

Ayton Place

Children's Home

SC456710

Statement of Purpose



08th March 2021

Contents

Caring for Children	Page
1. Statement reflecting the range of needs to be provided for by the home.	4
2. Ethos, outcomes and approaches	4
3. Enjoying and achieving	6
4. Cultural, religious & linguistic needs	7
5. Promoting contact between children, family and friends	7
6. Consulting children and young people about their quality of their care	8
7. Anti-discriminatory practice and children's rights	9
8. Description of the home	9
9. Location of the home	9
10. Policies for safeguarding, preventing bullying and missing children	12
11. Admission criteria & Exit Planning	14
12. Complaints, comments and commendations	17

Children's Behaviour	Page
13. The home's approach to surveillance and monitoring	17
14. The home's approach to behavioural support	17

Contact Details	Page
15. The name and work address of: a) Registered Provider b) The Responsible Individual. c) The Registered Manager.	19

Education	Page
16. &17 Provision to support children with special education needs.	20
18. Arrangements for children to attend local schools and promotion of educational attainment	20

Health	Page
19. Health care and therapy provided	21

Staffing Matters	Page
20. Experience and qualifications of staff.	21
21. Management and staffing structure and arrangements for professional supervision	24
22. Description of how the children’s home promotes appropriate role models of both sexes.	25

Additional Information	Page
Useful Contacts	26
Appendix A – Abbreviations Explained	27
Appendix B - Explanatory Notes	28

Emergency situation	Page
<u>Temporary measures in response to COVID – 19</u>	30

Our service is inspected twice yearly by Ofsted, the purpose of these inspections is to assure children and young people, parents, the public, local authorities and government of the quality and standard of the service provided.



Ayton Place unique reference Number for any enquiries to Ofsted is

SC456710

1. Statement reflecting the range of needs to be provided for by the home.

Ayton Place is a residential home that provides children and young people a physically and emotionally nurturing environment with social learning opportunities, the promotion of health, wellbeing and dedicated emotional and behavioural support. The home can provide medium to long term care to young people who are likely to have emotional, behavioural or some mild learning difficulties/disabilities.

Ayton Place is provided by Stockton-On-Tees Borough Council as part of a range of resources to meet the requirements placed upon local authorities by the Children Act 2004.

2. Ethos, outcomes and approaches

Ayton Place has an experienced, knowledgeable and skilled staff team. There is an established shared value base and vision in the home. This is maintained with the continued developed and shaping of relationships between staff and young people and understanding the individual needs, characteristics of the young people and each other. These relationships contribute towards providing a caring and nurturing environment for young people. The home has established boundaries and routines, and an embedded key worker system that offers individualised support.

Comprehensive and clear care planning will ensure that each young person's needs are met; and offer purposeful and planned care; this will be facilitated through working in partnership with children and young people, their family and friends and other professionals and services.

This is supported by a strong infrastructure internally and externally to ensure a quality service is provided. Progress is routinely monitored and there are clear expectations to ensure sustained improvement in the outcomes for young people.

Outcomes Ayton Place seeks to achieve:

- 1) Stability and continuity is attained through medium to long-term placements.
- 2) The children and young people we care for are appropriately safeguarded.
- 3) Children and young people are cared for in accordance with their individual assessment of needs.
- 4) Children and young people realise and then reach their full potential in regards to their health, emotional, social and educational wellbeing and attainment.
- 5) Children and young people have improved positive and meaningful relationships with family members and friends where appropriate.
- 6) Children and young people are able to express their views and are listened and responded to appropriately.
- 7) Children and young people understand and manage their behaviour and that of others appropriately.
- 8) Children and young people build resilience and are prepared for adulthood and are able to make a positive contribution to society.

- 9) Children and young people are supported throughout the journey of leaving home and feel able to return as necessary.

Approaches (how we will achieve our preferred outcomes)

- 1) Prior to any admission, full and careful consideration is given to each young person and our ability to meet their individual needs; matching of placements is high upon our agenda and we make careful assessment to the current dynamics of the group and of any potential impact the admission may have. Where it is believed that we can appropriately meet those needs and the impact of such can be managed, will we progress an admission.
- 2) A planning meeting will take place prior to any admission and where possible and appropriate introductions are made with staff from the home and visits to the child in their current placement. Children and young people are encouraged to be integral part of this process which enables the relationship building process to begin.
- 3) The home is run with a small consistent staff team. Each young person is provided with a key worker who will be central to ensuring day to day needs are captured and responded to.
- 4) Children and young people are empowered to participate in the operational management of the home by attending house meetings, their views and opinions are also a general theme of staff team meetings, and during key work sessions.
- 5) Each young person will have their own individual Residential Placement Plan, which addresses their particular needs with regards to health, education, emotional and behavioural development, identity, family and social relationships, social presentation and self-care.
- 6) Individual risk assessments will be undertaken proportionately which allows young people the rights of age-appropriate exploration and positive risk taking.
- 7) Key workers and staff members provide support and ensure the young person's educational needs are met. This will involve creating links and maintaining regular contact with young people's schools, and other educational professionals, training providers and/or employers.
- 8) Health care is important and shortly after admission young people are offered a Health Assessment (if one has not been completed already), these are offered annually thereafter. Wherever possible young people can retain their existing doctor, dentist, optician and any other services they are involved with to allow for continuity of care. A senior LAC Nurse will assist the home in meeting the health needs of the children and young people. There is also a dedicated LAC CAMHS service to support training of staff and provide individual therapeutic input.
- 9) All staff will keep in regular contact with young people's families, and keep them informed of their achievements, incidents or concerns. Young people are encouraged to have friends in the home, and to participate in activities with their friends.
- 10) Support and encouragement is given to raise young people's own levels of self-awareness and self-esteem through the pursuit of legitimate leisure interests, the development of new skills and through participation with the wider community in order for them to achieve a strong sense of independence.

- 11) At 16 the young person will be allocated a Personal Advisor from the Leaving Care Team, a Pathway Plan will then be agreed in conjunction with the young person and their social worker to ensure a successful transition into independence as possible.
- 12) On leaving care the key worker will continue to offer planned support and guidance for a agreed initial period of time and will work in conjunction with the personal advise and young person. The young person will be made welcome for visits in the home and staff will respond to any crisis in the future or request for help for as long as required.
- 13) All staff will be fully aware of Local Safeguarding Procedures and will receive regular training. There is a Nominated Service Manager who will offer advice and staff will be trained in appropriate safe care practise. There is also a nominated LADO (Local Authority Designated Officer) who ensures that the home operates within procedures for dealing with allegations in accordance with '*Working Together to Safeguard Children*'. 2013 and the organisations Human Resources policy and procedures.

3. Enjoying & achieving

In Ayton Place we recognise enjoying and achieving is about accomplishment; it helps develop positive self-esteem, feelings of acceptance, adequacy and self-worth. This can be achieved by maximising opportunities through involvement in recreation, sports, cultural activities, hobbies and leisure interests, community participation, holidays and the celebration of achievements.

Cultural Activities: The Riverside Festival comes to Stockton in the summer for one week some young people attend or take part in the shows there. Other visits are made to museums such as Preston Park, Hardwick Hall Nature Reserve and Stewarts Park. Trips have also been made to places such as London, Durham, and Edinburgh.

