

Vernon House

Statement of Purpose



Review date: October 2025

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Introduction:

This Statement of Purpose is written in line with the Children's Homes Regulations 2015, it has been set out to follow the Schedule 1 numbering and describes the benefits for young people when placed with us. It outlines the care we provide and how we are organised to provide that care. It includes an overview of the facilities, services, and practices we adopt to make sure that we continuously deliver effective services for the benefit of the children and young people in our-care.

Overall Aims and Objectives of Vernon House

Vernon House is part of the wider Rockhopper / Kedleston (Wood Grove childcare) Ltd group. Its overall aim is to provide a safe environment that supports children presenting with SEMH and MH difficulties to achieve positive outcomes. Our specialist model is designed to provide a unique, integrated approach to Care, Education, Health and Mental Health supported within a nurturing residential setting. This allows us to help children build resilience, promote social inclusion, support engagement in the community and educational and vocational activities, promote independence and support children in rehabilitation and recovery amongst other outcomes.

The residential staff team undertake specialist and service led training to support them in the managing of complex needs and mental health issues effectively. The home works with a team of clinicians which includes a psychologist, consultant psychiatrist, Occupational Therapist and a speech and language therapist. The support offered by the multi-agency team includes the monitoring of the child's emotional wellbeing, Therapeutic Risk Management, contributing to Care Planning, direct 1:1 work with children where required and advice, training and support to the residential staff team who will be supporting the young people within the home.

This approach enables the staff team to be able to support the children with varying levels of complexity and for individually tailored interventions to be delivered.

Effectively managing risk is essential to our model of care. A Therapeutic Risk Management approach is central to our work with the children. The home approaches risk management in a collaborative way ensuring assessments and Plans have Multi-Agency input. Our aim is to support children, allowing them to take age appropriate risks, ensuring a more positive long-term gain. This approach to risk enables children to learn the skills required to control their emotions, behaviour and ultimately develop the ability to responsibly manage their own risks within their life.

We aim to support the children to develop skills in relation to – Managing relationships

Tolerating emotions and impulse control

Problem-solving

Self-compassion and soothing

Quality and purpose of care

1. Our Young People

Vernon House is a children's home for up to 5 children and young people both boys and girls, from the ages of 9 to 17 years. We specialise in supporting children and young people who have Social Emotional Behavioural difficulties as well as Mental Health difficulties; including Attachment disorders, Trauma, Mild to Moderate Autism, ADHD, ODD, Conduct disorder, eating Disorders, Anxiety disorders, sleep disorders, mood disorders, gender identity disorder, adjustment disorder, self-harm, ligature amongst other difficulties. We are unable to accommodate children with severe learning disability. We support our children to access appropriate education provision, be this mainstream or otherwise up until the completion of their GCSE years and beyond in to further education, apprenticeships, training, or employment

2. Our Ethos, Philosophy and Outcomes for young people and our approach to achieve them

Vernon House creates a safe and caring environment where we provide opportunities for children and young people to achieve to the best of their ability. Our home provides care, guidance, support and promotes education and health which in turn promotes the importance of decision making and taking ownership of those decisions. By the use of a nurturing, supportive and consistent approach children and young people are supported to address their feelings and emotions in a safe and manageable way.

Vernon House offers residential placements for children of a younger age with complex needs and also young people who are entering into young adulthood. Some of our children and young people will also need support to manage their behaviours and keep themselves safe. We support the children and young people to achieve their full potential, step down into foster care, safe return home and help prepare them for independent living and further education, training, or work.

We aim to create a nurturing, family environment which encourages strong bonds between staff, children and young people and creates a setting where improving self-esteem and self-worth is a focus in all the work we do. We strongly believe that children and young people should be supported and encouraged to achieve their ambitions, and in order to do so, building self-esteem must be a priority. Our intention is that each child/young person will achieve positive outcomes through accessing appropriate education and having their own individual plan which includes objectives and targets for areas including identity, health and wellbeing, self-care, family and positive relationships, life skills, new experiences as well as through being able to thrive, develop and grow in the supportive and therapeutic environment that Vernon House provides. This plan is monitored, reviewed, and revised on a regular basis. Vernon House works closely with all relevant stakeholders to ensure a consistent multi-agency approach.

It is our belief that all children and young people have the right to access and participate in education, to be kept safe from harm and exploitation and to be given the opportunity to participate, achieve success and recognition. To this end we also provide each Child/young person, entrusted to our care, with an individualised care and behaviour support plan as well as a Missing from Care protocol, where applicable they will also have individualised Self Harm care plans and Independent risk assessments.

Each personalised plan in place (inclusive of access to specialist services) sets out agreed outcomes for the Child/young person.

The fractured family life and disrupted education that many of our children and young people have experienced, damages their confidence, trust and self-worth leaving them vulnerable to a cycle of trauma, failure and exploitation. Therefore, our objective is to provide a safe and secure environment that replicates, wherever possible, the feeling of belonging and being valued by a family/community.

Many young people in the past have displayed negative and challenging behaviours. However, the supportive environment we create empowers young people to recognise and learn to positively deal with their feelings and fears along with the understanding of rights and responsibilities. We ensure that any negative and challenging behaviour is managed and dealt with in a supportive and professional way, enabling the child to put things right and return to and rebuild positive relationships as soon as possible. By adopting a 'good therapeutic parenting' approach and providing consistent and fair boundaries, we enable the young people in our care to move forward, achieve their goals and prepare them for the future.

Outcomes for children

In working with children and young people, Vernon House seeks to promote the development of:

- The ability to make, maintain and develop positive attachments and relationships
- Self-awareness, self-management, and positive thinking
- A positive self-image and an enhanced self-esteem
- The highest possible level of academic and vocational achievement
- Emotional resilience and regulation
- A sense of personal competence, self-care and independence
- The ability to make positive life choices
- The ability recognise risk and keep themselves safe.
- The pursuit of hobbies, talents, and further interests.

In order to promote outcomes for our children we provide the following.

- Full-time residential care from a skilled, experienced, and highly motivated staff team and clinical team.
- Residential accommodation which is comfortable, modern, and attractive in which children and young people have their own rooms
- A consistent, supportive, and positive style of working to develop self-awareness and selfmanagement in children and young people
- Support and training to enable our young people to build and enjoy attachments and positive relationships with other children and adults
- A wide variety of new experiences for each child and the development of particular talents or interests
- Positive links with the wider community, groups, outside agencies, education and further education facilities and work placements

3. Residential Accommodation offered by the home –

Vernon House is a detached property that offers an abundance of space and number of rooms, particularly to the ground floor. It comprises of five bedrooms for young people and additional staff

bedroom. There are two bathrooms one with bathtub and shower and the other with a walkin shower. There is a large a kitchen with breakfast bar with a sizeable dining area adjacent to it complete with a snug area and a well-proportioned lounge area. The garage has been converted into an office with an additional staff and visitor bathroom. There is ample parking to the front of the home. There is a large garden at the rear of the home which includes a shed and summer house as well as a paved patio area. The house is situated on quiet side road which sees only light traffic for most of the day. As well as other residential properties there is a large secondary school as a result the road will see a slight increase in traffic at the beginning and end of the school day.

