

Cambian Spring Hill School

Palace Road

Ripon

HG4 3HN

Tel: 01765 603320

Head Teacher: Alexis Johnson

DfE Registration number: 815/6034

Ofsted Registration number: 1227060



Statement of Purpose

Registered Provider Cambian Group Ltd. www.cambiangroup.com

Responsible Individual:

Alexis Johnson

Cambian Spring Hill School

Palace Road

Ripon

HG4 3HN

December 2018

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Our Vision

One Community Learning and Living Together Striving for Excellence

Our Mission Statement

Cambian Spring Hill School is one inclusive community where we inspire each other to learn, achieve and work towards our personal best by providing opportunities that facilitate aspirations, success and excellence

Our Values

Equality, Fairness, Honesty, Integrity, Loyalty, Positivity, Respect, Trust

“The school has nice grounds, the teachers and staff are nice. I do nice activities.”
(CC 10 years old)

Section 1 QUALITY AND PURPOSE OF CARE

1. A Statement of the range of needs of the children for whom it is intended that the children's home is to provide care and accommodation.

Cambian Spring Hill School is part of the Cambian Group. We provide Education, Care and Therapy for up to 23 young people, male and female, aged 8-19 years. We support young people with ASD, learning disabilities and associated challenging behaviour in 38-week and 52-week placements as well as day placements.

Our young people have a variety of Special Education Needs and will have an Education, Health and Care Plan (EHCP), Statement of Special Educational Need (SEN) or equivalent. We provide for ASD, ADHD, SLD, Developmental Trauma, Attachment Disorder, Chromosome Disorder, speech, language and communication needs or other associated learning difficulties and/or disabilities including epilepsy and support with personal care needs.

2. Details of the home's ethos, the outcomes that the home seeks to achieve and its approach to achieving them.

We believe residential schooling can be a positive experience for young people and their families. We promote this by supporting young people to manage difficulties they might have encountered within previous educational and/or care experiences.

We provide medium to longer term Education and Care in a settled, stimulating and safe environment.

The aim of Cambian Spring Hill School is to enable each and every young person to achieve their personal best; however, it is defined by them not for them. The relationship between staff and young people is at the heart of our approach. We operate a multi-disciplinary approach, integrated across all settings.

Key objectives are; the improvement of communication and social skills including progress in self-management of behaviour, independence/life skills and physical/emotional health and wellbeing. Young people are consulted about all aspects of their care. We make use of My Care Plan's, weekly recording/contact sheets, monthly case management reports by keyworkers and outcome trackers to monitor progress.

3. A description of the accommodation offered by the home, including—

(a) How accommodation has been adapted to the needs of children;

Accommodation is provided in residential houses.

There is one house which can accommodate up to 14 young people, with 3-4 bedrooms grouped together into independent flats, one house can accommodate up to 10 young people within a single unit and one house which can accommodate up to 8 young people with landings of 2-3 bedrooms. All bedrooms are single occupancy and are generally grouped by gender. The majority of bedrooms have en-suite bathrooms.

There are two smaller houses as well as a Bungalow, which are currently not in use. The Bungalow is utilised for parents visiting and birth day parties.

The accommodation and facilities at the school are spacious and provide a homely environment, specifically designed to meet the needs of young people for whom a shared living experience can frequently be a challenge. The environment is made safe for our individuals in subtle but effective ways. The premises are accessible to all those who need to use them.

The school is set in large grounds. Educational and leisure facilities include; classrooms, therapeutic and sensory rooms, a science room, a design & technology workshop, an IT suite, an art room, an assembly hall/gymnasium, a music room, a bike maintenance workshop and a garden area called The Croft.

Bedrooms are furnished in consultation with individuals and families wishes according to individual needs and tolerance levels. Parents are encouraged to add additional personal touches to the bedrooms.

Although we encourage individuals to respect their own and others property, possessions and belongings are kept at school at the owner's risk.

(b) The age range, number and sex of children for whom it is intended that accommodation is to be provided; and

Age range at Cambian Spring Hill School is from 8-19 years', male and female. It is a co-educational environment for up to 23 residential young people plus day pupils.

(c) The type of accommodation, including sleeping accommodation.

There are six residential houses at Cambian Spring Hill School with Cedars, Beeches and Oaktrees houses currently open. Birch and Willow houses and

Hawthorn bungalow are currently closed. Hawthorn bungalow is set aside from the campus on the main road leading into Ripon.

Houses are mixed 38-week and 52-week provisions.

We have waking night attendants and when needed a 'sleep in' staff depending on the needs of the young people.



4. A description of the location of the home

Cambian Spring Hill School is located in a rural setting on the outskirts of Ripon. The school is set in extensive grounds surrounded by farmland and forest areas. There is a Walled Garden run by Ripon Community Link behind the school. A long drive leads up to the school with an occupied gate house at the end of the drive.

