



July 2025

Blue Star House
Statement of Purpose

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Quality and Purpose of Care

The home and the children/young people we care for

Blue Star House can accommodate up to three young people of any gender between the age of 8 and 18 years old, who experience social, emotional and/or behavioural difficulties (SEBD).

Young people will have varying backgrounds and experiences, these could include Child Sexual Exploitation and Child Criminal Exploitation, radicalisation, self-harm, behaviour that challenges, missing from home, suffering or witnessing domestic abuse, most will have experienced abuse and neglect. This is not an exhaustive list, the needs of each child will be carefully considered, to ensure that the adults supporting in the home are able to meet the needs of any new child, whilst also considering children already living at the home, to ensure that this will not impact them in a negative way.

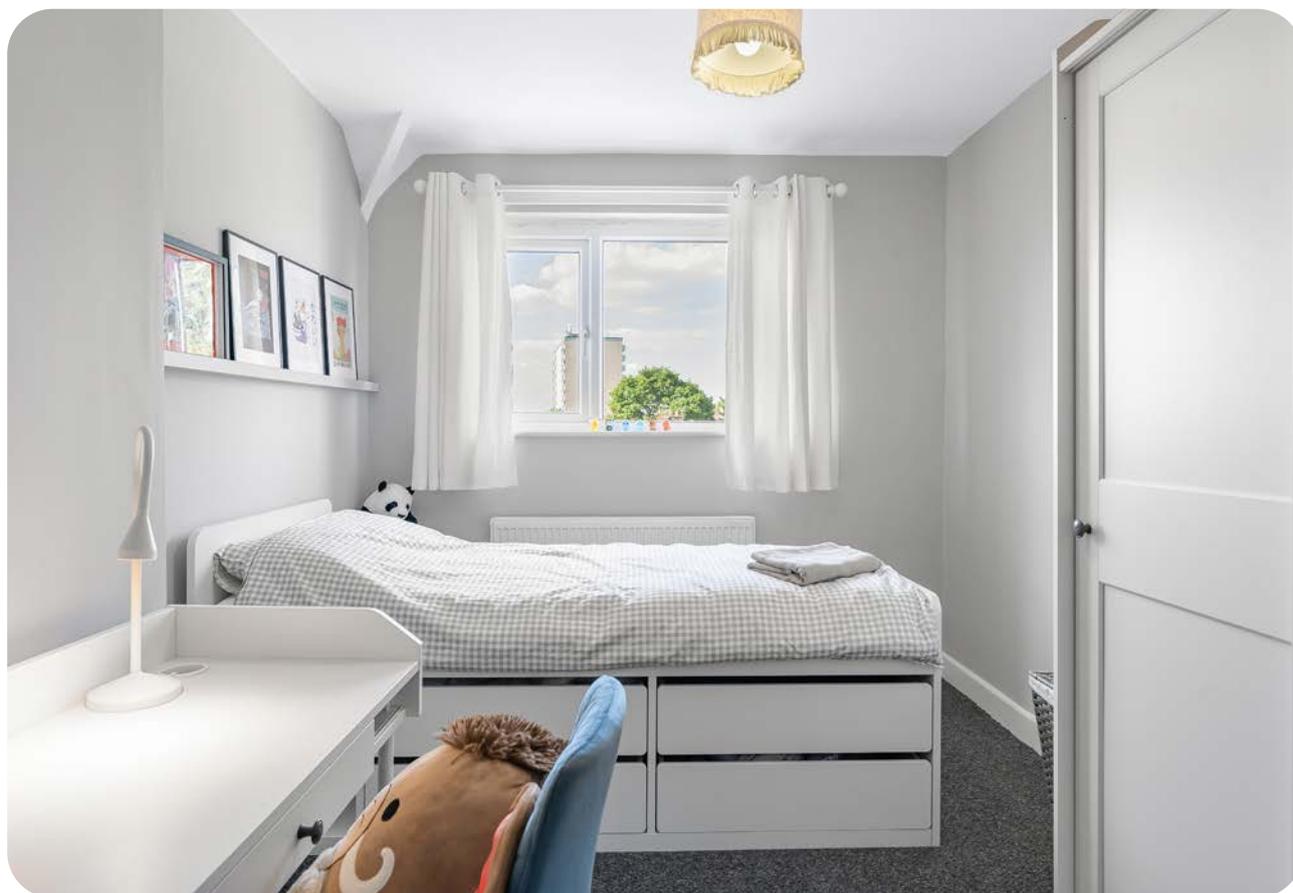
Great care will be taken when admitting new young people to the home to ensure their placement does not negatively impact any child(ren) already residing at Blue Star House.

Our process includes consultation with our therapeutic service to identify any training needs required for staff to appropriately support a new young person with possible additional learning disabilities, physical disabilities, or mental health challenges—whether previously identified or not. These may include ADHD, ASD, and mild learning difficulties, none of which would preclude admission, as each referral is considered on its own merits and suitability for the placement, in line with our robust compatibility assessments.

Blue Star House is a spacious and well-presented property in a quiet residential area of Speedwell in Bristol. The home is not distinguishable from other houses in the area. At the front of the house there is a driveway suitable for parking a minimum of two vehicles. On the ground floor the home has an open plan kitchen/dining room, lounge, games/chill out room, and a shower room. The first floor has three young people's bedrooms, a study / sleep-in room, and a family bathroom. There is a large garden to the back of the property that has a paved upper section which can be used for both relaxation and barbecues along with a shed for storage, as well as a grassed lower section which contains planters so that the young people can grow their own vegetables, and an enclosed trampoline.

Each Young Person will have their own bedroom with privacy, subject to safeguards for the Young People's safety and protection. All bedrooms are furnished with a single bed with drawer storage, bedding, study desk, wardrobe and lighting. A TV is offered in each bedroom, should the young person wish to have one, and each bedroom is installed with a child safe lock.

The allocation of bedrooms will firstly consider any specific personal need together with considerations for the safe management of care planning for the Young Person. The accommodation for Young People consists of three good sized bedrooms which the Young People will have the opportunity to personalise.







Blue Star House is situated in Speedwell, which is an area of East Bristol and part of the Hillfields ward. In 2014 the estimated population of Speedwell was just 2342. Speedwell itself has a fitness centre, coffee shop, local community centre, and a small collection of local businesses. With Bristol city centre being just 4 miles away, there is a whole host of readily accessible attractions for the young people to enjoy. Examples include the Bristol aquarium, We the Curious (an epic science centre), Wake the Tiger (the world's first amazement park), cinema's, theatres, a bowling alley, indoor Karting, trampoline parks and much more.



There are ample opportunities for nice walks in the surrounding areas with the nearby Eastville Park, St George Park, Netham Park, and Conham River Park all offering picturesque green areas.

Lawrence Hill and Stapleton Road train stations are less than 2 miles away from the house and so the home is nicely placed for train travel. Busses run daily, with the number 6, 7, and 41 busses departing from roads less than 10 minutes away from the house on foot.

The local area has provision for young people to practice the faith of their choosing and we have ample access to health services and hospitals. School and college provision in the local area is as needed to meet the needs of the young people placed in the home.

Our aims, ethos, and approaches

We aim to create a safe and nurturing environment; enabling children and young people to recover from past trauma and grow to achieve their full potential in a holistic therapeutically informed manner, with the support of Forensic Psychology UK, who offer a range of services including bespoke training, assessments and support / guidance for the team. We provide an outstanding quality of care for children/young people, who, for whatever reason, are unable to live with their own families.

We aim to provide the highest quality of care which allows children and young people to feel safe and valued. We will support children and young people to learn about and process their life story and to develop their sense of self, whilst also supporting them to identify goals and prepare them for their future. Our objective is to develop the physical, emotional, and psychological well-being of the children and young people in our care.

We endeavour to create an atmosphere and environment which reflects many of the positive areas of a typical family home, providing a loving and nurturing environment.

To create an atmosphere of approval and acceptance of the individual as a unique person with a personality, background and a future of their own.

The home ethos is one of attachment and trauma informed approaches. We work with a therapeutic parenting approach based on PACE. Carers are trained to look after children and young people with an attitude of Playfulness, Acceptance, Curiosity and Empathy (PACE). This approach recognises the impact that trauma has on child development and provides a basis for developing attachment security through consistent and attuned approaches.