Our accommodation is designed and equipped to meet the needs of the children and young people in placement. This includes the encouragement to personalise and decorate their bedrooms and personal space. All our bedrooms are single occupancy. All young people are given a key to their own bedroom should they want this – master keys are held by staff.

All children and young people are given a choice in the furnishing and decoration of their own bedroom and in the rest of the home to encourage self-expression and ownership. Facilities are provided for each child/young person suitable for study purposes. The home also has access to the internet and devices and various phones for their use.

The home is designed to support the children and young people of all ages in residence to access appropriate education provision. Education is sourced via local schools, colleges, training centres, alternative provisions, or via High Peak School (sister organisation) which caters for children of the same age and presenting needs. Vernon House have developed positive links with a number of the schools in the area both primary/middle and secondary as well as further education and training providers in the local area and, as such, are able to support the facilitation of the children and young people's educational needs fully including accessing work experience placements for young people in placement.

4. Location of the children's home –

Poynton is a small former mining town on the eastern most fringe of the Cheshire Plain side on the edge of the peak district national park, and so is only a short drive to plenty of open space, walks, hikes, horse riding, fresh air, and wonderful scenery.

Poynton town centre is a thirteen-minute walk and four-minute drive from the home. The town has shops, cafes, restaurants, and a market which hosts a variety of different events. There are also a number of big supermarket chains around the area, some within walking distance.

Poynton is a small thriving town with a village feel, with high quality shops and restaurants and plenty of car parking. It successfully combines its historic past as a small mining village with having one of the most modern and innovative Shared Space schemes in Europe.

Recreational walkways, cycle paths and bridleways have been formed along old colliery railway track beds linking to the Middlewood Way, the local canal network and the adjoining Peak District. Poynton Park, with its large pool, is home to the famous Poynton Show every August and the Brookside Garden Centre houses a charming miniature railway that is always popular with children and adults alike. Other attractions include the Nelson Pit visitor centre and the award-winning Anson Engine Museum, which besides being home to one of Europe's largest collections of combustion engines, tells the story of Poynton's mining heritage along with a huge scale model of the village as it was 100 years ago.

There are a number of other towns close to Poynton, including Buxton, Glossop, Macclesfield, Disley, Hazel Grove and Stockport.

The home is well situated for public transport links with a train station just twenty-four minutes' walk from the house that runs into Manchester. In addition there is a bus station eleven minutes' walk from the home which offers services around the local area and towns.

Records of crime within the area are low particularly in relation to CSE, drug and violent offences and in Poynton. The home engages with the local police and a positive working partnership has been established.

The Registered Manager reviews the appropriateness and suitability of the location of the home once a year. The review process involves consulting and taking into account the views of appropriate local bodies or services. These include local agencies responsible for children's safeguarding – namely children's services for the authority where the home is located and the police.

This review is used to assess the continued suitability of the location of the home to meet the needs of children and young people accommodated here.

5. Arrangements for supporting cultural, linguistic, and religious needs

Vernon House places a strong emphasis on understanding difference, diversity, and inclusion with effective policies on equality and diversity, anti-bullying, and special educational needs. We encourage and respect the cultural, linguistic, and religious diversity of young people, which in turn promotes a sense of identity and belonging.

Early insights into children and young people's specific needs are usually gained from a variety of sources including:

- Information generated via the referral and admission procedures.
- Discussions with the Child/young person, parents/carers, and local authority representatives; and
- Additional evidence associated with early observations, experiences, and conversations with the individual child.

Linguistic needs are recognised through children and young people's use of their preferred method of communication, accent, and colloquial language.

We are a non-denominational home that seeks to support the religious and spiritual needs of each individual. We accept and value the importance of religious observance, and any child/young person resident will be encouraged and supported in continuing the practice of their chosen religion or faith. A wide range of faiths are represented in the Cheshire East / Stockport area.

6. Arrangements for dealing with complaints

Vernon House has a written Compliments and Complaints Policy which is made known to our children and young people verbally and in writing. It is also available to parents, carers and placing authority representatives on request. Any complaint is taken seriously, addressed without delay, and recorded in the Complaints Log. The children and young people can approach any member of staff to make a complaint, or they can complain anonymously on a complaint form which they have access to at all times. Children and young people also have access to phone numbers for their social worker, Ofsted,

NSPCC, children's commissioner and advocacy services should they ever wish to talk to someone outside of the home.

Whether a complaint is made informally or formally, all parties involved should make every effort to respect confidentiality. All parties should be assured that making a complaint would not adversely affect the Child/young person and the Child/young person needs to feel that they will be listened to regardless of the level of seriousness and without any fear of reprisal against them.

Complaints may be considered initially on an informal basis and unless the complaint is about the registered manager it is the manager that will normally investigate the concerns. If the complainant is not satisfied a written complaint may be made. Should satisfaction still not be achieved at this stage, the complaint may be taken to a panel of at least three people, one of whom will be independent of Vernon House.

Where the complaint is a safeguarding issue concerning a member of staff, appropriate measures will be taken to ensure the safety of all parties and the relevant agencies will be informed so that actions for investigating can be agreed. Complaints against staff can lead to the Disciplinary Procedure being invoked and our policies and procedures will be followed at all times.

The written record in the Complaints Log will state if complaints are resolved at the preliminary stage or proceed to a Panel Hearing. All correspondence, statements and records relating to individual complaints will be kept confidential and only accessible by inspecting bodies.

If any person external to the home wishes to make a complaint about the Home, they should contact the Registered Manager. External complaints will be dealt with by the Registered Manager, or if necessary, the Responsible Individual. Complaints can also be sent directly to Ofsted.

Staff also recognise the right of a Child/young person to access the complaints procedure of their placing authority and support them in doing this.

7. Access to the Homes Safeguarding and Child Protection, and Behaviour management policy

All policies and procedures are available to the staff through the company intranet and via the hard copy that is kept updated in the office. Staff are always made aware when policies have been reviewed or updated.

Any Person, Body or Organisation involved in the care or protection of a child/young person can access Vernon House's child protection safeguarding policy, behaviour management policy, Anti-bullying, Runaway and Missing from Home policy and complaints policy via the homes website. Alternatively, the person, body or organisation can request copies by contacting the Registered Manager/Deputy Manager.

Views, wishes feelings

8. Consultation with Young people and their contribution to Vernon House

Vernon House encourages children and young people to give their views and to have a say in the way they're looked after. Great emphasis is placed on the consultation and contributions of our children and young people and this is managed in a creative way which the children and young people feel comfortable with. We believe that when children and young people are involved in decision-making, it helps them to feel valued and that their opinions are listened too and respected, enabling them to form a sense of identity and a sense of belonging.