Behind the school, fenced off with no direct access, is a large old Victorian building named The Old Palace. The building contains upmarket flats. Ripon Golf Course is situated opposite the school and further up the road is Lightwater Valley theme park.

The school benefits from a rural setting with generous grounds and access to Ripon City Centre, which is a 20-30 min walk from the school campus. The area has been risk assessed as a suitable low risk location for a Children's Home.

We have a Locality Risk Assessment (LRA) which identifies any risk and the steps taken to minimize risk in relation to the local area. The LRA has been reviewed with the local Community Police Officer.



5. The arrangements for supporting the cultural, linguistic and religious needs of children.

We have a comprehensive Equality and Diversity policy which can be obtained on request. We respond to the requirements of race, culture, language, gender, sexual orientation, disability and diet requirements.

We encourage young people to keep links with their faith and will support our young people to practice their own religion. Their beliefs will be identified in placements plans and we offer support to continue this if there are available places of worship in the area.

We work within British Values of Democracy, the rule of law, individual liberty and mutual respect for those with different faiths and belief.

We enable our young people time and opportunity to engage in social activities, sports, hobbies and other leisure interests both on and off-site. We have high expectations geared to each individual and are committed to help our young people reach their full potential.

The Placement Plan is drawn up with staff and, where applicable, the young person. This enables the care, therapy and education teams to work consistently with shared targets, taking into account any cultural, linguistic and religious needs. As part of the ongoing review process, there are 4-monthly reviews of the young person's progress.

The school has its own fleet of vehicles to facilitate off-site activities.

Our individuals have access to 1:1 staffing when high learning demands are placed upon them with reduced ratios to promote less dependence at more relaxed structured leisure times, when appropriate.

Additional staff support is available to support challenging incidents should this be necessary.

The Cambian Group has comprehensive procedures in place to monitor and audit the service level of care provided at Cambian Spring Hill School. We have a strong ethos of risk assessment as a safe means of enabling the individuals to undertake activities that will be of benefit to them.

Emergency procedures and fire precautions are clearly indicated throughout the buildings. There is a procedure in place for notification of significant events.

Our Fire Precautions and Emergency Procedures are in line with the detailed policy set out in the Health and Safety Manual issued to establishments by the Cambian Group after consultation with Quantum Risk Management.

These procedures include fire safety training, fire evacuation drill, provision of fire extinguishers, fire notices, regular checking of fire doors, fire alarms and appliances and arrangements for reporting potential hazards

Before employment, all staff members are required to give permission for checks to be carried out at an enhanced level by the Disclosure and Barring Service. This together with rigorous recruitment and selection procedures ensure that only those who are suitable to work with our young people are permitted to do so.

Our Regulation 44 Independent Person is appointed by the North Yorkshire Advocacy Service (NYAS) and assists in making sure all our individuals are well cared for.

All staff members receive Safeguarding training as a comprehensive E-learning programme, which is updated/refreshed annually. The Safeguarding training updates are all mandatory and assigned to staff via the Achieve e-learning system; other workshops on this subject are held throughout the year which all staff attend. The Education team benefit from five dedicated INSET days throughout the school year.

6. Details of who to contact if a person has a complaint about the home and how that person can access the home's complaints policy.

The Cambian Group is committed to providing the highest quality service to individuals, parents, local authorities, social services and health authorities. We believe that our individuals have the right to comment upon the service provided for them, to be involved in decisions relating to that service and to make complaints where they consider the service is unsatisfactory.

'How to Complain' information is in a format which is accessible to the individuals in our care as well as to our visitors.

Young people are provided with the Children's Guide on admission and are provided with a new copy whenever it is updated. The Children's Guide provides relevant detail and information regarding how to make a complaint and sets out our expectation for behaviour.

If a person acting on behalf of an individual wishes to raise an issue they will be invited to discuss it with a Manager or Deputy. If following this discussion, the individual's representative remains dissatisfied with the outcome, the individual's social worker/case worker will be invited to visit.

An individual and their representative can at any time contact OFSTED to raise a complaint.

Ofsted
National Business Unit, 3rd Floor
Royal Exchange Buildings
St Ann's Square
Manchester
M2 7LA
Tel: 0300 1231232
Email: enquiries@ofsted.gov.uk

All complaints are recorded in the Complaints File, which is reviewed by the Head, Manager and the Regulation 44 visitor. Our aim is to be able to deal with any complaints within 10 days to seek a swift resolution.

In the event that this is not possible, and the complainant wishes to take the formal route, we ensure this is acknowledged, investigated and addressed within an agreed timescale as detailed within our complaints policy and procedures.

7. Details of how a person, body or organisation involved in the care or protection of a child can access the home's child protection policies or the behaviour management policy.

Cambian Spring Hill School Child Protection Policy can be obtained via the website link -

<http://www.cambianguroup.com/ourservices/service/home.aspx?id=198&s=>

Alternatively, you can call 01765 603320 and request a written version to be posted.

