

A YOUNG PERSON'S GUIDE To SOUTHLANDS 2020



Welcome

This Young Person's Guide will give you some information about Southlands School and what it has to offer you.

When you start at Southlands you will join a house base and receive a welcome pack specific to this base.

The pack will tell you all about what to expect from where you will be living.



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What you can expect from Southlands School

At Southlands there are lots of great activities for you to participate in. You will be asked about the type of activities you enjoy so we can make sure you are offered things you like. At Southlands we encourage you to continue with your current hobbies as well as encouraging you to make personal achievements and try new things.

"There are lots of different activities that we enjoy and staff always look after us". Young Person (2017)



There is also a wide range of offsite activities on offer including swimming, hiking, cinema, bowling, and laser quest.



"The camping holiday we were taken on was the best school holiday I have ever been on" Young Person (2019)

Keyworkers

When you join Southlands you will be assigned a keyworker. This is someone who will spend time with you, helping you to settle in and get to know others at Southlands. Your keyworker will work in your house base and you can talk to them about how you are getting on.

“After coming to Southlands not only has my son been able to learn and succeed but he has made friendships and learnt life skills. He isn’t angry anymore he is happy! And it has had an impact on our whole family.”

Parent (2019)

Your keyworker’s role is to:

- Spend time with you
- Help you settle into your home
- Support you to make friends
- Make sure your views and wishes are heard and answered
- Support you with any difficulties you experience
- Help you develop as an individual
- Maintain contact with your family
- Encourage you to do the right thing
- To help you learn new skills

All staff at Southlands have completed training courses to ensure that they understand yours and others’ needs and how they can support you.

You will also be supported by a team of house staff; during the night a member from the night care team will be in the house so that you have someone there if you need them.

All the staff at Southlands are here to help and support you and are looking forward to getting to know you.

“WOW. Thank you to everyone on house and education for your work with my son as I can already see the positive impact Southlands is having on him.”

Parent (2020)

Rewards

At Southlands we aim to help you achieve your personal best and help you to feel positive about yourself and others around you.

In life, not all the decisions we make will be for the best so staff are on hand to help you along the way and keep you motivated.

We use Reward plans such as...

Home Token Systems (Age dependent)

Completing routines = Tokens

Tokens = REWARDS!



Home Rewards

By working as a team with your house peers you will be on your way to earning an activity that you have decided on together. This may be a theme park or a piece of equipment for the house base.

Individual Reward Plans

Young people also have the opportunity to work towards individual rewards which can be agreed with their keyworker.

Head Teacher Achievement Awards

Staff often nominate young people to receive Head Teacher Awards in recognition of something positive they have done. Young people then receive a personalized certificate to celebrate their achievement and a monetary reward to be spent on something of your choosing.

Sanctions and Consequences

In line with our reward schemes, Southlands also has an expectation that you follow the rules and procedures that are in place. Refusal to follow the homes' guidelines / agreements that have been previously agreed and signed will have consequences in the same way as not following the rules that we all have to follow in real life.

Unacceptable/anti-social behaviour is defined as:

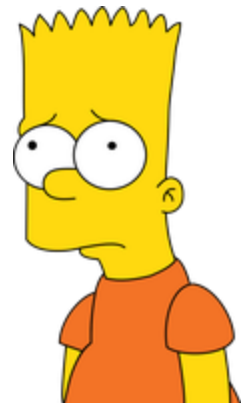
- Behaviour that stops an activity taking place or prevents the right of other young people to take part and feel safe
- Behaviour that stops staff managing young people
- Behaviour that threatens the rights of others to feel valued
- Behaviour that damages the environment and property that belongs to others, this includes property that belongs to the home or school.

Examples of these behaviours include:

- Non-compliance with reasonable requests from staff
- Abuse of any form towards young people and staff
- Entering the homes of other children uninvited
- Making an excessive amount of noise (inside or outside the home)
- Bullying / threatening behaviour towards children or staff
- Absent from school or the home without permission

Sanctions are defined as:

- Confiscation of property
- Loss of any privileges
- Stopped from attending an organised activity
- Community service/ Reparation
- Police involvement



We are sad that sometimes sanctions are a necessary resort at Southlands; however staff will always encourage you to make the right choices to ensure they are not a regular part of your time here and we hope that you will feel safe knowing that such measures are in place to make it a positive and safe environment for you to be in.

Opportunities

Doing well not only means rewards but also opens up opportunities for extra experiences at Southlands.

Work Experience

As well as the regular Education timetable, some young people have been given opportunities to increase their learning in a work environment. Some placements have included The Red Lion pub, Fairweather's Garden Centre and IBM (International Business Machines Corporation).