The young people are also very involved with the day to day running of the Home, for example with the daily menu and their activity planners, and they all receive a 'young person's guide' at the time of their placement beginning. All children and young people will be supported to develop self-esteem, independence and self-confidence. As part of the recruitment and interview process, children and young people will meet whenever possible prospective employees and their opinions are canvassed and taken into consideration.

All children and young people have their own assigned key worker who will have regular 1:1 keyworker sessions with the child/young person, where time is spent building a trusting relationship where any issues, wishes or fears the child/young person may have can be shared. That being said, all young people are actively encouraged to discuss through their needs and concerns with any and all members of the staff team, so that if their keyworker is not on shift, they will always feel that they have someone to talk to and who will actively listen. In addition, a weekly house meeting is held to provide a forum for ideas, issues, suggestions, and celebrations that the young people or staff wish to present. Other forums that the young people are encouraged to use to voice their wishes and feelings can include, LAC and Planning meetings and national care councils.

Children and young people are consulted over a number of operational/domestic matters such as menus, the decoration of the home and their bedroom as well as other home improvements, activities holidays and theme days.

The above systems take into account the children's/young people's differing communication needs.

9. Anti – discriminatory practice, policies, and children's rights

At Vernon House, great emphasis is placed on the right of the individual to live in a caring friendly and safe environment. Children, young people, and staff are encouraged to recognise and respect individual differences particularly in respect of ethnicity, race, gender, and disability, with activities, discussions and projects promoting a greater understanding and acceptance of these differences. Posters and literature are provided to reflect different cultures.

When assessing the individual needs of children and young people, ethnic, religious and disability issues are covered comprehensively in their Placement Plan and resources are provided both in the home and in the outside locality to meet these needs as far as it is practicable to do so.

At the time of admission residents are given the contact numbers of independent organisations who promote the individual rights of children in care and attendance of children's rights days organised by the placing Local Authorities or host authority are encouraged and facilitated by the staff.

The Home promotes children to understand their individual rights within the home and the community irrespectively. Staff should support young people to have knowledge of how to access information regarding their rights and children are informed of how to access external agencies in respect of this, this will be done through keyworker sessions, planning meetings, and general discussion and their life skills programme. Young people are aware of how to make a complaint should they feel their rights are not being met and have access to external advocacy to help with this process if required.

Bullying of any kind is not acceptable at Vernon House and any incident of negative behaviour, which could be interpreted as bullying, is immediately challenged. This is done not only on an individual level but also in-house meetings by the staff and whole resident group. Prior to admission, each child/young person is informed of our bullying policy, and consideration is always given during the referral process, as to whether a new resident would pose a serious threat to the existing group of residents. Vernon House has clear procedures for staff in dealing with bullying behaviour, promoting a holistic approach encompassing prevention, intervention, and changes of attitude/behaviour of both perpetrator and victim.

All children and young people are actively encouraged to make choices and decisions about their needs and wishes. All staff recognise this as the underpinning foundation of all the work they undertake with children and young people at Vernon House. It is recognised and understood that children and young people will sometimes behave in a way that may result in consequences. When this happens, the consequences will be applied fairly and consistently in line with current Standards. Staff are clear that the purpose of consequences with young people is to promote change and not punish, alongside this they work using positive behaviour support and promote reflective practice in children and young people.

Education

10. Details of the education provision for young people

All the children and young people resident at Vernon House will be engaging in education via local schools (including High Peak school – Vernon House's sister company) and colleges or Training Centre's that can cater for the needs of the young people. Due to the potential age range of the residents some may also on occasions be in apprenticeships or accessing GCSE courses. Vernon House adopts a child centred approach and believes that every individual has the right to access every opportunity to enjoy learning, experience achievement and maximise their potential. We offer a supportive structure enabling children and young people to access a level of education that is appropriate to their age and understanding.

Each Child/young person will also engage in an extensive age appropriate self-care/life-skills programme in the home, enabling them to learn additional valuable skills they will require upon reaching independence. Should a child/young person arrive at Vernon House without an identified education provision it will be the priority of Vernon House to assist their local authority in sourcing an appropriate provision as soon as possible. Whilst so doing Vernon House will ensure the authority source one to one tutoring to cover the subjects of English Maths and Science until placement in an education provision is secured.

Children and young people also have supervised access to computers outside normal school hours. Staff will always support and assist the children and young people to complete homework tasks set for them, promote reading and help in preparation for any tests or exams.

11. If the Home is registered as a school details of the curriculum provided by the home and the management and structure of the arrangements for education

The home is not registered as a school

12. Arrangements for young people to attend local education provision

As stated above, Vernon House has strong links in the community to educational provisions from primary to secondary education and have established strong professional links with the local College, at Poynton High school, along with the local Pupil referral Unit and with the pastoral teams in local mainstream schools. All children and young people resident will all where possible attend local schools, colleges, training centres or sixth form. Staff at Vernon House will support the children and young people in gaining these placements and liaise on a regular basis with the provisions to ensure information is shared, progress is understood, and any additional support required can be identified. Staff at the home will transport the children and young people as required.

Enjoyment and achievement

13. Arrangements for enabling the young people to access activities

We feel that it is paramount to recognise an individual's strengths and provide praise when a child/young person achieves a goal or displays positive behaviour. The staff team at Vernon House are committed to supporting and working with the children and young people in our care to make positive progress in their lives, to overcome adversity and successfully deal with significant life changes. Each child/young person's interests and strengths are encouraged and this is reflected in how we promote and encourage participation in a wide range of activities.

We believe that young people should live in a stimulating environment that offers a variety of age appropriate activities both within the Home and through carefully organised and controlled activities locally and further afield. Participation in activities is seen as a way to channel negative energies, learn new skills, develop a level of fitness, develop social skills and friendships, grow in confidence and achieve positively. Within our own home and grounds we develop interests in outdoor life, growing plants, developing hobbies, family games, puzzles, cooking and arts and crafts. The local urban and rural environments then afford social, cultural, and spiritual opportunities close at hand. We ensure that all children and young people are given opportunity to follow their interests into hobbies and pastimes.

All children and young people are encouraged to reach a level of fitness that matches their ability and interest. Sport can be enjoyable whilst promoting responsibility. We arrange a number of internal activities and outside visits to support this. The enthusiasm and skills of our staff routinely combat any feelings of hesitant and reluctance on the part of the children and young people. We also utilise the annual succession of religious festivals, Halloween, and open days to facilitate involvement in production and craft.

Leisure time is important in the learning and growth process for young people. It also offers staff the opportunity to spend time constructively with children and young people, helping in the promotion of positive relationships. Vernon House also promotes the concept of allowing children and young people to take measured risks and tries to allow for a degree of spontaneity, recognising that these are a natural part of growing up.