Cultural, linguistic, and religious needs of children and young people

When our carers are looking after a child/young person of a different culture and ethnicity to themselves, they have a responsibility to help the child/ young person define themselves with increased knowledge of their culture and ethnicity, along with introducing them to the culture that is already present in the home.

Speedwell / St George area of Bristol is a very diverse and harmonious multicultural area and society within the UK. This will help a variety of young people to utilise a range of communities to meet their cultural, linguistical and religious needs.

Without connection the child/young person can feel 'lost' or searching for their own individual identity. Increased awareness of positive self-identity and confidence is essential in a child/young person making secure attachments. The cultural and ethnicity needs of the child/young person will be explored and assessed at the referral stage and as they settle into the home; and training/ resources will be sourced as required. A child or young person who has additional communication needs or who has English as a second language will be referred for assessment and support services to meet their individual needs. Yellowbird Homes will provide training to enable staff to meet the needs of individual children. We will also endeavour to maintain a diverse staff group who can support a child or young person to converse in their first language. When this is not possible, we will ensure access to support as needed from professional interpreters, advocates, and independent visitors who will also form part of the team working with the family unit (where applicable).

It is important for a child/young person's physical, intellectual, and emotional wellbeing that consideration is given to their religious background and needs.

This may mean supporting them with the foods they wish to eat and religious rituals they want to observe, but also helping to ensure that child remains connected or to renew their connection with the religious community they have grown in. Prior to placement, our carers will find out as much as they can from family members, Social Workers, and the faith community the child/young person is from, and the child/young person themselves. We will support every child/young person to maintain their faith and values in line with their wishes.

Complaints Procedure

Children/young people will be informed about Yellowbird Homes' Complaints Procedure in a way that is appropriate to their age and level of understanding. This information is detailed in the Child/ Young Person's Guide, which is given to them before or upon admission to the home. Such information includes an explanation of the role of an advocate and provides contact details for:

independent advocacy services who can help children make complaints or make a complaint on their behalf. The Registered Manager will take all reasonable steps to ensure that children/ young people feel comfortable raising complaints, that they are supported to make complaints and are free from reprisals if they choose to do so. Children/ young people will be given any reasonable assistance they require or request, including being advised that they may ask someone else to make the complaint on their behalf.

Parents, guardians, and external professionals will be made aware upon admission that they can complain verbally, in writing, or email either to Blue Star House or the Placing Authority. The Registered Manager will send out a Letter of Introduction after admission outlining this procedure, and the letter will include a copy of the Complaints Procedure along with any relevant contact details.

A copy of the Complaint Form has been included as part of this Statement of Purpose (please see Appendix A).

Access to Policies

The following policies are available on the company website at www.yellowbirdhomes.co.uk

- Complaints Policy
- Safeguarding and Child Protection Policy
- Emotional & Behavioural Management (Including Restraint)

All those involved in the care of children/young people may also request these policies via the Responsible Individual:

Responsible Individual: **Tim Corbin**

Contact Number: **07956 131908**

Email Address: **tim@yellowbirdhomes.co.uk**

All other policy documents referred to in this Statement of Purpose are available on request, with a justification of need.

Views, Wishes and Feelings

How children and young people have their say

At Blue Star House we believe that the needs of the individual are paramount. We enable each child/young person to express their wishes and feelings and we aim to listen to their ideas and preferences and consider their emotional and behavioural needs.

The team's values the importance of being able to establish open and honest communication with young people about all issues that will affect them. This will convey the message that they are important, that they are cared for, and their wishes and views are respected. Such an atmosphere promotes positive self-esteem which is crucial to the development of a sense of self.

We will have weekly children/ young people's house meetings where the child/ young person is able to voice their thoughts and feelings on matters inside and outside the home e.g., birthdays, activities, complaints, sanctions etc.

Weekly key work sessions will also be held, whereby the child/ young person will be able to talk about their experience of the home and to reflect upon what is going on for them. They will also be used to discuss any areas of concern or support which may have arisen during the previous week(s). Along with these more structured key work sessions the team will have daily meaningful conversations with the young people which will be documented and actions drawn to help support the young people with their goals.

The Home Manager will meet regularly with the children/ young people. This may be an informal catch up; or could follow a more formal agenda depending on the child/ young person's needs. We will also provide a 'drop box' in the home for children/ young people to post their views, wishes and feelings if they want to do this in a less direct way.

Child/Young Person's Guide

All children/young people will be given a Child/Young Person's Guide prior to or on admission, which includes information on daily routines, the complaints procedure, important telephone numbers and addresses, and a list of routines and expectations at Blue Star House.

We are committed to working flexibly and imaginatively with all children/young people, professionals, and families to ensure that the best interests of every child/ young person in our care are consistently served.

Reviews

After the Initial Planning Meeting, which should take place prior to admission, a Placement Planning Meeting will take place within 5 days of the child/young person moving to Yellowbird Selby Road. An initial Looked After Child (LAC) review must take place within 28 days of placement, and a second review convened within 3 months; followed by statutory reviews at least every 6 months. Where the referral process has been expedited, a meeting regarding the placement will take place within 24 hours.

It is our policy that children/young people, parents/guardians, and Placing Authorities should take a full and meaningful part in any decision-making process. The review process will be discussed with the child/young person, and they will be encouraged to take an active role to share their wishes and feelings prior to and within the review meetings.

Feedback

In the interests of improving our service, staff will record any complaints, comments or compliments from children, parents/ guardians, Social Workers, or any other external agencies. These will be kept on Clearcare and will be used to inform our practice and procedures. Feedback will also be sought as part of the 6-monthly quality of care review (Regulation 45).

Rights of Children/Young People & Anti-discriminatory Practice

Yellowbird Homes believes in promoting equality, valuing diversity, and working inclusively. This is the world we want for our children and young people, and it is at the heart of everything we do. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity, and pro-actively tackling and eliminating all forms of discrimination. Every effort is made to ensure that Yellowbird Selby Road is welcoming to all children and young people and others significant to their care and well-being.

Yellowbird Homes's Equalities Policy outlines our commitment to:

- Creating an environment that promotes dignity and respect for children/ young people.
- Encouraging children/young people to treat each other with dignity and respect.
- Creating an environment in which individual differences and the contributions of our children/ young people are recognised and valued.
- Not tolerating any form of intimidation, bullying, or harassment.
- Creating regular educational opportunities for children/young people to learn about equality and diversity, and their rights under the Equality Act 2010.
- Encouraging any child/ young person who feels they have been subject to discrimination to raise their concerns. Children/young people will also know how to access an independent advocate who can help them to raise any concerns they may have.
- Offering new opportunities and activities to children/young people that are not restricted by stereotypical gender norms.
- Identifying local community resources that contribute to meeting the individual needs of children/young people. These are highlighted and promoted and where they do not meet required needs, alternatives are sought and suitably identified regardless of geographical location, for example services specific to meet cultural or other identity needs.
- Offering additional support to staff working within the home and or children who are finding difficulty in understanding diverse or complex situations.

Children/young people are cared for by staff who have been suitably trained in all aspects of equality and diversity including legislation and their responsibilities. Carers are expected to examine ways in which diversity can be valued and activities adapted to meet the individual child/young person's needs including but not exclusive to disability, special educational needs, gender identity, sexual identity, cultural and religious identity. Staff are also expected to offer appropriate support to aid inclusion and ensure that the children and young people can fully participate in Blue Star House activities.

Staff are expected to challenge attitudes, behaviour and language that are non- inclusive and discriminatory, in a positive way. The Registered Manager is also expected to monitor the range of children and young people placed within the home to ensure the service provision is reaching all and not creating barriers to certain groups.

All children and young people will be made aware of our Prevention of Bullying Policy as part of their introduction, helping to provide positive guidelines on how to respect and treat others. Bullying is not tolerated in any form or against any person living or working in the home or visiting. Bullying is prevented and addressed through effective matching at the time that young people are referred to ensure that any risks of bullying arising within the group are safely managed.

Adults at Blue Star House will encourage children/young people to speak for themselves about issues that are important to them, in the most appropriate way for them. All young people will be offered access to advocacy services and made aware of other external independent organisations such as the Children's Commissioner (please also refer to the Child/ Young Person's Guide). As identified in their Placement Plan, they may also have an independent visitor. Children/young people will be supported to understand that these people are available to look after their rights and can advocate and speak up for them when and if needed.



Education

Whilst Yellowbird Homes does not provide formal education (not dual registered as a school), we understand the importance of getting young people into education and supporting them to remain engaged. Blue Star House may consider placements for children/young people with special needs, such as autism and/or learning needs, if their needs can be met by the staff team. Further training and/or guidance will be sought where necessary.

