



Plan:	Hill House School
Organisation:	Cambian CareTech Hill House School
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About us

Hill House School is a registered education provision for students aged 11-19. We offer a 52-week residential provision for boys and girls with a diagnosis of Autism, severe learning difficulties and associated behaviours.

Our school is equipped to deal with the needs of students with a range of abilities. We focus on communication and social skills, with a strong emphasis on self-management and independence. Alongside an academic curriculum, we offer our students a calm, consistent, eclectic approach to meet their individual needs. We pride ourselves on flexibility within structure and work hard on building a non-aversive, positive approach.

At Hill House, we provide a breadth of opportunities through a rich and varied learning environment allowing each student to not only be successful learners but to develop a love of learning by providing opportunities to acquire, develop, practise, apply and extend their skills in a range of contexts across the curriculum. We also support our students to become confident, independent learners that are encouraged to encounter, engage and explore.

We have been rated 'OUTSTANDING' by Ofsted. This report can be viewed on our website at <https://www.cambiagroup.com/specialist-education/our-schools/autism-schools/hill-house-school/>

Our vision

The aim of Hill House School is to enable each and every one of our students to achieve their personal best; however it is defined by them or for them. Everything we do is directed towards achieving this aim.

Key objectives for our students are the improvement of communicative and social skills including progress in self-management of behaviour, independence and life skills, to increase self-awareness of physical health and well-being. Through the use of Talking Mats, tablets and other communication aids, students are consulted about different aspects of their care, from school food to off-site activities. We have a non-aversive, positive multi-disciplinary approach which is integrated across all settings.

Staff and student well-being is a priority at Hill House. We recognise our responsibility to provide them with the skills, knowledge and tools required to help strengthen health and happiness for everyone through our business operations, curriculum delivery and engagement with local businesses and the community.

Our plan

The Hill House School action plan has been drawn up through a series of collaborative workshops and discussions with a view to launching and implementing the One Planet Living framework from the beginning of the new academic year (September 2021).

The aim is to ensure that everyone at Hill House School lead happy, healthy lives within the natural limits of our one planet.

Our goals include:

- maintaining our Outstanding Ofsted rating.
- creating a sense of place and belonging (Hill House Neighbourhood) while nurturing a culture of sustainability.
- being the flagship One Planet Living school for Cambian Caretech.
- promoting health and well-being for all staff and young people.
- ensuring a positive contribution to local biodiversity and recognising the value of nature to human health.
- engaging with and promoting sustainable living among our stakeholders and local community / businesses.
- investigating renewable energy sources (long term goal).



Health and happiness



Outcomes

High levels of physical, social, mental and emotional health

Helping our staff and young people to be physically, emotionally and mentally healthy through increased physical activities, mindfulness exercises and spending time out doors interacting with nature.



Actions

Expand the range of physically and mentally beneficial activities for both staff and young people

Imbed physically and mentally beneficial activities into the school curriculum through after school clubs, daily walks, mindfulness sessions, arts and crafts, and accessing our local beauty spots. Consider access to natural daylight and good ventilation when indoors. Design safe and healthy gathering spaces that are inclusive and welcoming.

Reflections of staff and young people

Regularly measure the level of staff satisfaction through reflections and surveys. Do they feel supported and enjoy working at Hill House? What can be done to improve the satisfaction rate? Staff Focus Group to meet termly. Seek the voice of the young people regularly. Do they feel safe and happy? Are they able to make choices and do they feel that their voice is heard?

Well-Being Days with on-line resources

Well-Being Days to be held termly with additional resources and support available throughout the year. The Hill House Well-Being Manual to be made available online.



Indicators

% of young people and staff engaged in at 30 minutes of physical activity per day

Examples include sports, cycling, active play, gardening, working in the allotment.

% of young people and staff engaged regularly in practices which improve mental health

Examples include participation in meditation, mindfulness, yoga, nurture sessions, time spent in the garden or allotment and working with nature.

% of young people who feel safe, happy and supported

Results gathered through reflective practice and Zones of Regulation. Are they able to make choices and do they have a trustworthy person they can talk to?

% of staff who feel supported and are satisfied with Hill House as a place to work

Results to be taken from staff satisfaction surveys and group reflections.



Equity and local economy



Outcomes

Increase in local recruitment

Recruit staff through local advertising, word-of-mouth and Refer-A-Friend to support local economy and reduce the need for travel.

Local businesses thrive

Engage with local businesses where we can, especially those with a sustainability agenda, to support the creation of a vibrant and resilient local economy where a significant proportion of our money is spent locally.