Local activities include, swimming, horse riding, hiking, cinema, bowling, crazy golf, pool, bike rides, eating out, shopping, caverns and Country Park, go ape, historical sites, go karting, beauty/spa treatments and parks and playgrounds. All our children and young people are encouraged and supported to engage in personal hobbies and interests, such as dance, gymnastics, drama, singing, football, model making, horse riding, fishing and music lessons. In addition there are local cubs, scouts, brownies, sea cadets, RAF Cadets and Army cadet opportunities which can be accessed easily within the surrounding area.

Vernon House will also be mindful of the need to reflect each child/young person's cultural identity and needs within the planning process.

Health

14. Details of Health Care and Therapeutic support provided

Health care

We ensure that all the physical, emotional and health needs of each child are identified, and we take any action needed to meet them. Our children and young people are provided with guidance and support on their health issues, appropriate to their age, needs and wishes. Children and young people are strongly discouraged from smoking, alcohol or substance abuse and underage sexual activity, and these are frequently addressed in key worker sessions.

Each child/young person has a written Health Plan as part of their overall Placement Plan, which outlines the specific details of their health needs, and ensures that all staff working with them are aware of the strategies adopted to meet these needs. A daily log is completed on all health-related information for each child/young person which is held in their individual health file.

A written record is kept of all illnesses, accidents, and injuries to the child/young person during their placement. First aid, minor illness treatment and medication are only given by competent designated staff and written records are kept of these. Staff are trained in the use of first aid and there is access to a first aid box both within the home and in the home's vehicle.

With regards to diet, menus are planned with the children and young people, which provide meals which are nutritionally balanced and attractive in appearance, texture, flavour, and taste.

All children and young people will be registered with a local GP, optician, and dentist. All children and young people will have health care assessments annually. Dental and optical assessments form part of this initial health care assessment. If a child/young person cannot be encouraged to attend, then this will be reported to the relevant local authority.

Therapeutic support

Vernon House has a Nurturing and Therapeutic approach to its practice and undertakes a high standard of training delivered by members of the clinical team and outside agencies. All staff members are trained in PACE or booked in for this training upon starting. The PACE approach developed by Dr. Dan Hughes that focuses on healing attachment issues in children and their caregivers through the use of empathetic, playful, and accepting interactions.

The DDP PACE approach is based on the premise that attachment relationships are critical to a child's healthy emotional and social development. In DDP PACE, the caregiver or therapist seeks to build a secure attachment relationship with the child through four key components:

Playfulness: Encourages caregivers and therapists to interact with children in playful, creative ways that promote emotional connection and bonding. This may involve engaging in games, imaginative play, and other activities that are designed to be enjoyable and emotionally rewarding.

Acceptance: Caregivers and therapists seek to understand the child's experiences and emotions without judgment or criticism. By accepting and validating the child's feelings, they can create a safe and secure space where the child feels heard and understood.

Curiosity: Curiosity is a vital aspect that involves seeking to understand the child's perspective and experiences. Caregivers and therapists ask open-ended questions and engage in active listening to better understand the child's needs and emotions.

Empathy: Empathy is the ability to understand and share the emotions of another person. In DDP PACE, caregivers and therapists strive to empathize with the child's experiences and emotions to build a stronger attachment relationship.

Overall, the DDP PACE approach seeks to create a safe and supportive environment that promotes healthy attachment relationships between children and their caregivers. By using playful, accepting, curious, and empathetic interactions, caregivers and therapists can help children overcome attachment issues and promote healthy emotional and social development. This will be regularly refreshed and moulds the way we work with our children and young people who have often had difficult and traumatic experiences in their lives.

Vernon House recognises that all individuals have different backgrounds, values and beliefs therefore it is vital that there is a level of therapeutic input in our daily practice, to ensure that we are working in a safe, thoughtful and understanding way with children and young people who have such complex needs. Vernon House works closely with a diverse clinical team including a psychologist, and seek additional consultation sessions for staff who are working with children and young people who display particularly challenging behaviour, mental health difficulties and self-harming behaviours in order to work with them in the best possible way to support them to build up powerful resilience factors and act as a source of stability when everything else in their life is uncertain.

Upon arriving at Vernon House children and young people will be encouraged to engage with the clinical and educational psychologists if it is felt appropriate, both in order for the young people's needs to be assessed but also so the staff team are able to then be informed as to the best methods of working practice to meet the individual needs. Once assessments have been carried out it may be identified that some children and young people require 1:1 support from a member of the clinical team accessible to the home such as the psychologist or the occupational therapist for example. If this is the case then sessions may take place in the home in a safe and quiet space or they may take place in an external setting. Vernon House has also has strong links with the local CAMHS service and other avenues of therapeutic support, such as music and art therapy, should these services be considered appropriate for a child or young person.

We have also found that, for a number of our children and young people, this formal type of therapeutic support is not required. They benefit instead from the strong personal relationships that children and young people at Vernon House develop with staff that enable them to talk about their feelings and issues that arise in an open and trusting manner and in a way which leads to practical solutions and emotional satisfaction. The children and young people gain valuable supportive feedback about their behaviour as others see it in real situations and become able to manage difficulties for themselves. It can also be the case that children and young people new into placement are not ready or able to accept direct 1:1 therapy support, in these cases support is put into place to promote positive attachment and security first. Ultimately the strong personal relationships that young people make at Vernon will eventually enable them to talk in an open and trusting manner.

Vernon house has good links with local hospitals and with the local crisis team who are able to provide support to our children and young people during outside hours or in the event that a child or young person harms themselves.

We also believe that the power of education is a force for change also in the lives of children and young people and is associated with improvements in their self-esteem and self-worth.

For details of the experience, qualifications and clinical supervision of staff commissioned to provide health care and therapy please see Appendix A.

Positive relationships

15. Arrangements for promoting quality family time between children, their family and friends

Vernon House believes that children and young people should be able to maintain constructive time with their families, friends and others who play a significant role in their lives. The promotion of good quality family time between parents, extended family and friends and the child/young person being looked after, is actively encouraged, unless prohibited by Court Order.

The arrangements will be specified within the (LAC) Care Plan. Staff at Vernon work hard to make all forms of agreed and permitted family time a meaningful positive experience for children and young people. When arranging, consideration is given to meeting the needs of all parties involved, including the resident, parents, and siblings. When a child/young person's family time has to be supervised, staff manage this in a discreet and sensitive manner while still meeting the arrangements made by the local placing authority. When permissible staff at Vernon House ensure that social workers, parents, and significant others are kept up to date regarding a child/young person's progress and placement at Vernon House

Protection of children

16. The homes approach to Monitoring and Surveillance, privacy and access

Monitoring and surveillance

Electronic surveillance in use for Vernon House is external closed-circuit television (CCTV) installed which monitors the exterior of the building. This is to ensure the safety of the property, home, young people and staff due to the home being in a suburban area with many neighbours, pedestrians, vehicles and services close by such as the leisure centre and high school. The CCTV is not used to monitor young people and faces away from living spaces of the home. The home also has 'Door Open' alarms on the residential buildings, alerting staff to when children or young people may have left the building without authorisation and alerting staff to people entering the building.