Section 2 VIEWS, WISHES AND FEELINGS

8. A description of the home's policy and approach to consulting children about the quality of their care.

We enable our young people to feel valued, promote their rights and involve them in making plans for their future.

Our young people have a say in the running and development of the school and its services via the School Student Council, House meetings, Questionnaires and Weekly Key Worker Sessions. Our young people receive copies of reports for their meetings with an invitation to attend if they want to. We encourage our young people to attend their own meetings, however also appreciate that, for some, this can be difficult.

We are committed to the fact that young people have a right to live in a safe supportive and stimulating home where the environment is clean, well maintained and meet our young people's needs. Our young people are encouraged to look after their environment.

9. A description of the home's policy and approach in relation to—

- (a) Anti-discriminatory practice in respect of children and their families; and
- (b) Children's Rights.

The service provided by education and care staff does not judge young people circumstances, background or lifestyle. We ensure there is no discrimination in any area of the service provision.

We believe that children with additional needs should share the same rights as all members of society.

Within the statutory framework provided by current legislation and regulations, staff of the Cambian Group work to protect and promote for all people with special needs the right:

- to live full and independent lives to the maximum of their potential
- to a full, accurate and unbiased assessment of their special needs
- to a range of education, care, health and other associated support services required to meet all their needs
- to be involved in decisions affecting their lives and to have their wishes, as far as possible, ascertained and respected
- to appropriate guidance, counselling and care which promote their physical, mental and spiritual health and well-being
- to safe, attractive and comfortable living accommodation with privacy

- to adequate food, clothing, space and other necessities of life
- to the equipment, assistance and support services needed to enable them to live with dignity
- to the degree of freedom of movement which is consistent with their health, safety and well-being
- to participate in and benefit from cultural, entertainment, recreational and sporting activities
- where possible, to use facilities and services in the community
- to develop relationships without exploitation or coercion
- to the full protection of the law
- to be protected from all forms of abuse and from the fear or threat of abuse
- of access to information contained in their personal records, where this does not conflict with statutory regulations or threaten their well-being
- to supportive intervention to promote positive behaviour and to protect them from harm
- of access to suitably qualified, experienced and sympathetic staff in sufficient numbers to maintain quality of service
- to financial support sufficient to maintain their quality of life
- to have links with home and family promoted and maintained
- to positive recognition of cultural and religious diversity.

In light of our strongly held belief in these rights of the Children in our care, we undertake the duty to promote them through the provision we make for our Children.

We believe that bullying is not a normal part of growing up; it is problem which must be dealt with. Young people, parents and carers are advised on the school policy of bullying on admission.

Section 3 EDUCATION

10.Details of provision to support children with special educational needs.

The School operates on the normal three-term system and provides 25 hours of education over a five-day week.

The full National Curriculum is followed and differentiated to meet the needs of individual young people. Generally young people at Cambian Spring Hill School function at a level below their chronological age. Our young people access a curriculum which reflects their needs and external accredited courses are accessed as appropriate.

Young people are taught in small (a maximum of 8), well-staffed class groups; each with a class teacher and Learning Support Assistants.

An Individual Learning Plan, a Care Plan, a Behaviour Support Plan and Individual Risk Assessment are drawn up to address the needs of each young person who comes to live and study at our school.

The Education and Care Plans address the identified needs as outlined in our young people's EHCPs and clearly state what the Annual Targets are for each young person, and how our people want us to address the targets. An Annual Review is held each year and more regularly if required.

Attendance and attainment are monitored and evaluated through a Quality Assurance process and shared with the Senior Management team.

Alongside this, we provide impartial Careers Guidance to support all aspects of transitional work. We have a pathways co-ordinator whose remit is to identify and liaise with appropriate providers for a young person's transition. Our work experience staff team members are responsible for the organisation of work experience opportunities available on the school campus and with local businesses in the community

Our clinical team works alongside and in partnership with the staff teams of care and education, providing training and support to ensure that the whole school environment is effective in meeting the therapeutic needs of the individuals.

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

In order for individuals to achieve, we offer a structured, broad, balanced curriculum within a calm, consistent and purposeful environment. Throughout the age range, practical skills such as cooking, caring for the home and self-care are taught alongside and through academic subjects, with a particular emphasis on vocational life skills at post-16. Individuals have access to a number of specialist classrooms; these enable bespoke learning opportunities in the context of providing those learning experiences that could not be readily provided in the individuals own classroom. These include; DT workshop, Food Studies, Art room and ICT Suite. Spiritual, Moral, Social and Cultural Education as well as Sex and Relationship Education are taught as part of the curriculum. Multi-faith and cultural festivals are celebrated throughout the year and Citizenship is promoted by providing our young people with opportunities to feel part of a community and to have a voice. The individuals are consulted on a regular basis on a range of subjects. A variety of methods are used including; questionnaires and forums. Fortnightly student council meetings provide the individuals with opportunities to have their say at any time. Reports are sent to parents and authorities on progress achieved.