We have a cultural Diversity Resource Pack and calendar produced by Stockton Equality & Diversity Team available in the home; this provides information on community networks including youth facilities, faith and belief centres, disability support services, race and ethnicity services, and gender and sexuality support services.

Recreation: At Ayton Place the young people have a choice of an outside activity; this may be to go ice-skating, cinema, swimming etc. Within the home we have TV, video, games consoles and a computer. However the young people are encouraged not to spend great lengths of time on such activities, to encourage exercise and fresh air, we have a enclosed garden and a range of play equipment. The young people will receive individual Active Cards which gives access to any Stockton Borough Council leisure facility, this includes swimming baths, ice skating, water sports and gym access.

Sport: Young people are encouraged in sport, not only at school but also in leisure time. The benefits to self-esteem in doing well in a sport are significant. If the young people are interested in team games or activities they will be supported in becoming members of the local clubs; this will be facilitated with the key worker and other staff members. We also have a weekly activity night where young people are encouraged to go Swimming, ice-skating, cycling or go for walks in the local parks and wild life trails with staff

Holidays: At Ayton Place we enjoy holidays away from the home, this may involve an activity holiday in a caravan, sightseeing in city's staying in hotels and bed and breakfasts and potentially exploring new experiences and cultures abroad. Or a day visit to an activity adventure park such as Go Ape or Flamingoland.

Celebrations: In Ayton Place we believe it is incredibly important to celebrate all achievements of young people whether this is small footsteps or huge mile stones, this could include having a really positive week at school, celebrating a birthday, leaving school, passing exams and maybe driving tests. Stockton Borough Council also holds an achievement night where awards are received by young people celebrating significant achievements and acknowledging positive progress in their lives.

4. Cultural, religious and linguistic needs

We recognise that young people are diverse individuals, and we place a positive value on their diversity within the home and the community.

Ayton Place does not instruct or influence young people on which religion, if any, they should follow. We do however recognise the importance that children and young people should be allowed to retain their cultural and religious identity and full support and encouragement will be given in consultation with parents/carers to achieve this. If a child or young person wishes to pursue any particular cultural or religious observances, then staff will ensure they are made aware of the local places of worship and any cultural centres appropriate to the young person's religious and cultural heritage. Staff will as required facilitate young people's attendance.

The home will also ensure that any child or young person's special dietary requirements with regards to their religious persuasion or cultural needs will be catered for.

Ayton Place will make every effort to meet individual linguistic needs; however where it is felt individual needs could not be met due to communication difficulties a decision would have to be made whether Ayton Place would be an appropriate service and this would be considered as part of the admission process.

5. Promoting contact between children, family and friends

The frequency and duration of contact between a young person and their family or any person having parental responsibility will be set out on admission (on the placement information record and in their care plan), where appropriate parents and significant others will be invited to the meetings.

Having acknowledged the contact arrangements, young people will be encouraged to maintain this contact with their families and friends. Research indicates the high value of this contact to the young person and is especially valued as a foundation for when the young person leaves care and needs support from family.

Young people can make and receive telephone calls in private without asking staff where this is appropriate to do so; this will be discussed with the young person's social worker and a risk assessment made in unison.

Each young person's key worker will make every effort to establish good relationships with parents and significant others. Information and concerns will be shared with families where this is in the best interest of the child.

Young people may also be allowed to have friends who are known to the staff team stay over on a weekend and during holidays, although this will be based on the behaviour of the young person prior to

the sleep-over and the behaviour of other young people in the home and any other relevant risk assessment.

6. Consulting children and young people about their quality of their care

Ayton Place will use a variety of methods to consult with children and young people about their quality of care, these will take the form of discussions and chats and more formal meetings such as house meetings and Reviews. On a daily basis staff in Ayton Place will consult with children and young people about activities, food, and the home itself, including decoration and purchasing of items.

House meetings and Information

These take place at least monthly or as requested by the young people. All those living in the home are invited along with the staff on duty. The staff and young people set a written agenda and minutes are taken. Each item on the agenda is discussed and a solution is proposed or further consultation outside of the meeting may have to take place before a definite outcome can be reached. Staff will always ensure actions are concluded and fed back to young people.

Other ways of providing information is through 1:1 contact with Key Workers, posters, activity planners and group discussions.

Key working

Consultation takes place with children and young people through link working sessions, it is the responsibility of the link worker to take responsibility for ensuring wishes and feelings of children and young people are listened to, recorded and given due regard, sometimes this may involve the link worker being creative to ensure the child's wishes and feelings are captured.

Reviews of Placement Plans

The Care Planning, Placement and Case Review Regulations 2010 are clear about when the young person's care plan should be reviewed. The purpose of the review is to monitor the progress of achieving outcomes as described in the LAC Care Plan and Residential Placement Plan. A Review is held to make decisions and amend the plan as necessary. Reviews take place to ensure the child's welfare and progress continues to be safeguarded and promoted in the most effective way. The home's Registered Manager will ensure plans remain up to date and if necessary will call a Review earlier if they feel it is in the best interest of the child or young person.

The young person is encouraged to participate in the whole process. They are provided with support and assistance when indicating their views and opinions on the required consultation forms, as well as attending the meetings. Young people can also use the services of NYAS (National Youth Advocacy Service) or Independent Visitor if they wish.

Quality Assurance & monitoring

Quality assurance is the process in which the home ensures the service it provides not only conforms to legislative obligations but serves to monitor the welfare, progress and outcomes for the children accommodated. The home also ensures that the children are regularly involved in contributing to this process and their wishes and views are taken into account.

To assist in the monitoring of the home independent visits are carried out monthly under Regulation 44 of the Children's Homes Regulations; In Stockton these are currently undertaken by NYAS (National Youth Advocacy Service). The Registered Manager also completes a 6 monthly report under Regulation

45, in respect of the operation of the home and as part of these processes young people, family and other professionals are consulted regarding the quality of care received by the child or young person living in the home.

The home is also inspected by a group of young inspectors who reside within the residential homes in Stockton. This is a project inspired and delivered by the young people themselves to give young people direct influence over the service they receive.

7. Anti-discriminatory practice and children's rights

Stockton Borough Council and its associated services have a clear policy regarding anti-discriminatory practices this policy applies to all young people, staff, parents, carers and visitors. The policy is intended to ensure everybody has the same opportunities regardless of age, gender, race, faith, disability, ethnic origin or sexuality and that we do not tolerate discriminatory practise under any circumstances. In Ayton Place we ensure that there is a balance between children's rights and their responsibility to consider the rights of others, we also consider their stage of development, abilities and decision-making capability within this framework and advocate where necessary.

We also adhere to the United Nation's charter on Children's Rights and the National Youth Advocacy Service supports young people in ensuring their rights are adhered to. Stockton Borough Council has a dedicated Children's Rights participation Officer – Who encourages young people to give their views and opinions, with regards to services provided through activities and consultation.

The Children's Commissioner for England promotes and protects children's rights in England. They do this by listening to what children and young people say about what matters to them and making sure adults in charge take their views and interests into account.