Annual Challenges and Holidays

Southlands also create 'Project' trips for young people to participate in. Previous expeditions have included climbing Mount Kilimanjaro, cycling from Paris, canoeing the Great Glen Way, walking, cycling and canoeing across the Thames Path cycling across Wales and Holland. Other holiday opportunities have included camping in Cornwall and also Christmas at Butlins. These have been fantastic opportunities for those young people who have achieved through all areas of the school.



Staying safe at Southlands

At Southlands School and in the home, young people may come just for the day or stay here overnight. There are several things used to help keep people safe at Southlands. Some of these things will be used all the time, and some things will only be used at night.

We hope you find the below information helpful and reassuring.

The school and homes have CCTV in the grounds and car parks to monitor areas visitors can access during the day to make sure we know who is on the site. There is no CCTV inside the school buildings or in the homes.



All homes have a keypad so only the staff and young people can access them. This keeps strangers out and everyone safe. These codes change monthly but all staff and young people are updated. There is a different code at night and external doors are secured, the same way they would be in your own home. All staff will be willing to help young people gain access to these doors if need be.



There is a Night Support Worker (awake) in most homes during the night and a sleep-in where it has been appropriately risk assessed. They are here to help young people with any issues that may arise at night. Young people are expected to be in their own bedrooms during the night. The homes have movement sensors in some of the corridors but do not intrude into the bedrooms. They help alert night staff that someone is moving around the home so they are then able to check on the young person. **You will always be informed when any of these security measures are being used with you specifically.**





The support you are entitled to

Key Staff - Senior Management Team (SMT)

The Senior Leadership Team will also help you to feel welcome and settle into the school. If you wish to see any of the SLT then you can do so by arranging this with your keyworker and home staff.



Interim Principal
Andrew Simmons



Head of Education
Kelly McKay



Head of Inclusion & Engagement
Mark Stocker



**Head of Care –
registered Manager**
David Thomas



**Head of Care -
Registered Manager**
Ryan Thirlwell

Key Staff - Education Team



During the school day, home staff will support you to attend your classes.

You will meet with your Tutor on arriving at Southlands and there will be a Teaching Assistant in the class with you.

You can speak to your Tutor and TA about:

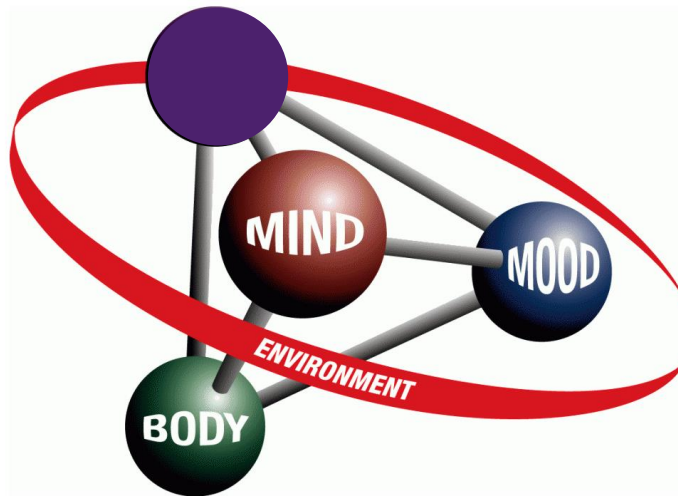
- Your timetable
- Your Individual Education Plan
- Learning preferences during lessons
- Any concerns or worries you have about lessons or the work
- The progress and development that you are making in class

Your Tutor and TA will work with you to ensure that you are happy in class and that you are achieving your personal aims and goals.

“I feel staff work really hard and have done a great job in helping my son progress socially” Parent (2016)

“The Life Book work in the homes is amazing” Social Worker (2017)

Key Staff - Therapy Team



The Therapy staff will help you understand the things about yourself that you may find difficult to manage, and teach you new skills to achieve positive outcomes.

Members of the Therapy team will introduce themselves and will arrange to meet up with you so that they can get to know you.

The Therapy team is made up of the following:

- Consultant Child and Adolescent Psychiatrist
- Clinical Psychologist
- Assistant Psychologist
- Speech and Language Therapist
- Occupational Therapist
- Holistic Therapist

When you face a new challenge, remember the skills, talent, guts and resources that got you through before.

"I have found [my son] to be much happier and easier to manage at home since he started at Southlands." Parent (2020)

Supporting your Health and Wellbeing

- Your medical needs are looked after here just as they are at home.
- You can talk to staff about any issues you have.
- There are trained First Aid staff on site at all times to assess any medical needs that you have.
- Staff will register you with the local Doctor and Dental Practice in case of other medical problems.