All individuals at Cambian Spring Hill School have the opportunity to work towards various forms of accreditations e.g. GCSE's, Entry Level awards, BTEC Awards, Prince's Trust, Functional Skills, and Stepping Stone qualifications.

12.If the home is not registered as a school, the arrangements for children to attend local schools and the provision made by the home to promote children's educational achievement.

N/A

Section 4 ENJOYMENT AND ACHIEVEMENT

13. The arrangements for enabling children to take part in and benefit from a variety of activities that meet their needs and develop and reflect their creative, intellectual, physical and social interests and skills.

Young people are encouraged to follow any hobbies or interest they already have and will be encouraged to develop new interests.

We provide a wide range of physical pursuits on campus and will facilitate involvement in local sport and recreation facilities i.e. swimming, drama, dance lessons, music lesson and youth club.

Our young people are encouraged to develop independence skills through the green road safety scheme linked to their Individual Risk Assessment.

We facilitate trampolining using the school sports hall and trampoline. Some young people will be dining out, go to cinemas, bowling alleys, ice skating or visit local places such as Newby Hall Gardens, Studley Royal, Harewood House, etc., Light Water Valley Theme Park is just a mile from the campus with a season card purchased.

For young people staying during half term holidays, we plan trips to London or other places of interest.

We plan trips and activities with the young people either on campus or in the wider community. We celebrate a range of cultural events through a broad range of activities e.g. World Day, etc. We provide outdoor activities and education and plan international trips. We celebrate Birthdays according to young people's wishes and have school Christmas disco in December and a school prom in July.

We work with positive behaviour towards social inclusion.

Section 5 HEALTH

14. Details of any healthcare or therapy provided, including—

(a) Details of the qualifications and professional supervision of the staff involved in providing any healthcare or therapy; and

(b) Information about how the effectiveness of any healthcare or therapy provided is measured, the evidence demonstrating its effectiveness and details of how the information or the evidence can be accessed.

We provide advice appropriate to the age and understanding of each individual young person.

All young people are asked to have a medical check following their confirmation of placement and as part of registering with our GP. We use North House Surgery in Ripon. The Surgery ask for a temporary registration for the first 6 weeks of a young person's stay at Cambian Spring Hill School.

The GP offers a house call if a young person is ill and unable to attend the surgery. We encourage our young people to make routine appointments when needed and staff will support young people in keeping and attending the appointment.

Each young person is registered with a dental practice that can meet their needs and the school as a whole use Specsavers for optician appointments.

Each young person has a Personal Health Booklet which notes all aspects of health and care needs as well as appointments attended.

Prescribed medication is stored in locked medical cabinets with separate compartment and register for controlled medication.

Non-prescribed drugs are stored and given in accordance with the instructions provided by NHS North Yorkshire. Parents/carers/social workers sign medication and administration permission for non-prescribed, prescribed and controlled medication.

The aim is for young people, where possible, to be self-administering medication when they leave Cambian Spring Hill School.

We have a service level agreement with Day Lewis Pharmacy at their Ripon location, who deliver medication monthly in labelled blister packs. Medication is administered and recorded by staff following our medication administration policy and practice guidance. Day Lewis do a yearly monitoring Quality Assurance visit. All staff administering medication are trained in-house on the administration of medication and can be trained in medication which needs specialist knowledge.

We request separate protocols from specialist consultants that covers administration of emergency medication i.e. medication for epilepsy or diabetes.

Depending on the young person and their care plan, a key worker will discuss particular issues either individually or in a group. This could be relation to relationships, keeping self-safe, sexual health, substance abuse, smoking or healthy eating.

We are a non-smoking campus and have a smoking policy aimed at smoking cessation for any young person who might have a smoking habit on admission. During term time Monday – Friday all young people have a school lunch which has options of main meals, baked potato, salad bar etc.

The school lunch follows the DfE “Healthy Schools” guideline. Young people in their homes are encouraged to plan and cook meals either for themselves or for the house. We provide food to meet special dietary requirements such as vegetarian, gluten free, cultural or diabetic

Staff encourage and support individuals to maintain good personal hygiene at all times. They are encouraged to bathe daily and individuals have access to a range of toiletries to meet their needs. Staff support individuals with personal care as appropriate and toileting programmes are developed.

We have a Behaviour Support Coordinator who provides pastoral/behaviour guidance.

Clinical services at Cambian Spring Hill School include speech and language therapy, occupational therapy and clinical psychology. In addition, there is also consultative input from the local child and Adolescent Mental Health Service (CAMHS).

The clinical services team work as integral part of the Cambian Spring Hill School multi-disciplinary team to support young people’s skills through:

- Contributions to whole school target setting.
- Working collaboratively with key staff across the school/ care environment.
- Maximising opportunities to engage in all activities across the curriculum.
- Supporting the therapeutic environment across the curriculum.