The law says that, in their work, the Children's Commissioner should have particular regard to children living away from home or receiving social care, as set out in Section 8A of the Children Act 2004. They are responsible for the rights of all children and young people until they are 18 years old, or 25 years if they have been in care, are care leavers or have a disability.

Young people and their family can get in touch by calling free phone **0800 528 0731**

8. Description of the home

Ayton Place is a large detached property which was fully redeveloped in 2012. The home has 4 bedrooms on the first floor plus a multi-use office/chill-out/staff sleep-in room. On the ground floor the layout includes a spacious lounge, kitchen and connecting room as well as an office.

A historic extension to the rear of the ground floor has been converted into a spacious self-contained flat. This is able to provide accommodation for young people aged 17 – 21 years. Although attached to the home, the flat does not form part of the registered provision. Care will not be provided by Ayton Place to young people living independently in the flat, but if they are previous residents of the home they will of course be welcome visitors.

This resource will primarily be used by residents of Ayton Place to develop their self-care skills before transitioning and living independently there beyond the age of 18. Referrals will on occasion be considered from outside of Ayton Place, with placements offered only after careful assessment of potential impact on the young people living in the home.

The age range and the number of and gender of the young people and children for whom the home is intended to provide

At present Ayton Place can provide medium to long-term accommodation for up to four young people of either gender aged 8 – 17 (upon admission). Those young people will likely have emotional, behavioural or some mild learning difficulties and or disabilities.

The type of accommodation, including sleeping arrangements

Ayton Place Children’s Home is a standalone home situated in Thornaby. The home has five bedrooms, two of which have en-suites. Each room allows single room occupancy and one bedroom is used as staff sleepover bedroom. The home also has a bathroom and toilet upstairs. On the ground floor we have two lounges and a kitchen dining area along with a staff office. Outside we have space to park two cars, a large fronted grassed area, with grassed and paved area’s to the rear of the property. As previously mentioned, the extension has been converted into a self-contained flat with a bedroom, small kitchen and lounge and bathroom. This does not form part of the registered provision, but is a resource which may be used by young people living at Ayton Place or who have left the home to transition to independence.

9. Location of the home

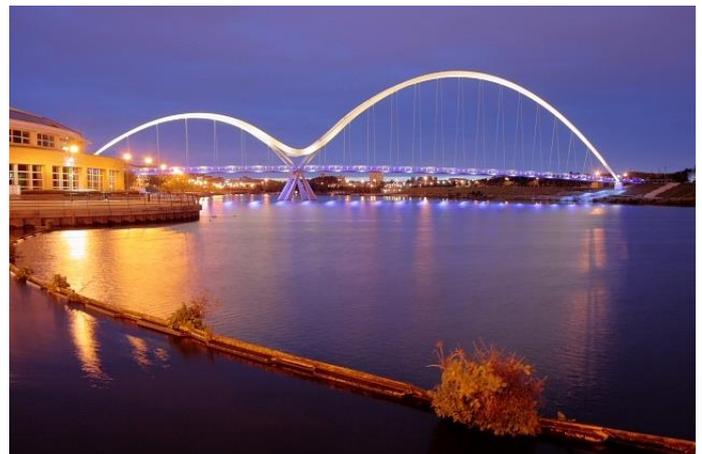
Ayton Place is situated in Thornaby Stockton on Tees.

Thornaby is in walking distance of Thornaby Pavilion which has many shops there are a number of amenities within walking distance including playing fields, library, swimming baths, and schools.



A little further afield is Stockton’s town centre which is the widest in the country. The town has undergone major redevelopment in recent years and has a number of shops and malls and has regular markets.

From the town centre, views can be seen of the river and the iconic Infinity Bridge and Millennium Bridge. Adjacent is Castlegate Quay which was once the town’s main dock.



The town is home to the nationally acclaimed Preston Hall Museum and Grounds, and two fantastic theatres in the form of Billingham Forum Theatre and the ARC.

The redevelopment of the grade II listed Globe Theatre on Stockton High street is anticipated to attract some quality acts, music, and live entertainment back to the area.

Green Dragon Studios also offers great opportunities for you to see live music and get involved and share your own music.



Further along the river is Tees Barage; home of The Tees Barrage International White Water Course, making it useful for a number of water sport activities such as rowing, canoeing, jet skiing and dragon boat racing. Furthermore, the Tees Walkway on the north bank of the river can be accessed from the town centre by the Teesquay Millennium Footbridge or the Riverside Footbridge and provides a walk along the embankment, as well as a cycle path which forms part of the National Cycle Network.

Stockton also has a number of public parks and nature reserves. Most notable is Ropner Park, a Victorian-style park, located on the outskirts of the town,

Further upstream is Preston Park and Preston Hall Museum, once the home of Sir Robert Ropner, which is situated within the grounds. The park also houses 'Butterfly World' an artificial tropical environment, housing various species of exotic butterflies and reptiles.

Downstream on the River Tees is Portrack Marsh Nature Reserve, and is managed by Tees Valley Wildlife Trust. The west and north part of the reserve is mature marsh while there are a series of man – made ponds in the remainder.



10. Policies for Safeguarding, preventing bullying and missing children

Safeguarding Children

What is safeguarding?

“Safeguarding and promoting the welfare of children is defined as: protecting children from maltreatment, preventing impairment of children’s health or development and ensuring children are growing up in circumstances consistent with the provision of safe and effective care.”

Ensuring children and young people feel safe and are protected is at the core of the care we provide at Ayton Place. We also encourage and promote children and young people to understand how they need to help protect themselves by placing a strong value on building positive relationships and generating a culture of openness and trust, where young people feel confident to share any worries and concerns they may have. Staff are also clearly aware of their responsibilities and have an alertness to any signs and symptoms that might indicate a child is at risk.

Safeguarding is an influential theme throughout the home's Policy and Procedures and strongly connected to the management and running of the home; this includes:

- A robust staff selection process and safer recruitment checks are in place for all staff prior to employment
- Through robust risk assessments and clear, reasonable and fair behaviour management practises.
- The staff team understand, share and implement the homes' approaches, ethos and philosophy for the care we provide.
- Children's privacy and confidentiality are protected.
- Regular training, guidance and supervision – particularly of new staff.
- Working closely with partner agencies and services to ensure a holistic approach to safeguarding.
- Regular Health and Safety checks of the building, staffing levels and identification all visitor to Ayton Place.

“Keeping children safe is your business, my business, it's everyone's business”.

[Links to Safeguarding information and guidance:](#)

The work to protect children from abuse and neglect is overseen by the Hartlepool & Stockton-on-Tees Safeguarding Children Partnership (HSSCP) however any concerns that a child is being abused or neglected, or that they may be at risk of harm, contact should be made to one of the following services.

- [Emergency Duty Team \(outside of office hours\)](#)

Telephone: 01642 524552.

- [The Children's Hub \(Previously First Contact\)](#)

Address: Civic Centre, Victoria Road, Hartlepool, TS24 8YW

Telephone: 01429 284284

Email: childrenshub@hartlepool.gov.uk

[Hartlepool & Stockton-on-Tees Safeguarding Children Partnership \(HSSCP\)](#) The Children Act 2004 requires every local authority to establish a Local Safeguarding Children Board, more commonly referred to as LSCB.