A plan for the child/young person to be in school or alternative education must be agreed at a child/young person's Placement Planning Meeting, and we will support the child/ young person's attendance and achievement with this. Support includes transport to and from school, staff support in school if required, help with homework, and computer access with appropriate supervision as required. Staff will support the young person by monitoring their personal educational plans and attending all relevant meetings. Notes will be kept in the child/young person's file, and key workers will ensure that they have details of any Special Education Needs statements.

If an education provision is yet to be identified, or as an additional provision, staff can engage the child/ young person in educational-based activities. If it is identified that a young person is not accessing education then adults at Blue Star House will complete SWEET (Succeeding With Education & Employment Training) which is an accredited and respect form of qualification which can lead to a young person gain BTEC qualifications. Selby Road can access and deliver an AQA unit award scheme to allow the child/ young person to gain certificates covering subjects related to hobbies, interests, and life skills. This will only ever be used as an interim measure if agreed within a young person's Care Plan, to engage the child/ young person while the home works with the Local Authority to identify a suitable school provision.

Enjoyment and Achievement

The importance of providing leisure time and activities to the children/young people who live with us is at the forefront of our care. A wide variety of interests can be explored, individual or group activities, and there are many forums created for children/young people to discuss what activities they would like to participate in.

Adults at Blue Star House will oversee the leisure time and activities programme for group and individual activities. An activities file is kept at the home with ideas and information for age related activities.

Children/young people will be encouraged to participate in age-appropriate activities outside of the home. These will be supervised initially; however unsupervised activities can be considered after individual Risk Assessments and social worker sign off. Staff will be aware of where children/young people are at all times, and clear time boundaries for return will be given. Blue Star House will endeavour to have an activity arranged every day in the school holidays. Some of these may be arranged with external agencies with the aim to encourage children/young people to socialise with their peers outside the home. Activities that may be arranged by Blue Star House include creative or play activities at home, theatre trips, shopping, watching football matches, visiting theme parks, going to museums and places of individual interest, dance lessons, drama, football, and community work.

Young people will be encouraged to develop skills through participating in activities such as the Duke of Edinburgh Award. These involve the children/young people planning, taking part, and teaching skilled activities as well and sporting pursuits such as trampolining, swimming and many more.

Blue Star House will also run enriching activities. Activities will be utilised as a medium to build relationships between carers and the children/young people, and will often occur on a one-to-one basis, centred on the individual's interests. This time provides an opportunity for carers to meaningfully engage with the child/young person and offers a space for play, growth, and communication.

At Blue Star House we have a strong sense of community spirit and will endeavour to encourage and engage the young people in local group, clubs and facilities. In turn we hope this will promote a sense of belonging and feeling part of the community in which they reside.

All activities are organised with reference being made to each child/young person's Placement Plan and Risk Assessment.

Physical Health

The health of our children/young people is extremely important. Each child/ young person will be registered with their own GP, dentist, optician; and if needed another specialist at the earliest opportunity. Where possible the home will use the same provisions for each young person to build a relationship with providers in the interests of our young people.

Each young person's needs are different, and this is considered when deciding their care plan. Factors may include general health and cultural differences. All our records will be well maintained, and all contact made with the above health organisations logged and detailed.

Any medication taken by the child/young person will be recorded accurately. Our records include the medical history of the child/young person to include immunisations, allergies, and previous operations.

Each child/ young person has an annual review health assessment; this is completed by a looked after children's nurse or a Doctor.

Team members are first aid trained and this is renewed three yearly. All will be competent to deal with emergencies and will be trained in conditions which may require specialist medication.

Each child/ young person will be encouraged to undertake regular exercise, this could be through visits to the gym, jogs round the local park, participating in fitness videos, or joining an activity they are keen on for example playing football.

A great importance is placed on the personal hygiene of our children/young people. They will be encouraged to take care of themselves and to take pride in their appearance. Daily bathing is essential, as is oral hygiene, hair care, nail care, and the upkeep of clothing.

Staff will promote healthy living through positive role modelling which will benefit the children/ young people and help them to live in an environment that promotes health and well-being within the wider community.

The home has a non-smoking policy. Any child/young person moving to the home who smokes will be supported with a smoking cessation programme via the GP.

Emotional and Mental Health

The home will build good working partnerships with the local Child and Adolescent Mental Health Service (CAMHS) and those from neighbouring Local Authorities. The staff team will be made aware of CAMHS referrals and of treatment options offered by CAMHS.

We can work with external bodies to identify and support professional therapeutic intervention for each child/ young person. Formal and structured therapy including cognitive behavioural therapies, play therapy, crisis intervention, and specific behavioural work can be accessed. All sessions will take place away from the home. Fees for these services are additional to placement fees, and any direct therapy is typically sourced by Placing Authorities.

- Selby Road will be supported by Forensic Psychology Consultancy UK clinical services. Forensic Psychology Consultancy UK can provide an initial assessment of Young People that come into our care. This will be used to inform our Positive Behaviour Support Plan's and guide the work practice through training the team to give a holistic approach to the care provided.
- Forensic Psychology Consultancy UK will, if appropriate, undertake direct work with Young People and if requested can undertake more specific clinical assessment.
- Therapeutic staff from Forensic Psychology Consultancy UK will have an enhanced DBS check and professional qualifications appropriate to their role.
- All clinical assessments will be shared with the placing Local Authority.
- Forensic Psychology Consultancy UK will visit the home once a month and a monthly training schedule is available and flexible to meet the needs of the home.
- With therapy underpinning training and Positive Behaviour Support Plans, the home is able to implement a consistent and therapeutic approach to working with Young people. The evidence of this is the progress that each Young Person has made in the home, leading to positive outcomes for their future.
- The Primary Health needs of each Young Person are supported by the registering of each child with their Local General Practitioner (GP), Dentist and Optician, within the community. Additional referrals to add on services can be made via these links on an individual basis if required.
- Pre - admission – All referrals will be subject to a vigorous matching / compatibility process to ensure that all of the Young People's emotional and physical needs, will be met and not be at the detriment of currently placed Young People.

Playfulness, Acceptance, Curiosity and Empathy (PACE)

PACE can be beneficial for all children/young people but are key in caring for those who have experienced neglect, abuse, significant developmental trauma and disrupted attachments in their early years. Carers play a vital role as attachment figures for children/young people with these histories. Typical parenting approaches often fail to help these children/young, therefore a more specialised approach that encompasses the principles of Playfulness, Acceptance, Curiosity and Empathy (PACE) forms the basis of the care provided at Blue Star House.

Playfulness brings enjoyment to the relationship. Acceptance creates psychological safety. When we curiously explore within a relationship, we express a desire to know the other more deeply. Empathy communicates our curiosity and acceptance, as we recognize and respond to the other's emotional experience.

The therapeutic parenting approach helps carers to emotionally connect with the children/ young people in ways that increases feelings of safety and security. We recognise that children/young people may fear such connection and we aim to help children/young people to overcome these fears in time. We use a 'two-handed' approach to parenting that recognises the need for connection before correction. We emphasise consistent and fair boundaries; the rules of the house remain consistent, and we actively encourage repair and reparation.

All staff receive an introduction to PACE as part of their Induction Programme and they receive full PACE Training within their three month probationary period.

Positive Relationships

Arrangements for Time with Family and Significant Others

Family/significant others arrangements will be established at the Placement Planning Meeting and subsequent reviews to establish contact and any risks/restrictions that may be considered necessary in the best interests of the child/young person. Arrangements for support, supervision, and/or a separate venue for contact will be arranged as per individual need. We are aware of the importance of maintaining and promoting relationships between a child/young person and their family and recognise that there may be family work required to repair or build on foundations that exist. The team will be provided with training by the Manager and therapeutic support team in relation to supporting contact and family relationships.

Children/young people's relationships with their parents/significant others will be supported and important people will be kept informed of the child/young person's progress where appropriate. The child/young person will be regularly consulted regarding their wishes and feelings about contact with family/significant others. All decisions made will be in consultation with the child/young person and with input from relevant family/significant others and professionals.



Protection of Children

Safeguarding Children & Young People

All children and young people have an absolute right to protection. Blue Star House will have a Designated Safeguarding Lead who is responsible for dealing with any concerns about the protection of children/young people and ensuring that appropriate arrangements for keeping children and young people safe are in place.