The team work collaboratively to monitor progress, identify further areas of work and relevant strategies which can be implemented through the curriculum and in the care setting.

Section 6 POSITIVE RELATIONSHIPS

15. The arrangements for promoting contact between children and their families and friends.

We make every effort to encourage young people to keep in contact with family, career and friends. We offer support if the contact is difficult and we can provide supervised contact arrangements if this is required.

We encourage young people and families to arrange weekend visits home where ever possible or if not for the family to visit school. We support young people to make journeys home by public transport with the aim to travel home independently.

All contacts are recorded as part of the monthly case management report by key workers which are sent to parents, carer's and social workers where applicable.

We encourage phone calls home and offer free calls for our young people using school phones. Most young people have their own mobile phones or electronic equipment and we support the appropriate use of phones/equipment.

Our staff are CEOP-trained and have access to two in-house CEOP ambassadors to ensure knowledge in relation safeguarding and social media. Post received is personal and confidential and young people can receive support from staff to read letters if they wish so.

We invite parents to a Leavers Assembly and a Christmas Fair as well as review meetings. Parents are welcome to come and spend time at the school on evenings and weekends

Section 7 PROTECTION OF CHILDREN

16.A description of the home's approach to the monitoring and surveillance of children.

Some young people have “buzzers” on their bed room doors as part of an individual risk assessment to monitor their movement during the night as a safeguarding precaution.

16. Details of the home's approach to behavioural support, including information about—

(a) The home's approach to restraint in relation to children;

Following statutory guidance DfE on Keeping Children Safe in Education 2015 which states:

“This guidance does not advise schools and FE colleges on every detail of what they should be doing when dealing with safeguarding issues or in relation to promoting the welfare of children. While it is proper for the Government to lay down principles, it is for front line skilled professionals to use their knowledge and judgement to safeguard and promote the welfare of children in their care, focussing on priorities and being clear about their individual responsibilities”

We comply with the Children's Homes (England) Regulations 2015, Regulation 20 – Restraint and Deprivation of Liberty - which requires that restraint must only be used for the purpose of:

- Preventing injury to any person, including the child;
- Preventing serious damage to the property of any person including the child.

Definition of Restraint: Restrictive Intervention is any method which restricts the individual's liberty for example by environmental means, physical means, including mechanical means, holding and physical restraint.

Restraint is last resort and only when all other methods have failed.

Our behaviour management frame work and supporting guidance are discussed with parents/ carer's and placement representatives during the admission process. Each young person will have an Individual Risk Assessment and Behaviour Support Plan completed prior to admission to ensure all risks assessed and planned for.

(b) How persons working in the home are trained in restraint and how their competence is assessed.

Our client group includes those who often exist in highly anxious states and can find communication difficult. This can lead to some individuals exhibiting extreme

behaviours, which are often physically challenging. We have a strong ethos of positive intervention and a detailed policy on the use of physical management.

All incidents involving individuals and any physical support used are analysed with debriefing with detailed reports on Behaviour Watch. Each individual has an agreed Behaviour Support Plan and Individual Risk Assessment. All staff are trained in pro-active strategies as well as reactive, as a last resort, to support individuals.

Staff follow:

- Cambian Spring Hill School Safeguarding Policy including Child protection
- Cambian Safeguarding Policy
- Local Safeguarding Board guidance and going missing policy from LA
- Cambian Spring Hill School Absenting and going Missing Policy
- Data protection and information sharing guidance
- Working Together to keep Children safe 2015
- Keeping Children safe in Education 2015
- Code of Conduct

Staff have signed to say they have read and understood our local policies.

Annual safeguarding updates are provided to raise staff awareness of child abuse and child protection issues. Managers attend relevant North Yorkshire Local Children's Safeguarding Board training.

We have good working relationship with North Yorkshire LADO. Phone numbers for our LADO team can be obtained from on request from our reception.

When a young person leaves the home without permission, staff will ensure appropriate action is taken in line with the young person's Individual Risk Assessment and Behaviour Support Plan. We will contact relevant outside agencies to discuss actions to be taken.

Consequences for actions can be used as a positive learning when young people's behaviour is unacceptable. We have a duty to act as "a good parent" and to encourage responsible and acceptable behaviour. We ensure that the consequences are proportionate, reasonable and necessary. Actions are recorded alongside the young person's views.

All staff receives formal behaviour management training in Team Teach; a holistic recognised method of behaviour management. Staff are trained by in house Tutor and will be passed during training for ability, attitude and knowledge. All physical intervention is reviewed by a manager and monitored through a Quality Assurance system. A manager will talk to the young person following physical intervention to get their views.