For some of us keeping a balanced diet is harder to do than others.

Southlands offers you a menu that is designed for all appetites with an alternative menu option if you do not like the main meal.

Staff will support you to complete a weekly menu which is on display by the dining room and in your home.

All main meals eaten in the dining room are followed by the choice of a dessert or a piece of fruit.

Food comment sheets are always available for young people to express their opinions on the meals provided.

Your Views

Your views, wishes, and needs are valued and staff want you to feel that you are listened to. There are several ways you can have input into how the school is developed.

Home Meetings

The home meetings are held once a week for 15 minutes; they can be chaired by a volunteer young person with the support of staff. The meetings are based around discussions about the home with a chance for young people and staff to communicate important information.

Student Council Meetings

There is a Student Council, on which a representative from each tutor group sits to make decisions about things that happen in education and in the homes. They will ask you during tutorial for any points or questions that will be discussed in the meeting. The meetings are held every month.



Making a complaint

If you do not feel happy about the way a situation has been dealt with then you can make a complaint by completing a Complaints form.

You will find this form in your home, and you can either complete it yourself, or ask a member of staff to support you to complete it.

Or you could contact the following:

Childline: 0800 1111 (Free)

Ofsted: 0300 123 1231

Children's Rights Commissioner: 08456 404040

Advocacy Support

NYAS

NYAS is a confidential advocacy service that aims to support children, young people, vulnerable adults, parents and carers by helping them to be heard. They give confidential and independent advice, information and representation.

Leaflets for this service are available at reception and on your home. You can also contact NYAS by email at help@nyas.net, Telephone on 0808 808 1001 or 0151 649 8700, or you can visit their website www.nyas.net.

Independent Person



Helen Roberts - Independent Person



I'm Helen and I work for NYAS. My job is to visit your home once every month to make sure that you are happy with the care and support you are receiving and to make sure that the home is working to the rules set up for children's homes by the government.

I am really keen to hear your views and ideas about what you like or don't like about the home and what you think could make it better. During my visit I will talk to young people, staff, parents, carers and professionals. I then write a report which goes to Ofsted, the local authority and to the manager of the home.

For my job, have worked a lot in advocacy which is about making sure that everyone has someone independent who can help them speak out and make sure that their voice is heard.

When I am not working, I play netball every Thursday evening which I love and I have a new rescue dog called Cookie, I really enjoy taking her out for walks every day. We also have rabbits, hamsters – who keep having babies, a cat and a Python

I have 3 children who also keep me busy.

I look forward to meeting you. When I am in your home please don't hesitate to come and talk to me. I want to hear about your experiences and make sure you get the best possible service.

Prevention of Bullying

Staff are here to help keep you safe at Southlands. You can also keep yourself safe by not getting involved in situations that endanger you or do not concern you. If you ever feel unsafe or see something that causes harm to someone else, then please let any member of staff know about it.



The Prevention of Bullying coordinator at Southlands is Lauren Stublely. She ensures that the policies and procedures in place to prevent bullying are followed and will act accordingly in response to any matters raised.

Here at Southlands we have a zero tolerance policy to bullying.

Equality and Diversity

It is important to treat others how we like to be treated, regardless of race, age, gender, and disability. We also need to respect every individual's right to their own beliefs, views, and opinions.

Summary

Whilst there is a lot of information to take in on arrival, please remember the following

- **All staff are here to support you and there will always be someone you can talk to and answer questions you may have.**
- **You should not worry if you do not make friends straight away as this will happen naturally over time.**
- **You can talk to your family daily by phone, text, e-mail or letters.**
- **Most importantly, remember to be yourself. Here at Southlands, everyone is an individual.**

Everyone has a personal best

Everyone can find something to aim for

Everyone can achieve something special

And everyone should have the opportunity to strive for it

Everyone

No matter what their situation

No matter what specific challenges they might be facing

We will actively enable the people in our care to achieve their personal best

For everyone at Cambian, this is a personal commitment

Southlands School
EXPECTS EVERYONE
TO

“Respect”



Respect others' personal space & opinions.

Everyone - walk around the site & when indoors.

Stay on the school site & stay safe.

Please look after your school environment.

Everyone - be kind in words & actions to all people.

Care about yourselves & treat others well.

To follow your routines & be prepared to help.

Staff are here to help you understand these expectations and follow them. We are here to help. You can talk to staff at anytime.

Remember Southlands expects.....**RESPECT!**