Privacy and access

The privacy of our children and young people is promoted throughout the home's ethos, we believe that their right to privacy should be protected. The children and young people have their own bedroom, which is respected by all staff as their private space and staff do not enter unless invited in.

The only time that staff would enter the children and young people's bedrooms uninvited is in the event that they may be trying to harm themselves, cause considerable damage to property or staff have a safeguarding concern.

In the event that staff have to enter a child/young person's bedroom under these circumstances, staff remain sensitive to the fact that this is their private space and try to resolve the concern as quickly as possible.

If staff have significant concerns that would require them to conduct a room search, then the child/young person is consulted with and asked to be present. Staff fully explain the concerns to the child/young

person and give them the opportunity to hand in the item of concern. Staff carry out any room search mindful of not being intrusive into the child/young person's belongings, they are careful when handling items and ensure that nothing gets broken or made untidy.

Children and young people have access to all appropriate areas within the home, including the kitchen and lounge areas. They are encouraged to make good and proper use of the spaces, and this creates a homely environment. The home does not lock kitchen, lounge and bathroom areas restricting access and would only do so in the event of a significant safeguarding concern which would then be reviewed and revised.

The home recognises that our children and young people have the right to access as much freedom as is suitable for their age and abilities and independence and appropriate socialising is promoted by all staff with safeguarding the child/young person in mind. Alongside this individualised work is carried out with the children and young people to ensure that they have the knowledge and a good understanding of how to keep themselves safe and make positive choices. The home understands the need for children and young people to take measured risks and to learn and develop, make appropriate friends and become independent, the home promotes this but in a way that is balanced with the need to keep all our children and young people safe.

17. Details of the homes approach to behavioural support and Child Protection

Behaviour Support

At Vernon House our principle is to manage behaviour through an individualised structured system of clear consistent boundaries and positive behaviour support / reinforcement which covers every aspect of the child/young person's life. This consistent framework of praise and reward supports and encourages young people to develop a measure of internal control.

Our culture of safety and nurture pushes any thought of physical intervention to the very bottom of our list of options. Patience, verbal encouragement, and non-verbal de-escalation have always been our first priority. Regular and quality-controlled training help our staff to adopt the least intrusive form of intervention and to adapt their approach according to the circumstances, age and development range of the child/young person. A gradual and graded system of response ensures that all factors are taken into account in line with our ethos of care.

Qualified instructors train all staff at Vernon House in approved methods of De-escalation, Breakaway Techniques and Restrictive Physical Intervention We operate, and train, within the nationally accredited Team Teach framework that provides a range of methods and interventions as a way of managing challenging behaviours and which always places the child/young person at the centre of our care and attention.

Physical intervention will only be used as a last resort to protect the child/young person or to protect others, this includes preventing significant damage to property. This would be for the minimum period necessary to allow de-escalation and the return to a controlled state. Staff are trained to recognise the elevated risks associated with physical intervention. The scale and nature of their actions is always proportionate to both the behaviour of the individual to be controlled and the nature of the harm they might cause. These incidents are carefully recorded in line with the regulatory and in-house expectations. This information is readily available to the placing Local Authority and all records are carefully checked and monitored by senior management to ensure that staff guidance, policy and procedures are being clearly adhered to.

Physical intervention is never used as a punishment or to force compliance with staff instructions when there is no immediate danger or risk. Whenever possible other staff or a supervisor must be called before the intervention takes place.

This type of situation is never easy for the child or the member of staff. We make sure that every support is given to all concerned so that we reinforce our culture of care and learn from the experience.

Each Child/young person has a positive behaviour management plan that will set out known triggers and the most supportive ways in which to manage negative behaviour or the individual during times of crisis. Children/young people have a full voice with in these plans, they work with us to find the best strategies for them and these plans are constantly updated alongside the child and their growth and development.

Safeguarding and Child protection

The safety and well-being of the children/young people in our care is paramount. Vernon House recognises its duty to make arrangements to ensure that all functions are carried out with a view to safeguarding and promoting the welfare of children.

We ensure the provision of training for all staff in the prevention of abuse, recognition of abuse, dealing with disclosures or suspicions of abuse and our child protection procedures.

Procedural guidance for staff demonstrates the systems required in order to protect children and minimise the risk of abuse whilst the child is living at the children's home.

In order to promote the safety and well-being of children/young people, Vernon House has an identified Designated Person for Child Protection, details of which are posted within the home and communicated to staff, young people, parents/carers (where appropriate).

We have good links with other agencies concerned with Child Protection including the local police, safeguarding board, LADO, MFC co-ordinator, crisis team etc. and we work cohesively with these individuals as required to ensure there is a team around each child/young person to further promote and ensure their safety.

Preventing bullying

Bullying of any kind is not tolerated at Vernon House. All professional staff are trained in a consistent, active response that is supportive to both those acting in a bullying manner and those who are victim of this targeted behaviour.

Clear processes are in place that children/young people will recognise as fair, consistent, non-aggressive and helpful to all parties. They are couched in terms of levels of response to be followed depending on the severity of the bullying.

Regular enquiries are made of all children and young people as to how safe they feel in the home with respect to bullying and ways in which this can be improved. Records are kept of these enquiries and actions taken. Where necessary risk assessments are carried out for children/young people likely to be in danger from persistent bullying and actions to be taken are recorded and notified to all staff.

The home promotes positive peer to peer relationships and is proactive in identifying any concerns rising with in the dynamics of the house and staff are then proactive in stepping in to try to prevent any bullying behaviour and to support the development of more difficult relationships.

Risk-taking

In addressing the issue of risk-taking, the home acknowledges that all children/young people take risks as a normal part of growing up and it is a tool they use to discover, define, and develop their abilities and identity.

However, it is important to appreciate the difference between positive or healthy risk-taking (e.g. sports, outdoor pursuits and making new friends) and negative or dangerous risk-taking, e.g. smoking, going missing from care and inappropriate friendships.

In promoting an appropriate balance in relation to risk-taking, staff, have an important part to play in supporting our children/young people in respect to risk. They:

- Need to help children/young people learn how to evaluate risks and anticipate the consequences of their choices.
- Need to help children/young people identify healthy opportunities for risk-taking. Experience of healthy risk-taking can itself prevent unhealthy risk-taking.
- Must also be aware of their own patterns of risk-taking. Children and young people do watch and imitate the behaviour of adults around them, whether they acknowledge it or not.

Vernon House also recognises that staff will “risk assess” on an on-going basis, whether on or off site, and make decisions on the basis of those assessments.