Section 8 LEADERSHIP AND MANAGEMENT

17. The name and work address of—

(a) The registered provider;

Cambian Autism Services Ltd
4th Floor, Waterfront Building
Manbre Wharf, Manbre
Hammersmith Embankment
London
W6 9RU
Tel: 0208 735 6150

(b) The responsible individual:

Alexis Johnson
Cambian Spring Hill School
Palace Road
Ripon
HG4 3HN
Tel: 01765 603320

(c) The registered manager:

Rikke McIntosh
Cambian Spring Hill School
Palace Road
Ripon
HG4 3HN
Tel: 01765 603320

(d) Chair of Governors'

Chris Strong
4th Floor, Waterfront Building
Manbre Wharf, Manbre
Hammersmith Embankment
London
W6 9RU
Tel: 0208 735 6150

18. Details of the experience and qualifications of staff, including any staff commissioned to provide education or health care.

Head

Alexis Johnson	BA Hons. English & MA English Lit. Cert. Education DSL L3 NPQH
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Deputy Head/Head of Education

Samantha Campbell	BA Education NLA DSL L3 NPQH
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Assistant Head

Christine Sherman	BA Hons. Sociology PGCE
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SENCO

Valerie Clayden	BA Human Movement PGCE NPQH
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Pathways Co-ordinator

Olivia Sanderson	BSc Psychology
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SENSO

Laura Raines	NVQ L3 Health & Social Care
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Behaviour Support Co-ordinator

Rose Haddlesey	NVQ L4 Health & Social Care CBT Diploma
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Teachers

Karen Harrison	C&G 7037 Applied Equine Behaviour
Stephanie Childe	BA Hons. Design Cert. Ed.
Liam Curtis	BSc Hons. Marine Zoology 2:1 PGCE
Jenny Dickinson	BA Hons. Psychology PGCE

Mark Haddon
Emma Heyes

Hayley Whelan

Cert. Ed.
BSc Hons. Sports & Exercise
PGCE
BSc Psychology
PGCE in Secondary Education

Instructors

Kate Atkinson

Jo Abbott

James Edginton
Denise Howard

Lindsay Lidster

Amanda Moghimi

CACHE L3 Supporting Teaching
BTEC L3 Education & Training
CACHE L3 Childcare & Education
QCF L3 Children & Young Person's Workforce
QCF L3 Education & Training
Foundation Independent Game Development
Degree Equine Science
C&G 7307
NVQ L3 Health & Social Care
NVQ L3 Learning & Support
BA Hons. Music
QTS

Learning Support Assistants

Sandie Barnes
Francesca Beecroft
Sam Bell

Jessica Bolam

Claire Chilcott

George Fawcett

Georgia Fox

Julie-Marie Harris
Laura Murphy

Alena Murray
Vicky Noble

Sheralyn Parks

O-Level Maths & English
L3 Education & Training
L3 ICT
QCF L3 Supporting Teaching & Learning
BA Hons. Youth & Community
L3 Health & Social Care
BSc Hons Psychology
PGCE
L1 Swim Teacher
BA Hons. 1:1 Secondary Education PE & Sport
FA L1 Football Coach
L3 SEN
L3 Education & Training
O-Level Maths & English
NVQ L2 Business Improvement Techniques
L2 Employment Rights
L2 Personal Learning & Training
NVQ L2 Health & Social Care
BA Hons. Criminology & Psychology
MA Forensic Psychology
L3 Child & Adolescent Councillor

Vicktoria Pettit
Nicoletta Sala
Louise Shuttler

Jessica Smith

Vicky Spear
Heather Spencer
Vicky Stephenson

Kim Turner

SALT

Mark Varley

L3 Supporting Disabled Learners
Diploma Art & Design
NVQ L3 Children's Care
LCCIEB NVQ L3 Customer Service
CACHE L2 Supporting Learning & Teaching
Foundation Degree Art
L3 Diploma Children & Young Peoples Workforce

CACHE L3 Specialist Support for Teaching
Advanced Apprentice Adult Social Care
QCF Health & Social Care - Adults
CACHE L2

BSc Hons. Speech & Language Pathology
PgDip Advanced Clinical Studies
PgDip Human Communication - Speech and
Language Therapy with Deaf People
RCSLT Qualified Speech & Language Therapist
NVQ L3 British Sign Language – Units 3RSL & 3PSL

Occupational Therapist

Heather Kenny

BSc Hons. 2:1 Occupational Therapy,
BA Hons. 2:1 Social Policy, HCPC Registered, BAOT
Professional Membership

Therapy Assistant

Cindy Lankshear

Cert. HE Operating Dept. Practice (ODP)
NVQ L3 ODP
NVQ L3 Health & Social Care - Children

Head of Care

(Registered Manager)

Rikke McIntosh

Danish equiv. BA Social Education, HCPC
Registered, Stage 1 Practice Educator, L5 Diploma
Leadership for Health & Social Care and Young
People's Services.