Blue Star House's DSL is:

Registered Manager: **Benjamin Beynon**

Contact Number: **07809 772088**

Email Address: **ben@yellowbirdhomes.co.uk**

In the DSL's absence, or where a safeguarding allegation concerns the DSL, the Responsible Individual automatically takes on the role of the DSL.

The Registered Manager, the Responsible Individual and the Deputy Manager will receive Designated Safeguarding Lead training (Level 3).

All individuals who work with children/young people and their families in a professional capacity have responsibilities under safeguarding legislation. All those working at Blue Star House will understand their individual and joint roles in protecting the children/ young people in our care. Effective multidisciplinary team working and the sharing of information alongside professional assessment is essential in the safeguarding of children and young people. Staff will undergo in house training as part of their induction and supervisors will ensure that they are aware of how to report child protection concerns and notifications. All staff will receive Safeguarding Level 2.

Close links will also be established with Blue Star House's Local Safeguarding Board, and Local Authority Designated Officer (LADO).

All staff undergo an extensive recruitment process which meets the Safer Recruitment policy for the home. All staff working with children and young people will have an enhanced criminal check from the Disclosure and Barring Service.

Portability can be applied to existing DBS checks if it meets the criterion guidance from the DBS service and Ofsted.

All new staff who do not have their own updated DBS service are employed on the agreement that they join the update service through their Yellowbird Homes's DBS.

For more details of child protection and safeguarding procedures please refer to Yellowbird's Safeguarding Policy.

Whistleblowing

Ideally, questions of bad practice should be dealt with long before they reach the whistleblowing stage. Staff will be able to raise questions about any areas of concern during supervision or in staff meetings; so that practice can be addressed and improved before harm is caused.

If improvements are not satisfactory or if concerns are not appropriately addressed, then all staff are required to raise their concern with the Designated Safeguarding Lead, or with an external body if deemed necessary. This includes contacting the police directly; the Local Authority Designated Officer (LADO); the National Society for the Prevention of Cruelty to Children's whistleblowing helpline 0800 028 0285, or help@nspcc.org.uk; or Ofsted on 0300 1233155, or whistleblowing@ofsted.gov.uk.

It is recognised that whistleblowing is often difficult; however, safeguarding is everyone's responsibility. A member of staff who takes no action may find that they themselves become caught up in bad practice. The responsibility for whistleblowing rests with any person, whatever their position, who has evidence or suspicions of suboptimal practice.

The policy/procedure for how staff should whistle blow is discussed as part of every employee's induction.

Working in Partnership

The team at Blue Star House will establish links with other organisations in the local area to promote the notion of a safe and caring community and to develop shared practices that seek to safeguard all young people in the locality. This includes the local police station and our local police community support officers.

Blue Star House's team endeavours to create a culture whereby everyone feels comfortable about sharing any concerns they have so that no one individual feels victimised or pressured to keep quiet about bad practice or any child protection issues.

Monitoring & Surveillance

Blue Star House does not use surveillance systems.

Provision for Window restrictors in certain rooms may be considered where a young person can abscond or is assessed to be a risk. This will be discussed with social workers as part of the young person's risk assessment. If agreed, consent will be sought, and the risk will be kept under continual review.

Emotional and Behavioural Response

Each child/young person will have an Individual Emotional and Behavioural Response Plan tailored to their specific needs. Social Workers and each child/young person will contribute to this plan by thinking about the triggers for their emotions and behaviour and how carers can help them manage this in a positive way, hence minimising incidents. This plan is then amended as the child/young person settles into the home and carers have had the opportunity to review.

Physical Intervention

PRICE Training is the home's intervention and restraint training, however, it is the intention of adults at Blue Star House not to engage in any physical intervention or restraint with the children/young people unless all other forms of de-escalation have been utilised – physical intervention or restraint will only be used as a last resort and in specific circumstances.

Physical intervention concerning a child is only permitted for preventing ;

- injury to any person (including the child)
- serious damage to the property of any person (including the child); or
- a child who is accommodated in a secure children's home from absconding from the home
- Physical Intervention concerning a child must be necessary and proportionate

These Regulations do not prevent a child from being deprived of liberty where that deprivation is authorized in accordance with a court order.

PRICE Training is an accredited positive behaviour support training. The strategies that PRICE Training develops and promotes emphasise the PRICE Key Principles; personal safety, communication, and verbal and non-verbal de-escalation techniques for dealing with challenging behaviour which reduce the need for physical intervention.

The taught positive handling techniques seek to resolve conflicts in ways that are safe, and which provide opportunities for repair and reflection for everyone involved.

All staff working at Blue Star House will undergo the PRICE Training course. This is delivered over two days, amounting to 16 hours of learning, designed to deliver proven, safe strategies for anyone managing challenging behaviour in medium-risk settings. The course provides a thorough grounding in practical behaviour management strategies. It will equip staff with a sophisticated understanding of challenging behaviour, and the social and legal context around its management. It will cover strategies of personal safety, teamwork, and de-escalation, as well as teaching effective positive handling techniques: these include guiding, escorting and safe holding in various positions. Along with additional workshops to support the needs of the home as and when they arise. Training may be outsourced if the needs of the company require this.

Competency is assessed by the successful completion of the 2 -day PRICE Course and receipt of a training certificate. Refresher courses will take place every 12 months, or sooner if the need arises.

Physical intervention can emulate, in some manner, the abuse that children and young people may have suffered in their past and so staff will work with young people to become mindful of their triggers that may result in incidents of restraint. The subject of restraint will be discussed very openly with the young people, and they will be given clear messages about what is and is not acceptable and the situations that may result in restraint.

Following any such incident where a physical restraint has been implemented, a physical intervention report will be written up within 24 hours and copies of the report will be sent to the relevant people.

The child/ young person involved in the incident has the right to be examined by a registered medical professional and to discuss the incident with someone not connected to the event. A similar process is in place for the staff members involved in the incident. Discussions will focus on feelings, ways of preventing an incident again, and the support given during and after the incident. The Registered Manager will review all physical interventions performed within the home.

For significant risk to life or other criminal activity, the police may be called to assist as an absolute last resort. However, it is not our intention to press charges or to criminalise young people. For this reason, the Registered Manager must be consulted prior to contacting the police where practicable, and individual members of staff must discuss their reasons for pressing charges with a member of the leadership team.

The Registered Manager will agree with Blue Star House's local police force, procedures, and guidance on police involvement to reduce unnecessary police callouts in managing behaviour and criminalisation of behaviours.

Rewards and Reparations/Sanctions

It is Blue Star House's intention to reward positive behaviour and personal achievements and to discourage unacceptable behaviour in an appropriate manner. Staff will work in a realistic and consistent way and will encourage mutual trust, respect, and honesty. Staff will note any achievements and celebrate them accordingly and will also use praise, encouragement as well as rewards to motivate the children/ young people. All rewards given to children/young people will be recorded. These can be rewards of monetary value such as a paid activity out, or something small such as a new game or personalised to the individual's interest's. A reward is the acknowledgment of doing something well. Staff will recognise that praise and reward can be difficult for traumatized children/young people to receive and as such praise and reward may be provided in a descriptive as opposed to evaluative manner.

There is an understanding that the children/young people we look after need to take ownership of their behaviour and develop the ability to negotiate appropriate reparation and sanctions. All reparation and sanctions will be discussed with the child/ young person. It is important that the child/young person involved can reflectively discuss their behaviour and together with the team look at restorative ways of moving forward. All reparations and sanctions will be monitored and reviewed by the Registered Manager. Incidents will be reviewed to fully explore reasons for behaviour displayed. Children/young people will also be invited to record/give feedback on their views and feelings.

It is important children/young people understand the purpose of the reparations and sanctions to aid the acceptance of responsibility for their actions. Wherever possible, restorative sanctions will be put into place, rather than punitive sanctions, thus allowing the child/young person to reflect upon their behaviour and actions and to make reparation.

We commit to following Regulation 19 of The Children's Homes (England) Regulations 2015 with regards to non-permitted sanctions.

Further information can be found in Yellowbird Homes' s Emotional and Behavioural Response (Including Restraint) Policy.

Procedure for Unauthorised Absence/Missing from Care

When a child/young person goes missing from care there are many factors to take into consideration such as how well the child/young person is known to carers, where they may have gone, what has been happening for the child/young person prior to leaving, and the age and vulnerability of the child/young person.