A full and comprehensive set of risk assessments has been developed covering all aspects of our work including the use of premises, equipment and company vehicles, on-site activities, and off-site visits. All staff are expected to familiarise themselves with these as part of their induction and training and as changes are made.

Independence

All staff have a responsibility to respect and promote children/young people’s freedom and independence unless to do so compromises the health, safety or well-being of the child/young person, other children, or staff.

In promoting independence, it is important to acknowledge the potential conflict between children’s/young people’s wishes and the duty of care incumbent upon all staff at Vernon House. Upon admission, an initial risk assessment will be conducted using a variety of sources including:

- Information generated the referral and admission procedures.
- Discussions with the child/young person, parents/carers, and local authority representatives.
- Additional evidence associated with early observations, experiences and conversations with the individual child/young person (including making the link between rights and responsibilities); as well as the child/young persons’ level of awareness, ownership, and responsibility for their own behaviour.

Age-appropriate independence will be promoted so that children and young people may develop positive friendships in the area and take the opportunity to visit local shops, local parks or leisure facilities. They may also in some cases be able to travel to and from education or contact using public transport.

Any decision not to consent to independence will be based solely on two considerations (a) the best interest and safety. of the child/young person (b) dynamic risk assessment. Every decision is made on an individual basis and the outcome recorded in the child/young person’s personal risk assessment and placement plan and would always be open to review. In the event that a child/young person is not able to access independence then a plan will be established alongside the child/young person and their local authority so that they understand how they will be able to achieve independence in the future.

Missing child policy

Vernon House is committed to working with parents, carers, local authority representatives, the police and other interested parties in a positive and constructive relationship to support young people who may be at risk of running away or going missing from home or care (RMHFC).

In defining our approach to dealing with RMHFC incidents it is important to acknowledge that different circumstances necessitate different responses.

Our policy outlines our approach to dealing with four particular situations:

- A child/young person goes missing from their education placement i.e. school/college
- A child/young person goes missing from the home
- A child/young person goes missing from home i.e. parental home
- A child/young person's absence is considered 'unauthorised' under the terms of our policy

In addition to these the level of risk associated with the individual child/young person's needs, background and presenting behaviours is always taken in to account in any instance of them going missing.

As a children's home we work in partnership with Children's Social Care in both our locality and young people's home areas. Any duplication or inconsistencies between locally agreed RMFHC procedures and those of other placing authorities will be discussed and addressed as appropriate and an agreed individual protocol will be established for each child/young person.

Children and young people's safety is promoted through all that we do at Vernon House and direct is carried out with the children/young people in order to prevent missing episodes.

The home ensures that the placing authorities understand and commit to their responsibilities to ensure the children/young people receive independent interviews within a 72-hour period and challenge appropriately in any event that this does not occur.

A full copy of the MFCH policy is available via the homes website or on request.

Fire precautions

Vernon House is equipped with smoke and heat detectors, which are situated throughout the building, as are appropriate fire extinguishers. Alarm points are available for use in the event of a fire and drill procedures are regularly practiced both by staff and children/young people. Fire safety checks are carried out weekly and staff are trained in the evacuation procedures. The Local Fire Officer completes regular fire checks of the buildings and equipment. Regular day and night drills are used as training sessions for staff and as such are recorded. At Vernon House we ensure that all staff receive an induction in the procedures that should be followed if the fire alarm sounds. We have staff that are trained as fire marshals and receive periodic up dated training in this area. The children/young people are also regularly instructed on the relevant fire procedures and the importance of these. To ensure that the fire alarm system is treated with respect.

Leadership and Management

18. Details of the registered provider, responsible individual, and the registered manager

The registered provider is: Kedleston

Group Limited,
Unit 8 Brook Business Centre,
Cowley Mill Road,
Uxbridge, UB8
2FX.

Qualifications and experience of registered individuals Responsible Individual (North) Tracey Power Qualifications

Currently completing Level 7 in Leadership and Management.

Level 5 Diploma in Leadership and Management Level 3 Diploma working with children and young people.

NVQ 3 Health and social care (adults)

Certificate in Cognitive Behavioural Therapy

Advanced Apprenticeship children and young people

DDP Level 1

Mental Health First Aid adult and youth.

Experience

Tracey has been working within the care sector for around 20 years. She has experience of being both an Ofsted and CQC Registered manager with “Outstanding” judgements. Tracey has worked supporting children and young adults with a wide range of complex needs to achieve positive outcomes and has successfully managed, lead and developed staff teams. She also has experience of successfully opening new services and has extensive knowledge of how to ensure a high standard of care is provided to enable children to achieve their desired outcomes. Tracey line manages the homes managers in the north of the region and works closely with the other members of the corporate team

Manager

Danielle Slack

Qualifications

Level 5 Diploma in Leadership and Management in Residential Childcare

Level 3 Diploma in Children and Young Peoples Services

Level 2 Diploma in Children and Young Peoples Services

Experience

I have been working with Children for over 10 years and specifically in children's residential services since 2013. I initially worked in a large residential school and during my time there progressed to deputy manager and held this post for 5 years and acted as interim manager for a prolonged period and completed my Level 5. I moved on to another company as registered manager to progress in my career.

Deputy Homes Manager –

Michelle Green

Qualifications

Level 5 Diploma in leadership for health and social care and children and young people's services (children and young people's management) BTEC level 3 in management.

NVQ level 3 in health and social care (children and young people)

Experience

Michelle began working with the local authority for 18 years. During this time Michelle held various roles within their internal residential settings supporting children and young people achieve permanence, reunification and stepdown to fostering.

19. Details of the Staff the home employs

Vernon House is committed to ensuring that there is always adequate staffing in place which is sufficient to meet the needs of the children accommodated. During the day, evenings and weekends the young people are looked after by our qualified and experienced care staff. In addition, at night, a member of the care team sleeps in and a waking night Care Worker is in attendance. This 'Night Care Worker' comes on duty at 10.00 pm and leaves at 9.00 am. Please note that at any one time no more than half the staff on duty would be from an external agency and no member of staff from an external agency would ever be alone on duty at night.