In Stockton-on-Tees, HSSCP is the key statutory mechanism for ensuring co-operation across all agencies working with children and young people in the locality.

[Chapter 3 of Working Together 2013](#) sets out in detail the arrangements for the work of each Local Safeguarding Children Board.

<https://www.stockton.gov.uk/children-and-young-people/hartlepool-and-stockton-on-tees-safeguarding-children-partnership-hsscp/>

<http://www.teescpp.org.uk>

Managing Allegations

Members of the staff team always listen to Children and Young People and take seriously any concerns or allegations made. They are careful to avoid leading questions or promises of confidentiality. All issues are discussed with the Registered Manager unless the concern or allegation be about the Registered Manager, staff in these circumstances know to go directly to the Designated Safeguarding Officer. In the case of out of hours staff team are able to contact the Emergency Duty Team.

Any allegations even those that appear relatively insignificant on the face of it will be reported to the LADO (Local Authority Designated Officer). The LADO will provide advice and guidance and ensure any investigations are conducted fairly and outcomes are recorded appropriately and kept on the members of staff's file.

In accordance with the Local Authority procedures the manager is also required where appropriate to inform the DBS of complaints or allegations and the outcome of any safeguarding or management enquiries made regarding staff. The manager will in accordance with Regulation 40 inform Ofsted.

Preventing Bullying

Every person has a right not to be bullied, Ayton Place seek to provide a safe environment where young people feel comfortable enough to report bullying and are confident that staff will do all in their power to prevent it. Bullying should not be tolerated by young people towards each other, by young people towards staff, staff towards young people and staff towards each other. The home has a countering bullying policy, which is made clear to young people upon admission. The staff members receive training in Safeguarding Children, including bullying and cyber bullying.

Bullying Risk Assessments and responses to bullying should be aimed at prevention as well as control. Staff members will take action to deal with incidents of bullying that arise and will aim to create an environment in which bullying is less likely to occur. Bullying will be talked about openly and made a subject for discussion within Ayton Place young person's meetings because, like other forms of abuse bullying thrives on secrecy.

Measures used to control bullying include discussions and clear expectations laid down by the staff to the perpetrator. Consequences for such behaviour include loss of privileges and may lead to, police involvement.

Internet Safety

At Ayton Place we recognise that the use of internet and communication technologies can bring great benefits and opportunities to our young people. However we also recognise that these can also introduce dangers from which we must protect the young people. We ensure all our young people have access to the information they need to keep safe, are given appropriate levels of supervision and work with partners in E-safety to provide additional training and support where necessary.

Missing or absent from Home

The care provided by the home is such that it is hoped children and young people feel safe and secure, thus minimising risks that they may go missing. Individual risk assessments are in place to minimise risk. However if such an occurrence happens the home has a very clear set of procedures (established with Cleveland Police and Local Safeguarding Board) for when young people fail to return on time. Each situation is assessed as either an 'Absent' or 'Missing' and can be dependent on age and circumstances. Ayton Place staff will take all reasonable steps and actions to locate the child or young person and where necessary work closely with police to achieve this.

Ayton Place staff always discuss the absence with the young person and try to help them understand the dangers and risks of leaving the home without permission. The young person will also be given the opportunity to speak with an independent person in private, where any underlying problems or worries should hopefully be uncovered. The social worker will decide if this needs further investigation. Details of addresses where the young person has stayed are recorded for future reference.

Where a child is persistently absent from the home and or is considered to be at risk of harm, the Registered Manager will request a CYPIOC Review via the IRO to discuss the appropriate care needs of the child.

Frequent missing episodes and the risk management plan is monitored via VEMT (vulnerable, exploited, missing and trafficked group) and the Residential Sector has a representative who attends. The group is made up of key people from police, health, education and relevant voluntary agencies.

11. Admission criteria

If a young person comes to live at Ayton Place, the following criteria will apply:

- The young person is aged between 8 and less than 17 years old on admission and may have emotional, behavioural or some mild learning difficulties/disabilities
- The Local Authority Care Plan reflects the need of medium to long-term accommodation, and in accordance with the homes admission procedure, the social worker will have the relevant paperwork in place, including Placement Information Record, Care plan, Risk Assessment and signed medical consents.

Ayton Place will not admit any young person, who does not meet these criteria's, or where it is felt after significant consideration their needs could not be appropriately catered for.

All admissions are planned; we will not accommodate any young person in an emergency. The home is not intended to accommodate children who have complex and additional needs which may include physical disabilities or severe learning disability

Refer to admission Flow Chart overleaf.

Exit planning

In Ayton Place we recognise any form of transition can be a difficult time for a young person and moving into the home can be as anxiety provoking for the young person as moving out. To counter this, exit plans are put in place in a timely manner and are driven by a young person's LAC or Pathway Plan.

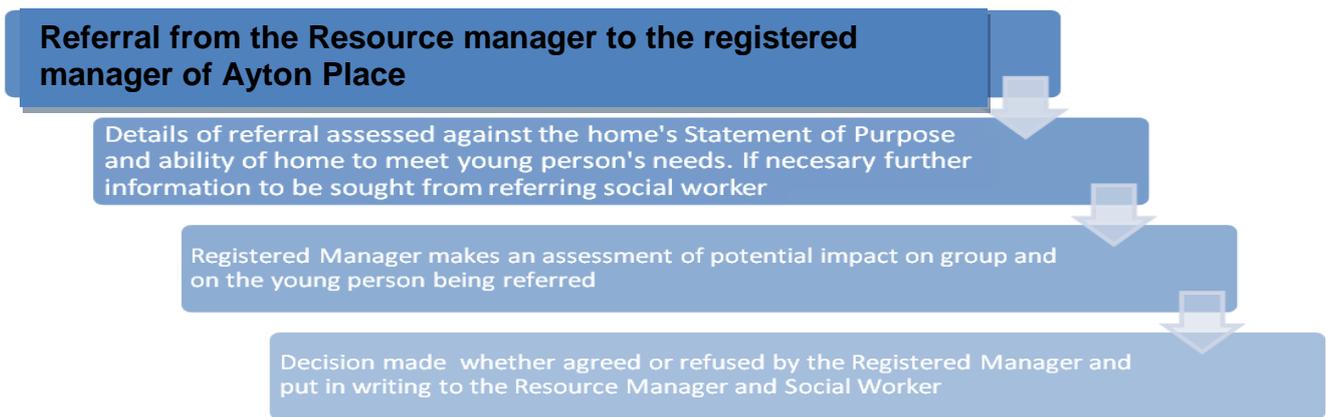
From our initial assessment of the young person on admission we work with the social worker and young person to identify the age appropriate skills and knowledge the young person will need throughout their journey to independence.

We do recognise that there are times when exits from the home are unplanned. These are rare occurrences and on these occasions a disruption meeting is held with the relevant people. The purpose of these meetings is to identify factors that have contributed to the disruption and explore strategies that can be put in place in order further disruption for the young person is avoided.

Admission Flow Chart

Admission Plan Flowchart

If Referral Agreed:



12. Complaints, Comments and Commendation

Young people residing at Ayton Place can bring to the attention of staff any concerns or complaints, which they may have at any time.