Deputy Head of Care

Simon Turner

RNMH, NVQ L4 Leadership & Management,
First Aid Instructor, PTTLs

Residential Manager

Philypa Cooper

NVQ L3 Health and Social Care – Children,
CEOP Ambassador, Working towards QCF L5
Diploma in Health & Social Care

Deputy Residential Manager

Claire Roberts

NVQ L3 Health & Social Care - Children

Residential Support Worker

Dave Brown

NVQ L3 Health & Social Care - Adult

Joe Cheshire

Diploma L3 Health & Social Care - Children

Glen Cooper

Probation

Diane Cromarty

NVQ L3 Health & Social Care - Children

Anthony Deighton

NVQ L3 Health & Social Care

Rebecca Everall

NVQ L3 Health & Social Care - Children

Daniel Forry

Diploma L3 Health & Social Care (Working

Towards)

Jane Henderson

NVQ L3 Health & Social Care - Children

Helen Hilton

Probation

Rachel Hotchin

NVQ L3 Early Years

NVQ L3 Children & Young People Workforce

Dip. L3 Health & Social Care (Working Towards)

Mary Hudson

NVQ L3 Health & Social Care - Adults

Vanessa McClellan

NVQ L3 Health & Social Care

Janine Mellor

NVQ L4 Health & Social Care

Rory Milne

BA Hons. Counselling

Cara Morgan

Probation

Peter Murphy

Probation

Aubrey Nkolimbo

Probation

Julie Oxtoby

NVQ L3 Health & Social Care - Adults

Chris Pritchard

Probation

Joan Quinn

NVQ L3 Health & Social Care - Children

Charlotte Reay

NVQ L3 Health & Social Care – Children

BA Psychology & Criminology

Adam Ridley

Probation

Stephanie Short

NVQ L5 Diploma Health & Social Care

Alison Smithson

NVQ L3 Health & Social Care - Children

Mary Steele

NVQ L3 Health & Social Care - Adults

Patricia Stephenson

NVQ L3 Health & Social Care - Adults

Miles Sutton

NVQ L3 Health & Social Care - Adults

Deborah Swan

NVQ L3 Health & Social Care - Adults

Brenda Taylor

NVQ L3 Health & Social Care - Adults

Emma Thompson

Probation

Julie Ward

NVQ L3 Health & Social Care – Children

Katie Morris

Diploma L2 Health & Social Care - Adults

Gemma Bonney
Christina Bergada

Probation
Probation

Bursar

Ruth Dyble

BA Hons. Home Economics
PGDip. Business Administration

Administrator

Sue Heyworth

NVQ L3 Health & Social Care - Children
NVQ L3 Business Administration

Shaun Somerville
Sophia Tahany

NVQ L3 Business Administration
GNVQ Art & Design
CACHE L3 Supporting Teaching in Schools
NVQ L3 Business Administration
NVQ L3 Customer Service

Jennie Flintoft

Domestic

Daniel Teal
Tracy Rooke
Gary Heyworth
Esther Carling
Leanne Banner

O-Level English, Art & Geography
Cert. Social Care
Degree Business Administration

Catering

Paula Murphy
Donna Rimington

NVQ L3 Food Safety

Site Manager

Francis Buckley

BA Hons. Communication Art

Maintenance

Matthew Bell

NVQ L2 Engineering
NVQ L2 Plumbing & Heating
NVQ L2 Safe Pesticide Use
NVQ L2 Chainsaw

Robert Hilton

19. Details of the management and staffing structure of the home, including arrangements for the professional supervision of staff, including staffs that provide education or health care.

Cambian Spring Hill School is managed by the Cambian Group. A strength of the Cambian Group is the training provided by the company. Every member of staff, prior to commencing work, completes an initial 1-week induction which includes time set aside for observation of working practice and completion of Induction E-learning and Safeguarding training.

All staff with case management are supervised by a manager. Sessions take place every 6-8 weeks ensuring it meets the working reality of the service taking into account annual leave, shift patterns and school terms.

Assistant residential support workers and ancillary staff are supervised by team leaders or managers.