After thoroughly checking the house and grounds, the most senior staff member on shift must assess the situation. The child/young person's known friends and anyone else who staff suspect may know their whereabouts will be contacted. The young person's Social Worker or out of hours team (EDT) if after office hours will also be contacted.

An informed decision/immediate risk assessment will be made as to how long staff should wait before informing the police, which is further aided by the child/young person's individual Missing Protocol, along with Avon & Somerset Philomena Protocol. A description of the child/young person will be to hand including current clothing and a photograph.

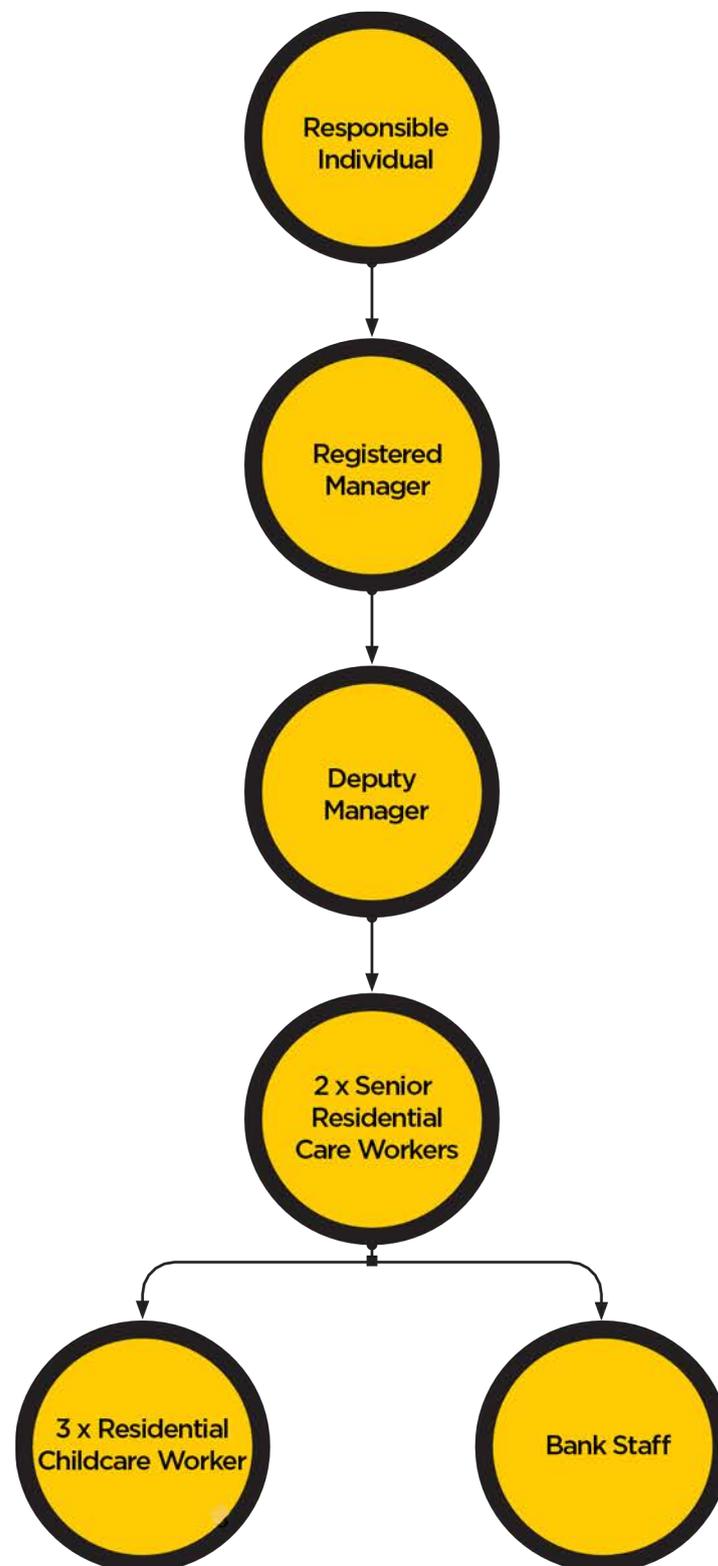
Where permissible and appropriate, the child/young person's family will also be informed. Staff will follow Yellowbird Homes' procedure for unauthorised absences in line with the organisation's Missing Child Policy and the Local Authority Runaway and Missing From Home and Care (RMFHC) protocol.

A report will be generated within 24 hours of the child/young person reported missing and will detail follow ups and future prevention consideration. Blue Star House will arrange an independent return home interview for all children/ young people who have been missing from care which are carried out by Placing Authorities.

The home may call a formal meeting with professionals to discuss stability of placement if it is assessed that the child/young person is unsafe from individuals and environments that are external to Blue Star House, and that these influences are impacting their ability to stay safe.

Leadership and Management

Provider: Yellowbird Homes Ltd



NOTE: The above flowchart reflects the staffing structure and not necessarily the number of staff working within the home. *See below for staffing qualifications*



Responsible Individual

Tim Corbin

Start Date TBC

- ILM Level 7 – Strategic Management
- Level 7 Finance for Non-Finance Director's DPD
- Level 7 Senior Leadership Programme in Professional Development
- QCF Level 4 – Registered Manager in Residential Childcare
- Care UK Group Management Development Programme
- NEBOSH Certificate in Health and Safety.
- DSL Level 3
- Advanced Safeguarding Practitioner
- PRINCE 2 Project Management (Foundation)
- PRICE Trained
- Safer Recruitment
- Child Protection
- Child Sexual Exploitation
- Diversity & Inclusion
- PACE
- ACE's Trained
- BTEC Advanced Professional Diploma in Management Studies.
- QCF Assessor's Award.
- Ski Instructor.

Skills & Experience

“I have over 20 years experience working with young people in residential childcare. 15 of those being an RI. I have gained a great deal of experience and knowledge of providing outstanding care for young people and have passion and drive to ensure all young people at Yellowbird fulfil their aspirations and potential.” - Tim Corbin



Registered Manager

Benjamin Rhys Beynon

Start Date 15.01.25

- ILM – Level 7 Strategic Management
- PRICE Instructor
- QCF level 5 in Leadership and Management within Residential Childcare
- DSL Level 3
- Advanced Safeguarding Practitioner
- PACE trained
- Safer Recruitment
- HABC(QCF) Level 2 award in conflict management
- Manual handling
- Child Protection
- PAMOVA Physical Intervention Training Module 3 PMVA
- Level 2 Food Safety and Hygiene
- Child sexual exploitation
- Diversity and Inclusion
- Online Safety
- Child Sexual Exploitation
- Emergency First aid at Work
- Outdoor First Aid
- Duke of Edinburgh co – Ordinator
- FGM
- Health and Safety Awareness
- CHANNEL Prevent and Radicalisation
- Information Governance and Data Protection in Health and Social Care
- Adverse Childhood Experiences
- Medication
- E-Safety for staff
- Motivation
- Communication skills and handling information in Health and Social Care
- Child Protection Refresher 2020
- Leadership
- County Lines Awareness
- Child Development level 3 and 4
- Emotional Wellbeing and Risky Behaviours
- Data Protection
- Information Sharing
- PREVENT parts 1, 2, 3

- Safeguarding children and young people level 2
- Emergency first aid at work
- Equality, diversity and Inclusion
- Safe handling of medication
- Understanding GDPR
- CCE and county lines awareness
- Child development level 3 and 4
- Safeguarding children with learning disabilities level 2
- ADHD and Autism awareness level 3 and 4
- Risk assessments
- Effective communication
- Supervision, appraisal and managing staff
- Food safety and hygiene level 3 and 4
- Fire safety awareness
- Health and safety responsibilities
- Infection, prevent and control
- Cyber security best practises
- Hazardous substances
- Mental health awareness
- Manual handling
- Fire extinguisher use
- Duty of Candour
- Food allergy awareness
- Drug, alcohol abuse awareness
- Creating COSHH risk assessments
- Deprivation of liberty awareness
- Keeping young people safe
- Managing infection in the workplace
- Terrorism awareness
- Legionella awareness
- Lone working
- Safeguarding education lead awareness
- Awareness of disadvantage families in education
- Accident, report and investigation
- Equality and diversity level 3 and 4
- ADHD and Autism level 3 and 4
- Risk assessments
- Effective communication
- Health and safety responsibilities
- Equality, Diversity and Inclusion
- Infection, prevention and control
- Safeguarding children with learning disabilities
- Legionella awareness
- Lone working
- Driving for business
- ADHD and Autism awareness