Not all day-to-day problems should lead to a formal complaint. Often problems can be resolved by talking to staff, social worker or a nominated person.

Children and Young people also have access to a children's Rights Officer employed by Stockton Borough Council.

If a problem cannot be resolved satisfactorily at this level then the child or young person or a representative with sufficient interest in the child or young person is duty bound to make a formal complaint.

Stockton Borough Council has a complaint procedure, which lays down the actions that must be taken in the event of a complaint; the complainant will be informed in writing what has happened and procedure for appeal if necessary.

Invoking the complaint procedure does not take away your right to complain to a lawyer, local councillor or the Local Government Ombudsman. Young people can also notify OFSTED; all young people have access to stamped addressed envelopes, and do not need to ask staff. If young people do ask staff for help then it is expected that staff will support and assist as necessary.

Allocation of Key Worker

- Share information and begin planning

Pre-Placement Meeting with Social Worker

- Referral discussed in detail
- Objectives of the placement agreed
- Consent forms given to social worker to complete and acquire appropriate signature
- Life Appreciation event to be organised

Dates of visits agreed & Date of planned admission

- Visits for the young person to the home
- Visit to young person in current placement

Inform current group of planned admission

Key worker to begin Residential Placement Plan & Risk Assessment

- Use referral, pre-placement assessment and discussions with young person.

Bedroom preparation

- Choice of colour scheme explored
- Welcome present purchased

Placement Meeting with Young person - 3 days prior to Placement

- Social Worker to complete PIR
- Completed consents to be obtained from Social Worker

13. The home's approach to surveillance and monitoring

Ayton Place try to maintain a normal family environment as possible however we do have some additional facilities including external surveillance cameras to the front and rear of the building and alarms which are fitted to individual bedrooms which can be activated to alert staff to young people moving in or out of their bedrooms where this is felt necessary and is agreed within their individual risk assessment. The use of such monitoring systems will always be explained to the young person and their family on admission, consent obtained and will not be used as routine.

There may be certain circumstances where we would consider restricting a child's liberty if the child challenges either by words or behaviour any restrictions placed on them. Any restrictions would only be used when deemed absolutely necessary to keep a child or young person safe from significant and immediate harm, and where it is in the best interests of the child in that any restrictions are not routine or prolonged and ensures the child is safeguarded.

The house has an alarm fitted which can be activated during the night; however areas needing to be accessed by the young people are not activated.

14. The home's approach to behavioural support

The need for structure and boundaries is a basic childcare need that helps the young people have a sense of feeling secure and safe. It is the expectation that staff will provide structure for them when living in the home. The home has a clear set of rules, which are available within the Policies and Procedures, which explains the house rules and consequences for unacceptable behaviour.

When the young person and staff's expectations are clear the young people are more likely to feed safe and make progress. Incentives are often more motivating for young people than the threat of losing something they value, this can cause some young people to go into a downward spiral. If a young person makes one mistake and believes they have lost everything, this can also escalate situations. The home recognises that incentives and rewards are more effective in dealing with and changing young people's behaviour as this allows them to see what they can achieve themselves.

Ayton Place also a red and green system for the younger residents, this is a visual aid intended to express to younger children when their behaviour is becoming unacceptable. Staff members are able to use this in most cases to de-escalate behaviours and allow young people to reflect. There may be occasions when the behaviour continues to become unacceptable in these circumstances each young person's behaviour plan will advise any particular course of action, normally this may result in a loss of activity or some time out in their bedroom.

Young people get immediate feedback about their progress. They can see how well they're performing simply by glancing at their own individualised incentive charts, it also allows them identify the benefits of positive behaviours.

In Ayton Place we also use the skill of reflection in our behaviour management strategies, we approach and honestly appraise our techniques and review and change in light of experiences learnt. We are also keen to work in a multi-agency way to collect and use varied views, ideas and strategies to best meet the needs of the young people. This is particularly with professionals from CAMHS and education. To achieve this we have regular team meetings, focused supervisions, training (provided internally and externally via partner agencies) and regular de-briefing sessions following any incidents to reflect on our strategies used and build and develop these into our young people's residential plans.

Boundaries

Ayton Place operates within a structured framework of rules and boundaries, as is necessary in a home for 4 young people where the staff on duty each day will often be different to those on duty the day before. However, the staff team operates a flexible and consistent approach within that framework, recognising that while boundaries in a home are important, it is equally important not to lose sight of the fact that these children have the right to normal life as possible.

We recognise that positive relationships and rewards are more effective than punishment and we are keen to be positive rather than negative towards young people. Because of this, sanctions and consequences are rare, but for unacceptable/antisocial behaviour which affects the quality of others living in the home and which may be detrimental to the young person's own personal development they may be used.

The following consequences may be used:

- Reparation to be made from pocket money where wilful damage has occurred
- Loss of outings and other privileges
- Having boundaries like bedtimes reduced temporarily
- Being told off (not shouting)
- Asking the young person to stay in
- Delay in pocket money
- Loss of use of the computer or watching TV for a specified period time.
- Loss of incentive money
- Loss of the use of personal items such as phones, electronic items for a specified period of time.

We always try to take a restorative approach to consequences and look for opportunities for children and young people to earn back 'lost items' or privileges.

The Home's approach to restraint

Ayton Place use Team Teach Positive handling strategies that are accredited by The Institute of Conflict Management (ICM) The aim of Team Teach is to use positive handling skills in behaviour management including verbal and non-verbal communication, diversion and de-escalation and safe effective, humane physical interventions which should only be undertaken where 'reasonable and absolutely necessary.

All situations, in which hold/restraint has been necessary, will be recorded in the homes restraint book and a copy placed on individual children's files. Any incident will also be shared with significant parties and must include the social worker and Resource Team Manager.

For those young people where restraint is not appropriate or places/environments where it should be avoided this will be highlighted in individual risk assessments and Residential Placement Plan.

Training and staff competence in restraint

Team teach is method of positive handling provided under a Code of Practise by trainers in physical interventions and enables trainers and commissioners of training to have standards against which they might measure the training provided and provides guidance to those working in therapeutic and supportive roles.

Within the course competencies would be checked through observation of the techniques by the tutors and the end of course quiz. All staff are expected to undertake a refresher within two years or sooner if required to update their knowledge and to learn about any new changes that have been introduced.

Outside the course, competency checks can be undertaken by the Registered Manger through observation of practice, within supervision and during reflection after an incident has occurred.

15. Contact Details

Registered Provider:

Stockton-On-Tees Borough Council,
Municipal Buildings,
Church Road,
Stockton-On-Tees,
TS18 1LD

Tel. 01642 393939
SATNAV: TS19 1UE

Responsible Individual:

Mrs Rhona Bollands –, Assistant Director, Safeguarding and Looked After Children –

Children, Education & Social Care
Municipal Buildings,
Church Road,
Stockton-On-Tees,
TS18 1LD

Tel. 01642 393939

Registered Manager

Angela Askins

Stockton-On-Tees Borough Council,
Children, Education & Social Care,
3 Ayton Road,
Thornaby,
Stockton on Tees,
TS17 8BE.