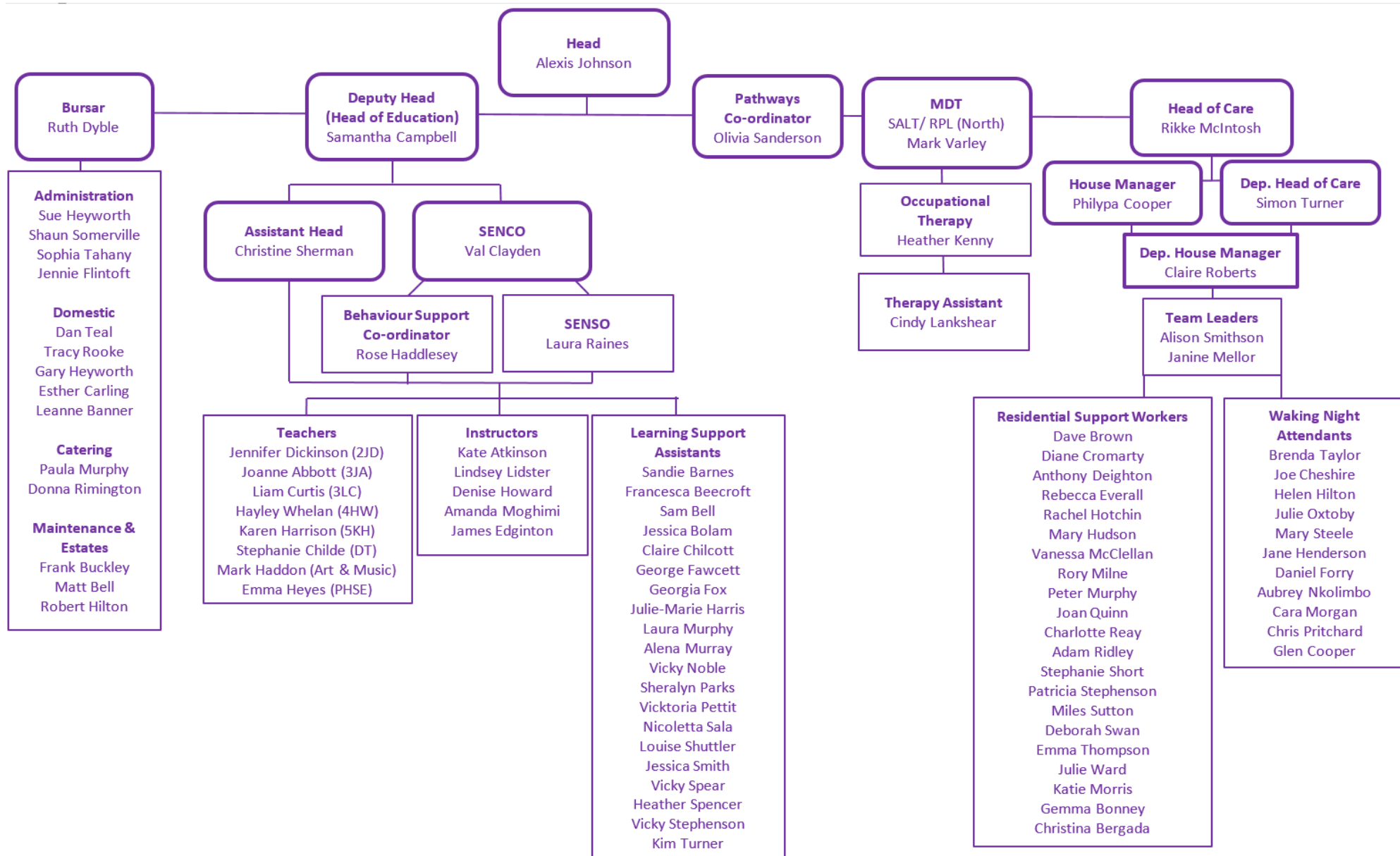
Education staff and Behaviour Support are supervised by the Head of Education or The Head of School.

It is a requirement for staff to have or obtain QCF level 3 or 5.

When staff members initially start employment they are on a 6-month probationary period and following their success they then continue to receive regular supervision and appraisal.

Cambian Spring Hill School employs 96 staff including the Senior Management Team.

Staff working at Cambian Spring Hill School are of a balanced gender mix. All staff are trained and supported to present as positive role models. Staff are blended in teams across residential and education settings, with female staff leading on supporting all female students with personal care.



Section 9 CARE PLANNING

20. Any criteria used for the admission of children to the home, including any policies and procedures for emergency admission.

The majority of individuals are referred and placed by their Local Education Authorities, often supported by Social Services and sometimes Health Services. During the referral process, consideration is given to how they will adapt to the new environment and how the service can meet the needs of the individual. Prospective individuals are assessed initially in their own setting by senior staff

All individuals will be assessed by the Head Teacher, Head of Education and the Registered Manager against the Cambian Spring Hill School admission criteria/policy.

Admissions can take place at any time during the year. Referrals and enquiries are made through the Cambian Admissions Team or to Cambian Spring Hill School directly and can be made by parents, Local Authorities, Social Services Departments or Health Authorities.

Visits from prospective parents and representatives of placing authorities are always welcome at any time. Individuals are admitted following a thorough assessment by a member of the Senior Management Team and there is a detailed admissions policy that can be viewed at the request of the referring person outlining the process.

Cambian Spring Hill School does not take emergency admissions or provide respite care.

Additional Contact Details

The Children's Commissioner for England:
The Office of the Children's Commissioner
Sanctuary Buildings
20 Great Smith Street
London
SW1P 3BT
Tel: 0800 528 0731
advice.team@childrenscommissioner.gsi.gov.uk

Child Protection Services:

NSPCC child protection helpline - Tel: 0808 800 5000 (adults)
Child line - Tel: 0800 1111

Independent visitor

Clare Foster
clare.foster@nyas.net
Phone number on request from reception.