Skills & Experience:

“I have worked within Residential Childcare for over a decade. I am passionate about providing children and young people with a safe and nurturing environment in which they can thrive. I have held the position of Registered Manager since 2020 along with Head of Care role for my previous organisation and look forward to building an organisation with Yellowbird to be preferred providers for Local Authorities to provide the highest levels of care to all Young People.” – Ben Beynon



Deputy Manager

Peaches Kissoon

Start Date 16.06.25

- TQUK Level 5 Diploma in Leadership and Management for Residential Childcare
- NVQ 3 Childcare and Education
- QCF 3 in Health and social care
- PRICE (Protecting Rights in a Caring environment)
- HABC (QCF) Level 2 Conflict Management
- Bristol Safeguarding Board – Working Together to Safeguard
- Child sexual exploitation
- Fire Awareness
- Food hygiene
- Emergency First Aid at Work
- Safeguarding and self-harm
- MAYBO training
- Promoting Child Development
- Drug and alcohol abuse Awareness
- Diffusion training
- Motivation
- Communication skills and handling information in Health and Social Care
- Child Protection Refresher 2020
- Leadership
- FGM
- Prevent (Radicalisation awareness)
- Medication
- CCE and County Lines Awareness
- Understanding GDPR
- Information Sharing
- Emotional Wellbeing and Risky Behaviours
- What Children Want and Need to Feel Safe
- Lone working
- Supervision and appraisal and managing staff
- DSL training
- Currently completing the level 4 diploma in Counselling.
- PACE
- Harmful sexual behaviour
- Safeguarding children and young people Level 2

- Safe handling of Medication
- Health and safety Responsibilities
- Equality, Diversity and Inclusion
- Infection, Prevention and control
- Cyber security
- Child Development level 3 and 4
- Hazardous substances
- Safeguarding children with Learning Disabilities Level 2
- Mental Health awareness
- Manual Handling
- Fire Extinguisher awareness
- Duty of Candour
- Food allergy awareness
- Creating COSHH risk assessments
- Deprivation of Liberty
- Keeping young people safe
- Managing infection in the workplace
- Terrorism awareness
- Legionella awareness
- Lone working
- Education safeguarding lead awareness
- Awareness of disadvantage families in Education
- Accident, reporting and Investigation
- Equality and Diversity level 3 and 4
- ADHD and Autism awareness
- Risk assessments
- Effective communication

Skills & Experience

“I have worked with young people and children for many years, I have been a Nursery Nurse in a community Nursery that met the needs of the community, families and the diversity within it.

I have report writing skills, communication skills, and was an outreach worker for the nursery. I have also worked for Vinney green secure services where I have supervised young people that are of extremely high risk and that display challenging behaviours, supporting them through difficult traumatic experiences and advocating on their behalf. I have a vast knowledge of working methods especially when working with challenging behaviours or past traumas, I am fully trained in trauma informed care and am confident to support any young person through unsettled times.

I then came into residential care from 2015, starting there as a Team Leader for 5 years, then progressing to a Deputy Manager, 3 years, and finally being appointed the Registered Manager. I have learnt so much of the care sector since working within residential care and feel that my skills have improved immensely over the years through training and running an effective homes team where young people have achieved their goals and aspirations.” - Peaches Kissoon



Senior RSW

Kirsten Parton

Start Date 12.05.25

- PGCE
- Working towards QCF Level 3 Diploma In Residential Childcare (RQF)
- Safeguarding Level 3
- PACE
- PREVENT parts 1, 2, 3
- Emergency First Aid At Work.
- PRICE (Protecting Rights In A Caring Environment)
- Senior Mental Health Lead
- Designated Teacher
- PRICE
- Safeguarding children level 2
- Infection, Prevention and control
- CCE and county lines awareness
- Child development level 3 and 4
- Mental health awareness
- Fire extinguisher use
- Duty of Candour
- Food Allergy awareness
- Drug and alcohol and abuse awareness
- Creating COSHH risk assessments
- Deprivation of Liberty awareness
- Keeping young people safe
- Managing infection in the workplace
- Legionella awareness
- Lone working
- DSL training
- Supervision, appraisal and managing staff
- Food safety and hygiene level 3 and 4
- Emergency first aid
- Fire safety awareness
- Safeguarding children and young people Level 2
- Safe handling of medication

- Understanding GDPR
- Health and safety responsibilities
- Equality, Diversity and Inclusion
- Cyber security
- FGM
- Child development level 3 and 4
- Hazardous substances
- Safeguarding children with Learning disabilities
- Manual Handling
- Terrorism awareness
- Legionella awareness
- Safeguarding education lead awareness
- Awareness of disadvantage families in education
- Accident, report and Investigation
- Equality, diversity and Inclusion
- ADHD and Autism awareness
- Risk assessments
- Effective communication

Skills & Experience

“I have over 25 years of experience working with children across a range of educational settings, including secure units, PRUs, and special schools. I have held leadership roles in schools of Assistant Headteacher, Designated Teacher, SENCo and Safeguarding Lead, focusing on the well-being and safety of all pupils for over 17 of these years.

I have also supported children in foster care through my work in a specialist therapeutic team, helping those who had experienced multiple placements as the education specialist. In 2024, I transitioned into the care sector as a Trainee Manager for a Residential Children’s Home, using my knowledge to support young people in residential homes.

Now a Senior Support Worker at Yellowbird, I am passionate about creating a safe, nurturing environment where children feel valued, cared for and we can support them to achieve their aspirations. I am committed to being a key part of the home's team and wider community.” - Kirsten Parton



Senior RSW
Celine Bull

Start Date 12.05.25

- Fire Safety Awareness
- Manual handling
- Working towards QCF Level 3 Diploma In Residential Childcare (RQF)
- Child Protection
- PRICE (Protecting Rights In A Caring Environment)
- Level 2 Food Safety and Hygiene
- Child sexual exploitation
- Equality, Diversity and Inclusion
- Online Safety
- Child Sexual Exploitation
- FGM
- Health and Safety Awareness
- CHANNEL Prevent and Radicalisation
- Information Governance and Data Protection in Health and Social Care
- Adverse Childhood Experiences
- Medication
- E-Safety for staff
- Motivation
- Communication skills and handling information in Health and Social Care
- Child Protection Refresher 2020
- Leadership
- CCE and County Lines Awareness
- Child Development level 3 and 4
- Emotional Wellbeing and Risky Behaviours
- Understanding GDPR
- Information Sharing
- PREVENT parts 1, 2, 3
- Emergency first aid at work
- Fire safety awareness
- Safeguarding children and young people level 2
- Safe handling of medication
- Infection, prevention and control

- Cyber security
- Hazardous substances
- Safeguarding children with learning disabilities
- Mental health awareness
- Fire extinguisher use
- Duty of Candour
- Food allergy awareness
- Drug and alcohol abuse awareness
- Creating COSHH risk assessments
- Deprivation of liberty awareness
- Keeping young people safe
- Managing infection in the workplace
- Terrorism awareness
- Legionella awareness
- Lone working
- Safeguarding education lead awareness
- Accident report and investigation
- Risk assessments
- Effective communication
- DSL training
- Supervision, appraisal and managing staff
- Child development level 2

Skills & Experience

“As I’ve developed as a parent, I have become aware of my capacity to provide for the needs of children and young people in a naturally nurturing, intuitive and understanding manner. When my own children reached school age, I felt the need to put these attributes to good use and began to support students struggling to cope with a range of challenges in a wide variety of educational settings.