Safe and equitable

Think about all the ways we can promote a fairer, safer, sustainable community for everyone where our young people feel safe and supported and staff feel valued, promoting diversity and equality of opportunity for all.

Staff satisfaction

Staff feel supported in their roles and enjoy coming to work. All staff feel engaged with the OPL framework.



Actions

Encourage local people to work here

Advertise vacancies and opportunities for sustainable supplies of goods and services through local newspapers and other sources.

Engage with local businesses to promote and encourage OPL and stakeholders

Help to support and inform local businesses about environmental issues. Wherever possible, select certified Fairtrade or other responsibly sourced products, working with suppliers to improve the social and environmental aspects of their business. Create connections with surrounding businesses and non-profit organisations so that our young people can offer their time volunteering or gaining work experience.

Maintain an open and transparent safeguarding culture

Maintain high levels of professionalism and awareness to keep our young people safe. Work to ensure that diversity is accepted, providing support for those who want to talk.



Indicators

Number of safeguarding concerns involving staff and young people

Number of concerns raised by staff or young people that are logged and investigated.

Number of local businesses we have built connections with

Maintain relationships with all local businesses who support and promote OPL at Hill House and build a directory.

% of products and services purchased from local suppliers

Percentage of all business transactions for goods and services that are locally sourced.

Proportion of staff who live locally

Percentage of all staff employed at Hill House that live within a 10km radius.

Proportion of staff paid a minimum 0.1% above national minimum wage

Culture and community

Outcomes

Culture of sustainability

Hill House fosters a sense of place and belonging where everyone acts as though they actively care about the environment and nurture a culture of sustainability.

Actions

Hold workshops and activities to raise awareness of OPL with staff and young people

Plan workshops/sessions throughout the year for staff to raise awareness. Introduce OPL to the young people through the curriculum and planned activities. Everyone is encouraged to both take responsibility and participate in working towards OPL. Provide welcoming outdoor spaces for our young people to safely socialise. OPL principles to be incorporated into site management systems and governance structures.

Include OPL and sustainability in the induction programme for all new staff

Sustainability to form a key part of our induction process for all newly employed staff.

Look for opportunities for young people to volunteer or participate in community projects, work experience etc.

Consider ways in which our outdoor spaces can be open to the community for learning opportunities or work experience. Celebrate local heritage and culture through traditional arts and crafts events, festivals and farmers' markets etc.

Indicators

Number of staff inducted in our OPL project

Develop an OPL e-training module for new and existing staff.

% of staff aware of the OPL principles

Are staff demonstrating their understanding and engagement of the OPL framework in their work?

% of young people aware of sustainability

Are young people developing an understanding of sustainability in their learning and every day activities?

Number of parents and other stakeholders who have participated in our decision making

Engagement with parents, social workers and other stakeholders to seek their input on sustainability projects.

Number of community events or activities held

Community events and activities should be planned to fit within and promote the OPL framework.



Land and nature



Outcomes

Improved land use

Understand how we impact wildlife and aim to be nature-friendly while still making space for play and fun. Engage staff and young people in recognising the value of nature, including its value to our health.



Actions

Improve our functional green land use

Improve and expand our use of the surrounding land to ensure it is functional green space e.g. recreation, mindfulness spaces, biodiversity, food growing, tree coverage etc. Consider including aquatic habitats such as bog gardens. Ensure that our operational decisions, curriculum and engagement with the community helps to protect and restore natural systems for the benefit of everyone involved. Exploit the opportunities for learning about the value of land and nature through the integration of business decisions into activities such as tree planting, conservation projects and site development.



Indicators

% of land area with a functional green surface

Percentage of our site dedicated to or planned for functional green spaces. Introduction of dark spaces, composting, wildlife habitats, bog gardens, food growing, tree planting etc.

Number of bird nesting boxes, insect hotels, trees planted etc.

Addition of bird nesting boxes, insect hotels and other natural wildlife habitats to suitable locations around the site.



Sustainable water



Outcomes

Water used efficiently and responsibly

Reduce wasteful consumption of water by encouraging behaviour change and creating a culture of sustainability. Raise awareness of the need for the responsible use of water for bathing, showering and water play as well as the need to return it clean to the environment. Reduce the need for water stations and eliminate plastic bottled water where potable water is available from the tap. Engage parents and stakeholders in water-conscious behaviour.



Actions

Monitor water use

Track water use and feedback results to staff at monthly staff meeting to help promote water efficiency. Introduce a campaign and competition for responsible water use through turning off taps, reporting leaks, measuring water in baths and timing showers.



Indicators

Water use per person

Litres of water used per person per day.