Tel. 01642 677904

16/17. Provision to Support children with Special Educational Needs

Every child, whether in a mainstream or special education setting, deserves a meaningful education to ensure that they are able to fulfil their potential. Young People with a Statement of Educational Need, face significant barriers to their progress and achieve less well than their peers at school and in further education, they may also be more likely to be bullied or excluded than their peers.

Ayton Place has high expectations for the children and young people and the skills provided by professionals to help them to learn. We will strive to ensure our young people are educated by professionals who understand their needs, without fear of being stigmatised by their peers and in an environment where disruptive behaviour is not accepted.

Ayton Place will liaise closely and work in conjunction with all professionals, be aware of what is available and what resources are on offer to ensure each Young Person who has a Personal Education Plan receives their full entitlement and funds allocated to them.

18. Arrangements for Children to attend local schools & Promotion of Educational Attainment

Ayton Place will support young people to attend local schools, colleges and alternative training providers as agreed in their Residential Placement Plan. We maintain regular contact and offer support, guidance and direction and ensure we keep regular communication with schools and colleges (daily if required) to enable all of our young people to progress and achieve but also respond quickly and effectively to any areas of concern as needed to ensure young people are able to fulfil their potential and improve their educational outcomes.

Ayton Place will encourage educational attainment by purchasing books, magazines and via the use of computer software, visiting libraries for the children and young people and by helping them with homework and where appropriate providing with additional tuition.

Private study is important in order for young people to do homework, revise for exams or just to read. We also have a computer that the young people can use as a study tool, and this will be appropriately monitored.

Personal Education Plans

Each young person at Ayton Place will have their own individualised Personal Education Plan. These plans are designed to establish clear targets and actions to respond effectively to each child's needs and provide a continuous record of their achievements.

In addition, a Personal Education Plan is an opportunity to listen to children, record their hopes and worries and clearly show their stated aspirations. They are reviewed regularly in conjunction with their LAC review.

Virtual School

Stockton Borough Council have a dedicated Virtual School Head Teacher who monitor's all Looked After Children's educational progress and where necessary can offer lead direction, guidance and support when educational challenges are identified.

19. Health Care & Therapy Provided

Young people will be expected to attend a Health Assessment annually; young people are also encouraged to attend regular appointments at the Dentist and Opticians.

Young people living in the home are advised and supported in eating a healthy and nutritious diet, the young people are encouraged to create a menu of likes and dislikes, this helps staff when organising meals, staff always try to introduce new foods to young people.

Exercise and rest is also important to growing children, staff encourage physical activities, but also realise that at times young people benefit by just doing nothing. Young people are supported in maintaining good personal hygiene, staff members are careful that they do not embarrass or belittle young people when talking about personal hygiene. Staff members ensure that young people have sufficient toiletries and prompt all young people to bathe regularly. Staff members also discuss sexual health issues such as safe sex, aids, HIV and other sexually transmitted diseases. Harmful effects of smoking, drug taking and substance abuse are also discussed.

The home can also access to advice around sexual health as there is a LAC Nurse who visits the home regularly and works with staff and young people giving staff and young people advice as well as a confidential service to young people.

All staff members are also trained to Level 3 'in safe handling of medication' and the Registered Manager and Deputy Manager have Level 5 Managing Medication Systems.

Therapeutic Techniques

Ayton Place staff members are not trained health or therapy workers however they will support young people by using a variety of Child Development theories. They do receive training around attachment and behaviour management such as praise and reward, authentic warmth and utilisation of appropriate behaviour support techniques. The home is an environment that is nurturing and promotes warmth. Ayton Place staff will also work with a range of specialised services including CAMHS, Alliance and a Way Out who offer direct or indirect therapy, counselling, mentoring and support around a range of issues.

20. Experience & Qualifications of staff

Staff members experience and qualifications are set out as follows: -

Name	Angela Askins
Position	Registered Manager
Date Started	5.12.2021
Qualifications	BSc Social Work
Experience	Angela has over twenty years' experience in residential care, including several years as Registered Manager and Resource Team Deputy Manager. She is a qualified Social Worker with experience in a range of social work teams.

Name	Kadie McGhee
Position	Registering Manager
Date Started	30.03.2020
Qualifications	QCF Level 3 in Residential Care BA Hons Early Childhood Studies
Experience	Kadie has worked in a number of settings within Children's Services for over ten years. Kadie has worked as a Specialist Project Worker for Surestart, engaging the hard to reach to enable them to meet positive outcomes. Kadie then worked as a Residential Care Officer for one of Stockton's homes for a couple of years, and then worked as a Family Group Conference Practitioner for two years. Kadie then came to Ayton on a Deputy Secondment and was successful in securing a permanent post, and more recently was successful in securing the Registered Manager post. Kadie has submitted her SC2 application to Ofsted.

Name	Rachel Watson
Position	Interim Deputy Manager
Date Started	04.08.2021
Qualifications	QCF Level 3 in Residential Care (Awaiting certificate) BA Hons Youth Studies

Experience	Rachel's previous experience is residential in various settings over a number of years. She has experience in an education provision that supports students with Social, Emotional and Mental Health needs. Rachel has worked within the Probation Service for five years; and has since returned to Stockton-Borough-Council. Rachel has recently been appointed to Ayton on a Deputy Manager Secondment position.
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Name	Alison Hatton
Position	Residential Care Officer
Date Started	12 th December 2009
Qualifications	NVQ 3 Caring for Children & Young People
Experience	Alison worked as a casual member of staff for a time which gave her the opportunity to work in various homes across the Borough, before joining the team at Ayton Place. Alison has built up a range of skills and knowledge in dealing with different behaviours.

Name	Alyson Kirwan
Position	Residential Care Officer
Date Started	1 st April 2012
Qualifications	NVQ 3 Caring for Children & Young People
Experience	Alyson has previously worked with the teenage pregnancy support services within Stockton Borough Council. Alyson then worked at various homes in the borough before settling at Ayton Place where she was able to build on these skills in relation to working with difficult to engage young people.

Name	Sophie Boddy
Position	Residential Care Officer
Date Started	1.10.2021
Qualifications	Level 3 Diploma - Caring for Children & Young People
Experience	Sophie has worked for Ayton Place historically, before taking up a permanent position within the reunification service within Stockton Borough Council. Sophie continued to work at Ayton Place on a casual basis, and then applied for a permanent position and successfully secured one. Sophie is currently a link worker for our young person and is keen to complete her progression.

Name	Becky Reid
Position	Residential Care Officer
Date Started	18 th January 2016
Qualifications	Level 3 Diploma - Caring for Children & Young People NCFE Level 2 Safe Handling of Medications NCFE Level 2 Infection Control in Health Care Settings

Experience	Becky completed a college access course to higher education before becoming a child-minder for a number of years. She then moved into adult care and was a senior care assistant for 4 years. She has experience of working in other homes as a casual staff within SBC before successfully securing a permanent post at Ayton Place.
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Name	Ben Slater
Position	Residential Care Officer
Date Started	17.5.21
Qualifications	Commencing a Level 3 Diploma in Residential Care Officer
Experience	Ben's previous experience included him working as a Videographer at New Generation Music. Within his role there he was given the opportunity to work with young offenders within a youth offending prison, educating them around the creative arts. This sparked a passion within Ben that encouraged a career change. Ben then applied for a role as a Casual Residential Care Officer for Stockton Borough Council, before securing a permanent position.