More recently I have moved into working with young people and children living in residential care and feel I have now found the place where the relationships I am able to develop can be deeper, more meaningful and impactful. I am hopeful that during my time with Yellowbird homes I am able to act as an inspirational role model, helping each of the young people I meet reach their potential and achieve their goals.” - Celine Bull



RSW

Saskia Jones

Start Date 12.05.25

- MSc Health Psychology with Placement
- BSc Psychology
- Working towards QCF Level 3 Diploma In Residential Childcare (RQF)
- Emergency First Aid At Work
- PREVENT parts 1, 2, 3
- XPERT Health, Nutrition and Wellbeing for Obesity and Type 2 Diabetes
- HENRY Healthy family programmes and workshops facilitator
- Smoking Cessation practitioner training
- Safeguarding for Adults and Children Level 1 - 3
- Principles of Cognitive Behaviour Therapy certificate
- Public and Personal Safety Training (Police - refresher every year)
- First Aid Training (Police - refresher every year - does include bleed kits, mental health first aid)
- Mental Health Explained & Mental Health Initial Response (Police eLearning)
Additionally all NHS eLearning certificates - food safety, conflict resolution etc.
- Food safety and hygiene awareness
- Emergency first aid
- Fire safety awareness
- PRICE
- Safeguarding children and young people level 2
- Safe handling of medication
- Understanding GDPR
- Health and safety responsibilities
- Equality, diversity and inclusion
- Cyber security best practises
- CCE and county lines awareness
- FGM
- PACE
- Child development level 3 and 4
- Hazardous substances
- Safeguarding children with learning disabilities
- Mental health awareness

- Manual handling
- Fire extinguisher use
- Duty of Candour
- Food allergy awareness
- Drug, and alcohol abuse awareness
- Creating COSHH risk awareness
- Deprivation of liberty awareness
- Keeping young people safe
- Managing infection in the workplace
- Terrorism awareness
- Legionella awareness
- Lone working
- Safeguarding Education lead awareness
- Awareness of disadvantage families in education
- Accident, report and investigate
- Equality, Diversity and Inclusion
- ADHD and autism awareness
- Risk assessments
- Effective communication

Skills & Experience

“I have completed two degrees in Psychology which has given me an in-depth understanding of theory of underlying behaviour management, cognitive development, social and environmental impacts, and theoretical models. I have actively gained experience and interpersonal skills within education, healthcare, retail, mental health and public services. My previous work history includes SEN Teaching Assistant, Care worker, Health Care Assistant, Mental Health Transport Assistant, Health Improvement Practitioner and Special Constable for Avon and Somerset police” - Saskia Jones



RSW

Mathew Gurney

Start Date 12.05.25

- NVQ Level 3 – Health & Social Care – Children & Young People
- BACS HONS Human Biology
- Access to Higher Education Health
- PREVENT parts 1, 2, 3
- Food safety and hygiene Level 3 and 4
- Emergency first aid at work
- Fire safety awareness
- PRICE
- Safeguarding children and young people level 2
- Safe handling of medication
- Understanding GDPR
- Health and safety responsibilities
- Equality, Diversity and Inclusion
- Infection, prevention and control
- Cyber security best practises
- CCE and county lines awareness
- FGM
- PACE
- Child development level 3 and 4
- Hazardous substances
- Safeguarding children with learning disabilities
- Mental health awareness
- Manual handling
- Fire extinguisher use
- Duty of Candour
- Food allergy awareness
- Drug and alcohol abuse awareness
- Creating COSHH risk assessment
- Deprivation of liberty

- Keeping young people safe
- Managing infection in the workplace
- Terrorism awareness
- Legionella awareness
- Lone working
- Safeguarding education lead awareness
- Awareness of disadvantage families in education
- Accident, report and investigation
- Equality, Diversity level 3 and 4
- ADHD and Autism level 3 and 4
- Risk assessments
- Effective communication

Skills & Experience

“I have previously worked in a high-end restaurant whilst I was studying at university, so I love to cook. I gained a bachelor’s degree with honours in Human Biology at the University of Worcester.

I have 5 years’ experience working with Children & Young People. I have supported Young People with autism and challenging behaviour.

My Aspirations are to ultimately make a career in childcare. Among the many reasons that I wanted to work for Yellowbird are because of the excellent experience that the manager has which I feel will make an outstanding basis for all future knowledge to be based upon. Also Yellowbird is in a brand-new city for me and will offer many opportunities to visit new places and meet new people.”

Matthew will bring valued experience of working within Residential Children’s Homes and we have had amazing feedback from young people’s parents thanking him for the support he provided.” - *Previous employer*



RSW

Rob Davies

Start Date 23.06.25

- NVQ Level 3 in health and social care/ children and young people
- Level 3 Education & Training
- Food safety and hygiene awareness
- Emergency first aid at work
- Fire safety awareness
- PRICE
- Safeguarding children and young people level 2
- Safe handling of medication
- Understanding GDPR
- Health and safety responsibilities
- Equality, diversity and Inclusion
- Infection, prevention and control
- PREVENT parts 1, 2, 3
- Cyber security best practises
- CCE and county lines awareness
- FGM
- PACE
- Child development level 3 and 4
- Hazardous substances
- Safeguarding children with learning disabilities
- Mental health awareness
- Manual handling
- Fire extinguisher use
- Duty of Candour
- Food allergy awareness
- Drug and alcohol abuse awareness
- Creating COSHH risk assessments
- Deprivation of liberty awareness
- Keeping young people safe

- Managing infection in the workplace
- Terrorism awareness
- Legionella awareness
- Lone working
- Safeguarding education lead awareness
- Awareness of disadvantage families in education
- Accident report and investigation
- Equality And diversity level 3 and 4
- ADHD and Autism awareness
- Risk assessments
- Effective communication

Skills & Experience

“I have worked within looked after children's services for 20 years, primarily within residential. Over the years, I have worked with a diverse range of young people, who have displayed a wide range of needs, including sexualised behaviour, mental health and crisis intervention. I have also worked up to the level of senior and am a qualified trainer. I want to provide a warm and nurturing home and use my experience to help support young people to navigate any challenges they may have. I hope to use my experience within the sector to help mentor new staff on their QCF journey and hope to be given the opportunity to deliver face-to-face training to the staff team as Yellow Brid Home sees growth as an organisation.” - Rob Davies

The Blue Star House workforce will consist of the above-named personnel. We may also call upon reliable and consistent bank staff to maintain adequate staffing levels.

- The home is staffed 24 hours a day, seven days a week
- The Registered Manager will work 09:00am – 17:00pm Monday to Friday. These hours will remain flexible to meet the needs of the young people
- The Deputy Manager, Senior Support Worker's and Support Workers will work 2 days on 4 days off on a rolling 6-week rota

As standard, supervision levels will fall no lower than 1:2 (staff to children/young people). Blue Star House will endeavour to ensure there is a senior grade or higher on each day to maintain optimal experience levels.

There will usually always be at least one staff member in the building, and when this is not the case, e.g., if all staff are out with the young people or are on training, an alternative telephone number to contact staff will be given on the answering machine.

Commissioned Services

Forensic Psychology UK

Psychologist: **Rebecca Beacon**
Senior Registered Forensic Psychologist

“I am a HCPC Registered Forensic Psychologist with extensive experience delivering integrative therapeutic interventions and psychological consultation across custodial and community settings. My experience is in working with adults and young people. My clinical work includes individual and group therapy using approaches such as Forensic Compassion Focused Therapy and Dialectical Behaviour Therapy, with a focus on trauma-informed, formulation-led care. I provide psychological consultation to a wide range of professionals, including operational staff, substance misuse teams, and prison-based services, to support risk management, sentence planning, and care for individuals with complex needs. I also produce high-quality reports for parole and court settings and offer psychological input in multidisciplinary decision-making forums.

Alongside therapy and assessment, I offer supervision and training to both psychological and non-psychological colleagues, tailoring input to the needs of the team and context. I've led service development projects, shaped supervision structures, and advised on trauma-informed practice in custodial environments.

In working with Yellowbird Homes, I hope to support staff working with children who present with emotional and behavioural challenges, trauma histories, and neurodevelopmental needs. My approach helps teams understand behaviour through a psychological lens, strengthen relational practice, and build psychologically safe, resilient environments. I will work with staff at Yellowbird Homes to support the team in achieving their goals.”

Supervision

Given that many children/young people in care have had traumatic life experiences and may have experienced disrupted attachments and/or abusive relationships, staff are chosen ultimately for bringing qualities that will potentially mitigate such early deficiencies. We believe that such qualities will allow staff to access the child/young person's internal world more freely and to become a container for their traumatic experiences. To aid this process, all staff will be under the supervision of a person who is appropriately skilled and qualified. During the start-up phase, the Registered Manager will be responsible for completing all supervisions to retain oversight of the team's emotional resilience and well-being and to promote continuity of care for young people. Each staff member will receive a supervision every 2 weeks throughout their induction period, and at least every 4 weeks thereafter. The team will have their performance and fitness to perform their role appraised at least once every year. Group supervision is also facilitated monthly in the form of team meetings.

The Responsible Individual will be responsible for facilitating regular practice-related supervision for the Registered Manager.