Supervision, Training and Development

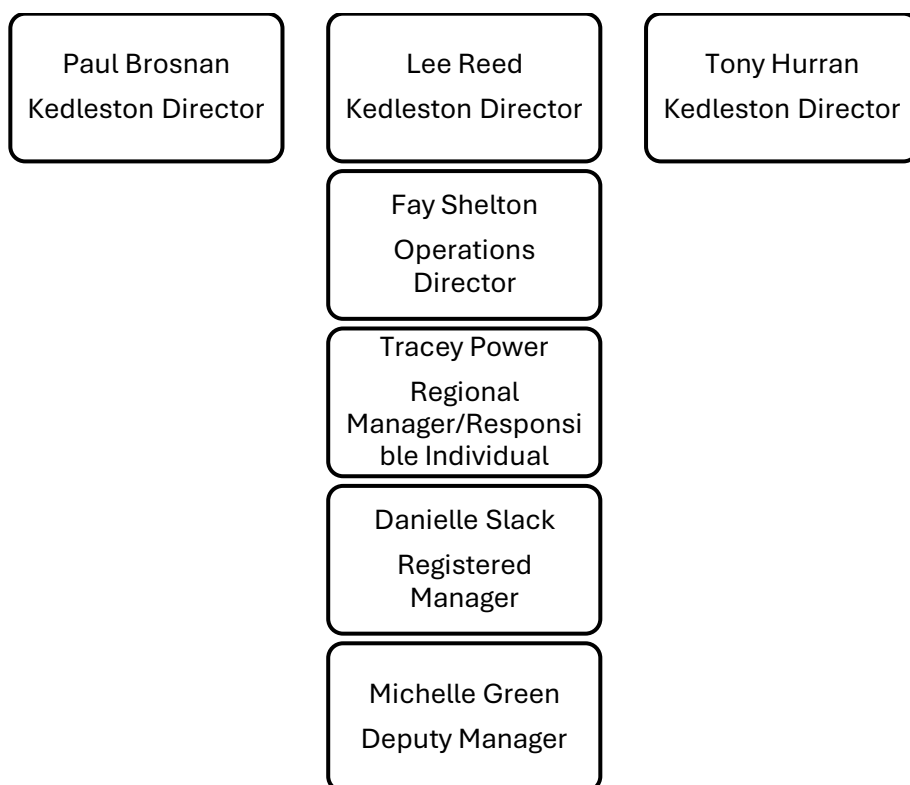
All staff undertake a comprehensive induction programme that includes safeguarding and child protection, reporting and recording and health and safety. All staff are made aware of their roles and responsibilities and to whom they are accountable. All professional staff working directly with the children receive training to ensure they are skilled to support the complex needs of the children we care for. They are trained in Team-Teach skills, Safeguarding, Child Protection and Whistle Blowing, First Aid and Mental Health First Aid. Furthermore, all care staff undertake the Diploma for the Children and Young People's Workforce Level 3, Administration of Medication and Food Safety training amongst many more including specialist training required or identified. Senior care staff can undertake appropriate advanced training as appropriate to their role and responsibilities

All staff receive regular supervision and support from their line manager, whose responsibility it is to keep a signed record of formal supervision meetings. All staff have their performance appraised by their line manager, on at least an annual basis. Targets are set for the coming year and form part of the individual's personal development plan.

Rockhopper/Kedleston (Wood Grove Child Care) Ltd provides support for all employees in both their professional and personal lives through a confidential counselling service available on a strictly private basis.

For details of the experience and qualifications of staff working at the children's home, including any staff commissioned to provide health care, please see Appendix A and Workforce Plan

20. Organisational Structure



Team Leader Jack Bisby	Team Leader Lisa Dickinson	Team Leader Mark Allen	Care Worker Adam Mushtaq	Care Worker Mary Montesino
Care Worker Laurine Daria	Care Worker Tayla O'Brien	Care Worker Charles Ofoegbu	Care Worker Christine Brockbank	Care Worker Susan Latunji
Care Worker Christine Penanmante	Night Care Worker Shufa Nuur	Night Care Worker Jon Burgess	Bank Care Worker Joe Sullivan	Bank Care Worker Ali Abdalla

21. Details of staff gender

Staff working at the children's home are not all of one sex.

Care planning

22. Criteria and Policies for Admission and emergency placements and review process for placement plans

Every admission into Vernon House will meet the criteria set out with in this statement of purpose. Admission decisions are made in co-operation with representatives of the referring local authority, parents / carers of the children and other agencies involved in the care of the child/young person. Places are offered on the basis that we believe the services and facilities at Vernon House can meet the needs of the child/young person.

Vernon House recognises its obligations under the Equality Act and is committed to promoting the equality and diversity of all those it works with especially its prospective, current and former children/young people.

On receiving a referral the Registered Manager requests relevant documentation from the referring agency. They also keep information passed on via telephone conversations with relevant individuals such as the social worker, education provisions, parents etc. It is often useful for the referrer or parents/carers or both to arrange a visit with the Child/young person in order to form their own opinions of the suitability of a placement at Vernon House.

Decisions to proceed to an offer of placement or not are then taken in light of the additional information gained at this stage and in consultation with the clinical team.

During the initial assessment of needs we consider the placement match potential of any referred individual. We take into account the overall stability and safety of the home and needs of children/young people already in placement alongside all information gathered about the potential placement and we then judge whether they can be successfully accommodated and achieve positive outcomes with our available facilities and resources. Subject to this we would also consider an emergency admission depending on the circumstances, relevant information being received and degree of urgency.

Each child/young person living at Vernon House has a Placement Plan, which clearly sets out; how their assessed needs are to be met by the placement on a day-to-day basis. This plan is written in consultation with the placing Local Authority and the child/young person. It is then monitored by the child/young person's keyworker and by the Homes manager, it is a live document that is regularly updated and takes into account any changes approved at the child/young person's CLA Statutory Review, in discussion with the Local Authority social worker, if it is felt that the child/young person's circumstances or care plan have changed or that their existing Placement Plan no longer reflects their needs at the time. The young people have access and input into these plans daily.

Staff Appendix

Staff Name	Position	Qualifications	Experience
Danielle Slack	Manager	Level 5 Diploma in Leadership and Management in Residential Childcare Level 3 Diploma in Children and Young Peoples Services Level 2 Diploma in Children and Young Peoples Services	I joined Vernon House as the Manager for Vernon House and I have been working with Children for over 10 years and specifically in children's residential services since 2013. I initially worked in a large residential school and during my time there a progressed to deputy manager and held this post for 5 years and acted as interim manager for a prolonged period and completed my Level 5. I moved on to another company as registered manager to progress in my career.
Michelle Green	Deputy Manager	Level 5 Diploma in leadership for health and social care and children and young people's services (children and young people's management) BTEC level 3 in management. NVQ level 3 in health and social care (children and young people	Michelle joined Vernon House after working with the local authority for 18 years. During this time Michelle held various roles within their internal residential settings supporting children and young people achieve permanence, reunification and stepdown to fostering.