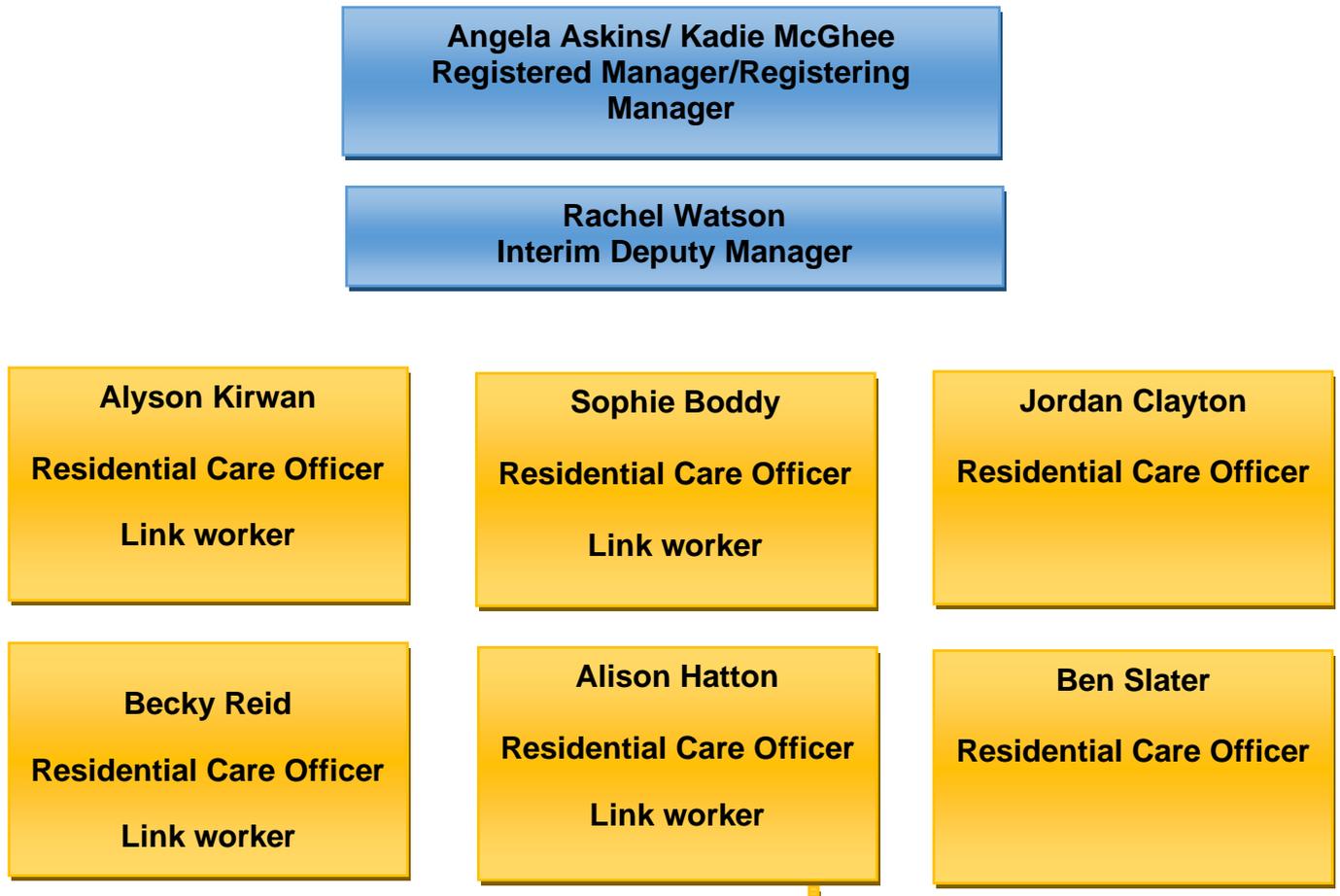
Name	Jordan Clayton
Position	Residential Care Officer
Date Started	08.02.2021
Qualifications	BSc Sports Degree
Experience	Jordan began working at Ayton as a casual member of staff and more recently secured a permanent position. Jordan's trained as a Personal Trainer and has his own gym around working as a Residential Care Officer. Jordan has completed sports projects with children in America and is great with engaging them.

Name	Claire Simpson
Position	Therapeutic Practitioner
Date Started	January 2020
Experience	<p>Claire has a wealth of experience working with Children, Young People and Families, with a particular focus on children with Social Emotional Mental Health (SEMH) difficulties. Claire previously worked for Mindful Families in Hartlepool, offering Counselling and CBT parenting to those involved in the Social Care System, many of these have had complex Mental Health problems such as Addiction and Borderline Personality Disorder and or were in the court arena or reunification process.</p> <p>Claire's specialisms include: Trauma Informed Care, Integrative Therapeutic Counselling, Centred Approach to care planning, Low intensity Cognitive Behavioural Techniques, Therapeutic Parenting Facilitator, Home Coaching (Parenting) and Parenting CBT.</p> <p>Her role in in the Resources team will be to support staff members, Carers, Children Young People and Families in the following ways:</p> <ul style="list-style-type: none"> • To Share therapeutic approaches, techniques and interventions with Staff. Including CBT, IY and Creative methods.

- Create bespoke training support packages to support staff in meeting complex needs.
- Assistance in the creation, monitoring and review of care plans as identified by Homes Managers.
- Support the delivery of Life Appreciation days for children and young people moving on or into placement.
- Offer 1-1 Counselling to Children, Young People and Parents experiencing Mental Health problems (and those falling short of the criteria for CAMHS interventions those difficult to engage)
- Deliver 1-1 Parenting CBT techniques, for Parents and carers who may be suffering with their own Mental health and or need support to change reactive parenting. This is designed to help remove the barriers to successful engagement with services\interventions and to enable parents and carers to access the appropriate therapeutic interventions such as, Parenting programmes.
- Deliver 1-1 live Home Coaching (Parenting) for those who are struggling with implementing course content.

21. Management & Staffing Structure & arrangements for Professional Supervision

Staffing Structure



The staff members are employed following a selection and robust recruitment process. They must also undertake a comprehensive induction following the standards specified by the Children’s Workforce Development Council’s Standards, Common Core Skills and Knowledge.

The home is also supported by a bank of casual staff members who are also appointed using the same robust recruitment process. Our permanent team are very committed to supporting the operation of the home and as far as possible will work additional hours to ensure continuity for the children and young people.

All members of staff have supervision on a regular basis. In supervisions we discuss training and development, responsibilities & practise, young people, the home, also any personnel issues and holidays.

In addition, staff meetings are held every 4 weeks; in these meetings we discuss any issues within the home, the young people, information passed on by the Resource Manager, and any information discussed at the young people’s meetings. Guest speakers will also be invited at intervals from external services to share information and offer guidance, and development days will be held twice yearly.

Staff members attend training courses to enhance their individual skills and to maintain up to date professional and legal developments. The home has a comprehensive training programme, which

includes identified mandatory courses and optional additional courses which may enhance individual skill or enable focused practise with young people.