Local and sustainable food



Outcomes

Home grown and home made

Enjoy fresh, local, seasonal, organic and healthy produce through the effective use of our allotment and encourage diets high in vegetable protein. Promote humane farming and ethically sourced produce by rearing our own chickens and goats for fresh eggs and milk. Compost green waste to fertilize crops. Celebrate a culture of healthy and sustainable eating through events and education.

Local and ethically sourced food production supported

Support local food producers and ethically sourced meat and dairy products.



Actions

Grow our own produce

Make effective use of the allotment to grow our own fruits and vegetables. Integrate it into the school curriculum and planned activities.

Make use of home grown produce in the kitchen and homes

Ensure all home grown produce is used in meals prepared and cooked in the homes and featured predominantly in the kitchen/Cafe. Expand the Hill Fresh promotion with Let's Eat leaflets and Hill House Cook Book. Reduce food waste by encouraging smaller portion sizes which are of high quality, humanely raised, sustainably produced and harvested.

Use more locally sourced produce in kitchen/cafe

Work with kitchen staff to identify local producers for seasonal and ethically sourced products. Minimise the use of processed foods in all meals and number of takeaways ordered by the homes.



Indicators

Food growing space (m2 per young person)

Percentage of land used for growing our own produce and actual number of fruit bearing trees.

Number of vegetarian meals offered per week on the menu

Plan bi-weekly menus using only locally sourced, seasonal, organic produce.



Travel and transport



Outcomes

Alternative methods of transport

Reduce the need to travel and car dependency by looking for ways to make cycling and walking easy. Encourage staff and young people to access the local community using public footpaths rather than using the minibuses.



Actions

Support alternative ways to travel to work

Promote a car sharing scheme and cycling. Encourage the use of public transport where possible through information.



Indicators

Number of people walking, cycling or using public transit to travel to work

Track number and percentage of people walking, cycling and using public transit.

% of staff car sharing

Track the number of staff car pooling to work.



Materials and products



Outcomes

Less plastic waste

Helping staff and young people to consider a product's lifecycle and the pros and cons of different materials. Having strategies in place to encourage responsible consumption and reduce waste by promoting reusing, refilling, repurposing and recycling. A culture of sharing and swapping is encouraged through on site and local community initiatives.

Sustainably sourced materials and products

Purchasing and using materials from sustainable sources and promoting products which help us reduce consumption.



Actions

Purchase materials and products that meet our sustainability criteria

Toys, clothing, furniture, toiletries, cleaning products from sustainable sources e.g. second hand shops, refill outlets, community freecycle projects etc. Buy recycled products where we can.

Reduce consumption of plastic and paper

Create an onsite refill station to encourage the reuse of containers for toiletries, cleaning and laundry products, store cupboard food items, paper goods etc. Move to digital recording and encourage a reduction in stationery orders and printing. Aim to send out all review documentation by email and reduce lamination to zero.



Indicators

Number of products that can be refilled from our onsite refill station

Introduce an initiative that encourages all staff and young people to refill products rather than replace. Expand on the options available over time.



Zero waste



Outcomes

Reduce landfill to zero

Reduce wasteful consumption and waste to landfill by maximising upcycling, reusing and recycling. Make waste part of the curriculum from exploring where products come from, how they are made, how they can be responsibly disposed of or reused e.g. play, arts and crafts, green waste. Foster a culture of sharing, repurposing and recycling by engaging with the local community as well as local businesses to see what opportunities may exist to help each other.



Actions

Reduce food waste

Reduce food waste by encouraging smaller portion sizes which are of high quality, humanely raised, sustainably produced and harvested. All green waste to be composted for use in the garden/allotment.

Set up recycle stations and bins

Involve the whole school community in changing behaviours and encouraging the use of recycle bins in school and in the homes.



Indicators

Number of recycle bins in use around site

Recycle bins in all classrooms and homes to be emptied at the Hill House recycle station.



Zero carbon energy



Outcomes

Improved energy efficiency

Energy efficiency gained through the use of passive methods such as natural lighting and ventilation as well as energy efficient options for lighting, computers and other equipment. Installation of motion detectors and encourage energy saving behaviours such as switching off lights and appliances when not in use. Long term strategy of using only renewable energy by 2030 with corporate support.



Actions

Switch to energy efficient light bulbs and motion sensors

A rolling programme of replacing existing lightbulbs with energy efficient options and installing microwave/motion sensors in communal areas.



Indicators

% of energy efficient lightbulbs

Number of existing lightbulbs replaced with energy efficient options.

Number of microwave/motion sensors installed

Number of microwave/motion sensors installed in communal areas.