain to:

Birmingham City Council

Email:

- The Local Authority Designated Officer (LADO) for
- The Office of the Children's Commissioner

8. Views wishes and feelings

Kidz Come First Care ensure that young people are given the opportunity to express their views in an age appropriate way to express their views in an age appropriate way using their preferred method of communication. Young people are heard, and we encourage them to participate in the development of themselves, and the home in general.

Families are welcome at any time (this must be agreed with the social worker). Staff will encourage that contact is also encouraged through emails, telephone, and home visits.

We celebrate the positive and will always try and find some good to end a difficult day. We encourage a cultural of mutual respect. We celebrate and encourage diversity. Every individual is unique. We believe that it is important to learn the value and respect the contribution of those with different personalities and skills. Clear and consistent boundaries are important, and we set and maintain these. Each child is seen as an individual and staff will enable them to take an active part in society, support their growth, emotionally, creatively intellectually and physical.

9. How we approach anti-discriminatory practice and children's rights

Kidz Come First Care seeks to deliver our services without discrimination. We welcome Children & Young People from all parts of community. Our Equality Statement demonstrates on-going commitment to ensuring all people are treated with dignity and respect, promoting equality of opportunity and ensuring discrimination is not present in either our service delivery or employment practices.

Young people have the right to:

- The right to life, survival and development
- The right to have their views, thoughts and opinions respected and to have their interests considered at all times. The right to have a Voice that is heard.
- The right to be free from harm, neglect, emotional, mental or physical abuse
- The right to a name and nationality, freedom of expression and access to information about them
- The right to live in a family environment or alternative care and to have contact with both parents if possible
- Health and welfare rights – including rights for children with disabilities – The right to health needs such as basic needs (house/bed/warmth/water and food). To access healthcare provisions (Hospital/doctor/dentist and optician)
- The right to education, leisure, culture and arts

The team will challenge any discriminatory attitudes, behaviour and practices in the home and community and seek to educate young people through discussion and role positive modelling.

Education

The Education Department's aim is to re-engage young people in education if they are currently not engaging as directed by the requirements of the individual bail conditions imposed. The home will promote entry and success in GCSE's and A 'levels, as well as further/higher education, training, and employment for those over 16.

Our aim is to ensure that all staff and outside professionals are aware of the things children and young people need to help them to be happy, successful, healthy safe, actively encouraging learning and development.