Staff at Ayton Place need to complete a NVQ 3 award in Caring for Young People or QCF level 3 Health & Social Care Children & Young People. We also offer opportunities for our more regular casual staff to undertake the qualification.

All members of staff have their performance annually appraised, and the views of the young people are taken into account.

Staffing Levels

Staffing levels reflect the needs of the young people; when all young people are in the home there will be two members of staff on duty until 10pm, at this time one member of staff will go off duty and another member of staff will remain and sleep in the home. However where risk assessment determines that additional support is required waking night or additional sleep in staff will be used. Equally if the number of young people in place reduces due to young people being away or staying with their families there may only be one member of staff on duty, Staff members have a clear procedure to follow if they feel they need immediate assistance from another member of staff. There is also an on-call Management system in place for staff to seek advice and support.

22. Description of how the home promotes appropriate role models of both sexes.

The home currently employees both male and female staff, we would always try to seek a balance of staffing ratio's even if this involves positive discrimination during the recruitment process to ensure appropriate role models of both sexes are able to work directly with young people.

Where it is identified that young person may benefit from specific support from one particular sex or another and where this cannot be provided for directly by the home we would source appropriate an person from other services for example from the Independent Voluntary or Statutory Sector, such as NYAS or A Way Out or through in-house Support Workers or Mentors from across the service. Where appropriate and where it was felt in the best interest of the child, the Home's Manager would make a direct request to the relevant Team Manager for a specific Social Worker. We recognise that modern society families have varied and there are many different compositions. At Ayton we promote an environment which enhances a young person's learning and understanding of relationships and roles within those relationships.

Other useful contacts

Children's Rights and Participation Officer – Their role is to act as an advocate on behalf of Stockton borough council for young people who are looked after by Children and Young People's Services. Contact **01642 527642**

Customer Care – If you are have complaints, comments or compliments regarding the service provided by Stockton Borough Council please contact Customer Care Complaints Team by phoning (**01642 527521**) or email **Customer.care@stockton.gov.uk**

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Ofsted can be contacted at the following address and telephone number:

OFSTED, Piccadilly Gate, Store Street, Manchester, M1 2 WD
Tel: **0300 123231** (please quote Reference Number SC456710)

Appendix A

Abbreviations Explained

- **LAC** Looked After Child
- **CYPIOC** Children & Young People in Our Care
- **CAMHS** Children, Adolescent Mental Health Service
- **LADO** Local Authority Designated Officer
- **1:1** One to one
- **NYAS** National Youth Advocacy Service
- **HSSCP** Hartlepool & Stockton-On-Tees Safeguarding Children Partnership
- **LSCB** Local Safeguarding Children Board
- **IRO** Independent Reviewing Officer
- **OFSTED** **Office** or **S**tandards in **E**ducation
- **PEP** Personal Education Plan
- **HIV** Human Immunodeficiency Virus
- **QCF** Qualification Credit Framework
- **NVQ** National Vocational Qualification
- **IOSH** Institution of Occupational Safety and Health
- **SEN(D)** Statement of Education Needs and Disabilities
- **EHCP** Education, Health and Care Plan

Appendix B

Explanatory Notes

- **Statement of Purpose**
A written statement provided by the home to give information regarding the service provided as specified under Schedule 1 of the Children's Homes Regulations
- **Registered Manager**
Is the person who is registered to manage the home.
- **Key Worker**
A keyworker is a specified staff member who is initially responsible for establishing a relationship with the newly arrived child and creating an attachment with the young person in order that he or she can begin to feel safe in the home. The keyworker is also responsible for assuring the consistency and continuity of the care and ensuring the involvement of the young person, their family, school and other professionals have a shared responsibility of the child's care plan.
- **Children Act 2004**
The Act amended the Children Act 1989, largely in consequence of the Victoria Climbié inquiry. Its primary purpose is to give boundaries and help for local authorities and/or other entities to better regulate official intervention in the interests of children.
- **Residential Placement Plan**
This is an individualised plan intended to describe the plan of work with a child or young person based on their assessment or need. This is monitored and reviewed regularly in consultation with the young person, family and Social Worker as appropriate.
- **Risk Assessment**
A risk assessment is simply a careful identification of any risks presented by or to the young person that may cause harm. Key Workers supported by the young person, family and other professionals will judge how the risks may affect the young person or those around them and develop a plan to remove or reduce these.
- **Health Assessment**
Every child who enters care should have a holistic health assessment within 28 days. The health assessment is conducted by a registered medical practitioner, with the production of a individualised health care plan. A review health assessment should take place annually.
- **Personal Advisor**
The personal adviser acts as a mentor to a young person and will support them in making decisions about adulthood. They provide the young person with someone to identify with who is committed to their well-being and continuing development on a long-term basis after they leave the home. Their role is to provide advice, including practical advice and support.

- **Pathway Plan**

This is a plan intended for all eligible children, relevant children and former relevant children which must be prepared and continued until the age of 21. It will include wishes and dreams for the future, including where a young person wants to live and whether they want to continue in education or go to work.

- **Care Plan**

Care Plans are developed by the child's Social Worker in consultation with the child, and other key people. A Care Plan is a plan for looking after a child and meeting that child's current and future needs.

- **LAC Review**

A LAC review is a meeting which is held to get people together to share information and to make plans about a child's placement. The purpose of the LAC review is to make sure that the care plan for each child continues to be appropriate and that the child's needs are being met. Only a LAC review can change the care plan. Therefore, the main reason for having a LAC review is to make sure that everything possible is being done so that the child can grow up to be safe, healthy and happy, in a stable environment. The IRO is responsible for organising and chairing the LAC Review

- **Independent Visitor**

An independent visitor befriends a child or young person who has little or no contact with their family. They take an interest in the young person, offering support and a listening ear.

- **Children's Homes Regulations**

The Children's Home Regulations Standards describe what should happen in children's homes. It includes everything from how to give medication to preventing bullying, offering good food, helping children protect treasured possessions, stay in touch with people and make good plans for the future.

- **United Nations Charter on Children's Rights**

In 1989, the world's leaders officially recognised the human rights of all children and young people under 18 by signing the [UN Convention on the Rights of the Child](#).

The Convention says that every child has:

- The right to a **childhood** (including protection from harm)
- The right to be **educated** (including all girls and boys completing primary school)
- The right to be **healthy** (including having clean water, nutritious food and medical care)
- The right to be treated **fairly** (including changing laws and practices that are unfair on children)
- The right to be **heard** (including considering children's views)

- **Reporting of young people to police**

Absent

Is when 'a person is not in a place where they are expected or required to be'.

Missing

‘Anyone whose whereabouts cannot be established and where the circumstances are out of character or the context suggests the person may be subject of crime or at risk of harm to themselves or another.’

- **Local Government Ombudsman**

The Local Government Ombudsman looks at complaints about councils. Their job is to investigate complaints in a fair and independent way.

- **Team Teach**

Is an approved organisation providing training for child and adult services in positive behavioural strategies, designed to reduce anxiety, risk and restraint.

- **Alliance**

Is a confidential and independent counselling service.