On-Call System

The Responsible Individual, Registered Manager, Deputy Manager & Senior R.S.W's will be on rota for an on-call system.

Agency Care Staff

Vetro Recruitment are the preferred recruitment agency for Blue Star House due to their vast experience in social care and their due diligence when it comes to conducting safeguarding checks.

They can be used to introduce us to agency staff that are experienced in looking after children and young people with emotional and behavioural difficulties.

Agency staff will be used as a last resort and only when agreed by the Registered Manager.

Training

All staff at Blue Star House must complete a comprehensive list of mandatory training courses within three months of employment (probationary period). Refresher courses are also carried out at appropriate intervals.

Mandatory training includes:

- Safeguarding Children
- Safeguarding Children with Learning Disabilities
- Child Sexual Exploitation
- Protecting Rights In A Caring Environment (PRICE)
- Therapeutic Parenting - PACE (Playfulness, Acceptance, Curiosity, Empathy)
- Attachment and Child Development
- Equality and Diversity
- Food Safety and Hygiene
- General Data Protection Regulation
- Fire Safety
- Emergency First Aid At Work
- Health and Safety
- Infection Control
- Manual Handling
- Medication
- Anti-Bullying
- Internet Safety
- Risk Management and Safer Caring
- PREVENT

Other specialist courses can be easily accessed if and when the need arises.

In line with The Children's Homes (England) Regulations 2015, all staff employed by the home will be enrolled onto the Level 3/4 Diploma for Residential Childcare if they do not already have this or a qualification which Yellowbird Homes considers to be equivalent.

The Responsible Individual and Registered Manager will also receive HR related training, supervision training, and Designated Safeguarding Lead training.

Monitoring

Blue Star House will receive Regulation 44 visits monthly. These are carried out by an independent person who is suitably qualified and experienced.

In addition, the Responsible Individual and the Registered Manager also monitor the home's performance by completing monthly checks.

The Registered Manager will also complete a review of the quality of care provided for children ("a quality-of-care review") at least once every 6 months.

Care Planning

Referral Process

The greatest possible care will be taken when considering referrals and placing children/young people appropriately.

All referrals will be dealt with in the first instance by the Responsible Individual or the Registered Manager. Following discussion, the Placing Authority's placement team will be asked to provide the following:

- Care Status Documentation
- Completed referral
- Risk Assessment
- Care Plan
- Placement Plan
- Latest personal education plan
- Latest looked after child's review meeting minutes
- Current education health and care plan (if applicable)
- Current review health assessment
- Any other relevant school, medical or therapy reports

On receipt of this information the Registered Manager and Responsible Individual will assess the suitability of a placement by completing an Impact Risk Assessment. The child/ young person will be invited to visit the home to meet the staff and others who live there. Children/young people currently living at the home and staff will be consulted regarding new admissions as well as existing Social Workers, and where appropriate, the parents of the current resident children/young people. Only the Registered Manager has the authority to confirm a placement.

Emergency Referrals

Admissions and discharges will be managed in a planned way; although we will consider expediting our referral process if we are confident that we can meet the needs of the child or young person. We aim to accommodate and work with children and young people for as long as is necessary to enable them to achieve best outcomes. Although children and young people will normally be accommodated on a long-term basis, we will consider respite care dependent on the current peer group and circumstances at the time.

Children/young people may be admitted on an emergency basis where the criterion has been met, sufficient information has been provided, and the impact on the other residents has been assessed. Blue Star House will accept emergency referrals on the premise that:

- As much information as possible is available
- A formal assessment has been made about the child/young person's compatibility with the current residents and vice versa
- Management will ensure that the current staff team can deal with an emergency referral or will arrange for an increase in staff if required
- A plan is in place to hold a Placement Planning Meeting within 24 hours of an emergency placement

Care Plans

We use a national recognised & respected reporting and recording system called Clearcare, that helps us effectively monitor outcomes, progress and analyse information pertinent to our young people. All children/young people's Placing Authority Care Plans will need to feature information about their day-to-day care arrangements and routines. This will explicitly state the monitoring and supervision of the children and young people, whether they are receiving care on 1:1 or 2:1 basis or on a shared care basis.

The children/young people will have a Placement Plan that is put together by Blue Star House. This will include recording what progress has been made and will be updated monthly or sooner if the need arises.

The children/young people will be asked to actively contribute to their plans. Any decisions made and finalised plans will be talked through in a way that takes account of their level of understanding. The goals for the placement will include preparation and possible arrangements if a child or young person:

- Will return to live with their family/extended family
- May undergo a fostering arrangement
- Remains in placement until independence
- Undergoes transition work to live independently as an adult

When necessary, we will also help to facilitate professionals' meetings with other relevant agencies to review conditions of the placement that may need attention.

Preparing Young People for Leaving Care

Young people who are nearing the age of 18 years will be encouraged to seek part time employment or full-time employment, should they not wish to continue with education. They will be referred to their Placing Authority's advice networks or the local Job Centre to assist them with their individual Pathway Plans where necessary. We will also assist with practice interview techniques during key work sessions.

Where appropriate dependent on an individual basis, children/ young people will be encouraged to do household tasks with support, moving on to doing this independently or with minimum supervision when they develop the skills needed. Young people nearing the end of their stay will be encouraged to take ownership over their daily routines and do tasks without prompting from staff. Young people will work towards receiving an allowance which they will have to budget for meals, transport, and activities.

Independence Plans will include:

- Personal care
- Health and well-being
- Food management/cooking skills
- Housekeeping skills
- Money management skills
- Home safety & basic home
- Legal matters
- Personal organisational skills
- Education, training & employment skills
- Community skills
- Moving/transition skills

The home also uses a software package for young people through *The Children's Home Training Hub* (www.thetraininghub.co.uk).

The young people can access specifically designed courses for independence. These range from health, nutrition, and well-being, to leaving care - expectations and support. Young people will also be encouraged to attend training courses such as first aid and fire safety as well as more specific courses for their needs such as anger management, assertiveness skills, and confidence building training.

Young people will be encouraged to participate in activities of their choice and where possible use public transport to get there. The timescales for these are to be negotiated with staff and risk assessed where necessary. They will be given more freedom with the understanding that the support is available from staff if they require it.

Key works will aim to offer support centred on any emotional aspects of their life, encouraging them to form positive relationships within the community and work on developing their social skills. Advice will also be given on money management, life skills, and living independently outside Blue Star House. Young people will be told about their rights as young people leaving care and given advice on attaining benefits such as job seekers allowance, housing benefit and tax credits. Practical skills will also be taught to the young people such as changing a light bulb or other basic DIY skills.

Pathway Plans and Placement Plans work alongside each other. We believe that the participation of young people is essential. They need to become active decision makers in determining the paths of their own lives.

Blue Star House will provide an outreach service to young people transitioning into independence.

Staff can visit the young people in their new home and offer appropriate advice and help where possible. If this is considered appropriate, the Placing Authority (dependent on individual need and assessment) will determine visiting frequency.



Charitable Objectives

Our mission and ethos at Blue Star House is to provide a holistic service and be a long-term contribution to society beyond the walls of the home.

Supporting the *Star*Scheme*, which was founded in Bristol, is one of the exciting ways by which we will do this. The *Star*Scheme* objective is to support and transform the lives of young people through Ruby.

Their mission is to make a material difference in the lives of young people and their families who have multiple adverse childhood/community experiences (ACEs) or mental health issues.

We at Yellowbird Homes are very proud to be supporting the *Star*Scheme* and will be donating a percentage of our profits to the project.



<https://www.starscheme.co.uk>

Further Information

This Statement of Purpose and function is available to:

- Young people who are currently living at the home and prospective young people
- All members of staff who work at Selby Road
- The parents, carers, or anyone else with parental responsibility of any young person who is a current or prospective resident of Selby Road
- Any professionals from Placing Authorities

Please email hello@yellowbirdhomes.co.uk for further information.

A copy will also be made available on the Yellowbird Homes Ltd company website.

www.yellowbirdhomes.co.uk

for referral enquiries, please email;

ben@yellowbirdhomes.co.uk or tim@yellowbirdhomes.co.uk

Appendix (i) : Complaint Form

Blue Star House Complaints Form

*Please describe your complaint giving as much detail as possible
(including full names, job roles, and dates if known)*

[Large empty text area for describing the complaint]

Your Name :

Date :

Name of person helping you
to raise this complaint (where relevant)

Your Signature :