Lisa Dickinson	Team Leader	Lisa has the NVQ Level 3 Diploma in Residential Childcare.	Lisa commenced in post at High Peak School as a Bank Care Worker in May 2018. Initially Lisa was a Bank Care Worker, and following completing shifts over the summer period, Lisa decided to apply for a permanent position as a Care Worker which she still holds. Prior to this Lisa taught learners with additional needs such as Autism and SEMH in Schools as a Teaching Assistant. Lisa has now transferred to Vernon House as a care worker.
Mark Allen	Team Leader	Level 3 Diploma Level in Residential Care Advanced Level Apprenticeship in Early Learning and Childcare (in the	Mark has over 20 years of experience working with a variety children and young people. Mark has worked in mental health setting as well as children's home over his career and is passionate about working with children, supporting them to receive

		apprenticeship sector for occupations in social care and the care of children and young people) AIM 2 Assessment training / Young people who display harmful sexual behaviour	their potential. Mark has worked in a senior role for several year before coming to work at Vernon House and is excited in his role as team leader to continue to help us grow and develop.
Jack Bisby	Team Leader	Level 3 diploma in Children and young people's work force.	Jack is fully qualified and has worked across a variety of settings including children's homes and crisis placements Jack has previously worked for us here at Vernon House most recent as bank staff and we are very pleased he has returned to us as a care worker. Jack has a wealth of experience working with children and young people and he will add strength to the team here at Vernon.

Christine Penamante	Care Worker	Christine is currently working towards the NVQ Level 3 Caring for Children and Young People.	Christine commenced at High Peak initially as a Care Worker in August 2024, following her appointment in May 2024. Christine is now supporting at Vernon House. Christine was a university instructor in the Philippines where she taught Psychology subjects, a position which she held for 4 years. Christine also served as Civil Welfare Training Service Coordinator and as a Guidance Advocate in the university. Christine is also a Philippine Licensed Psychometrician and has clinical experience focusing on test administration, test construction and psychological interview for 3 years. Christine is a registered member of the Psychological Association of the Philippines from year 2017 up to present. Christine has held other positions within HR recruitment and sales in trading industries.
Charles Ofoegbu	Care Worker	To be enrolled in Level 3 Diploma in Residential Childcare. Has qualifications and experience in first aid, COSHH, fire safety, health and safety,	Charles has joined us in a permanent role after supporting on shifts through the agency. Charles is passionate about development and to make positive and meaningful changes to people's lives. In Charles's current and previous diverse

		medication training. Qualified Teacher.	roles and interactions with various groups are all very person centred.
Christine Brockbank	Care Worker	Christine has the NVQ Level 3 Caring for Children and Young People and the NVQ Level 5 in Leadership and Management. Christine also is a volunteer at a dog rescue centre.	Christine commenced in post at High Peak School as a Deputy House Manager in December 2016. In January 2021 Christine transferred to the role of Senior Care Worker. Christine has previous experience of working in a Children's home for 15 years, progressing from Care Worker to Deputy Manager. Prior to this Christine worked as a Waking Night Worker with Elderly people for 16 years. Christine has now transferred to Vernon House as a care worker.

Tayla O'Brien	Care Worker	Enrolled on Level 3 diploma in Children and young people's work force. Has qualifications and experience in first aid, COSHH, fire safety, health and safety, medication training and physical intervention trainings	Tayla has previously worked with vulnerable adult in various settings such as residential settings and hospitals. Tayla has worked with challenging behaviour with vulnerable adults with a variety of conditions such as dementia, brain injuries and learning difficulties.
Adam Mushtaq	Care Worker	Level 3 Diploma in Health and Social Care. Level 4/5 Diploma in Health and Social Care. Level 6 Higher Diploma in Health and Social Care.	Adam worker in a variety of settings from residential childcare to specialist schools. Adam has been supporting children between the ages of 11 – 18 with a multitude of complex needs including emotional behavioural difficulties, complex trauma and mental health. Adam has been able to provide support and guidance to children, acting as a positive role model, prioritise their needs, establish positives relationships and encouraging education.

Mary Montesino	Care Worker	Bachelor's degree in education. Enrolled on Level 3 diploma in Children and young people's work force.	Mary has worked as a teacher and with children from a variety of backgrounds, with varying needs for 20 years. Mary has a passion for working with children and finds it very rewarding to help them learn and grow, and to be a positive influence in their lives.
Laurine Daria	Care Worker	Enrolled on Level 3 diploma in Children and young people's work force.	Laurine has worked in a variety of roles before joining us here at Vernon House. Laurine has worked as an online tutor as well a patient coordinator both working with children and young people with a variety of needs and of different ages.

Susan Latunji	Care Worker	Enrolled on Level 3 diploma in Children and young people's work force.	Susan commenced at High Peak Initially as a Care worker on the 1st of October 2024. Susan has now come to support at Vernon House. Susan worked as an Administrative Executive and Advertising Practitioner between 2003 and 2012. In 2012, Susan joined the News Agency of Nigeria as an investigative journalist. Susan was passionate about creating awareness for the need to provide support for the victims rather than simply bringing offenders to justice. In 2016 and moving to Senegal Susan learnt to speak French and volunteered with various United Nations initiatives focused on support for vulnerable women and children. In the same year, (2016 - 2023) Susan joined an NGO as a Health Care officer focused on the rehabilitation of displaced children and the fight against Child exploitation.
Shufa Nuur	Night Care Worker	NVQ Level 3 Diploma in Residential Childcare.	Shufa has worked at the company for almost 3 years before transitioning over to work as a night care worker at Vernon House. Prior to this Shufa successfully completed a year course and gained Entry Level certificate in Adult Literacy in 2005. In 2010 Shufa worked for Westminster Homecare as a Carer, where she cared for the elderly and vulnerable. She also supported a young adult with epilepsy. At the same time, she studied Health and Social Care with the Open University and achieved a diploma. Shufa has also held positions in security and in retail.
			Shufa has gained experience with children, young people, and adults in residential settings with a variety of needs, including emotional and behavioural as well as learning difficulties and ASD. Shufa has also raised her 3 children as a single mother and later on supporting and helping her daughter with her child who is on the ASD spectrum.

Jonathon Burgess	Night Care Worker	Jon has NVQ level 3 Diploma in both Adults with learning disabilities, and in Residential Childcare.	Jon commenced at High Peak as a Waking Night Care Worker in December 2015. Jon has now come to support at Vernon House. Previous to this Jon worked from 2002 in care with adults with learning disabilities and challenging behaviours in residential settings in the Salford area. Jon worked from 2005-2015 as a House Manager and On-Call Manager. Jon has a Counselling certificate from Salford college and is a qualified Hypnotherapist.
Joe Sullivan	Bank Care Worker	Level 3 Diploma in Residential Childcare.	Joe has worked as a bank worker for a number of years in a variety of our residential homes and now supports at Vernon House. Joe is passionate about childcare and undertake various roles outside of the company including teaching.
Abdalla Ali	Bank Night Care Worker	Level 3 Diploma in Residential Childcare.	Abdalla has worked for Kedleston since 2017 originally as a bank night worker. Abdalla has since taken a permanent night care worker role at Vernon House. Prior to this Abdalla completed a Diploma in Light Vehicle Maintenance and had worked for ICTS security company (Amazon Manchester) for over 3 years. Abdalla is currently studying Health and Social care at Bolton University which has supported in developing his understanding and knowledge to work in a Health and Social Care field.