

Policy and Procedure on Company Values and Mission Statement

Purbeck View School

Policy Reviewer	Nicola Senior
Approval Date	April 2023
Next Review Date	October 2023
Version No	8
Policy Level	Group
Staff Groups Affected	All Cambian staff

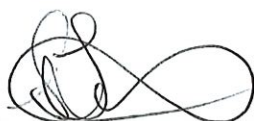
Contents

1	Monitoring and Review	1
2	Terminology	2
3	Legislation	2
4	Purpose	2
5	Policy	3
6	Procedure	3
7	Accountability	4
8	Standard Forms, Relevant Documents, Letters & References	4

1. Monitoring and Review

- 1.1. This policy will be subject to continuous monitoring, refinement and audit by the Interim Principal.
- 1.2. The Interim Principal will undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which related duties have been discharged, by no later than three years from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice so require.

Signed:



Sarah Stacey
Interim Principal
April 2023

2. Terminology

2.1. Our aim is to use consistent terminology throughout this policy and all supporting documentation as follows:

'Establishment' or 'Location'	this is a generic term which means the children's school.
Individual	means any child or young person under the age of 18 or young adult between the ages of 18 and 25.
Service Head	This is the senior person with overall responsibility for the location. At Purbeck View School this is Interim Principal, Sarah Stacey
Key Worker	Members of staff that have special responsibility for Individuals residing at or attending the Establishment.
Parent	means parent or person with Parental Responsibility
Regulatory Authority	Regulatory Authority is the generic term used in this policy to describe the independent regulatory body responsible for inspecting and regulating services. At Purbeck View School this is Ofsted.
Social Worker	This means the worker allocated to the child/family. If there is no allocated worker, the Duty Social Worker or Team Manager is responsible.
Placing Authority	Placing Authority means the local authority/agency responsible for placing the child or commissioning the service
Staff	This means all employees of Cambian, agency workers, contract workers and volunteers.
Cambian	This means Cambian Group plc which comprises a number of social care, specialist education and healthcare services.

3. Legislation

- 3.1 Complies with Part 3(3)(7) of The Education (Independent School Standards Compliance Record) (England) (Amendment) Regulations,
- 3.2 Keeping Children Safe in Education Statutory guidance for School/Colleges) (2022)
- 3.3 Working Together to Safeguard Children (WTSC) (Aug, 2018)

4. Purpose

4.1. The purpose of this policy is to:

4.1.1. set out Cambian's ethos and mission statement

4.1.2. set out means by which individual locations develop, publish and underpin their own ethos and mission statement which is based on the Company's core aims and seeks to further encompass specific aims and aspirations for individuals attending the location.

5. Policy

- 5.1. Cambian undertakes to continuously and actively promote their ethos and mission statement at all levels of the organisation.
- 5.2. Although our work embraces many specialist disciplines, it is united by a common purpose and vision:

To be the 'Highest quality provider of specialist education and behavioural health services for children in the UK'

- 5.3. Cambian's mission statement is as follows:

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.

- 5.4. The Company's full ethos and mission is available on the Company [website](#):
- 5.5. These principles of clinical governance underpin and direct Cambian's values:
 - 5.5.1. Recognisably high standards of care
 - 5.5.2. Transparent responsibility and accountability for those standards
 - 5.5.3. A constant dynamic process of improvement

6. Procedure

- 6.1. Each Head of Service will further develop Cambian's ethos and mission to encompass the needs and aspirations of the Individuals which attend their location.
- 6.2. The ethos and mission for Purbeck View School is set out within the body of the School's Prospectus.
- 6.3. Information on developing the school prospectus is set out in the Policy on Statement of Purpose, Location information and Individuals' Guides
- 6.4. The Location's ethos and mission will be reviewed regularly as part of the review of the School Prospectus.
- 6.5. Purbeck View School's School Prospectus will be made available to parents/carers, professionals and members of the public by publication on the website and on request from the school reception.
- 6.6. Training and development
 - 6.6.1. We have a dedicated learning and development team, which provides a wide range of mandatory, professional and vocational learning opportunities to our staff. The training of individuals of all disciplines is a major element of our services.
 - 6.6.2. Staff will be supported to deliver the highest standard of education, through a comprehensive induction programme, training and regular supervisions. Staff will be encouraged to develop and increase their own learning and development within the company.
 - 6.6.3. The provision of a training budget is ensured to continually improve the quality of education to our individuals through ongoing programmes of learning and development for all employees.

6.6.4. Staff are expected to carry out their duties with regard to the company's ethos and mission.

6.6.5. Staff training will be enhanced through regular review of online resources

7. Accountability

7.1. The Interim Principal is responsible for:

7.1.1. Ensuring that all staff have read the Purbeck View School Prospectus.

7.1.2. That the Purbeck View School Prospectus is reviewed regularly and that the local ethos and mission accurately reflects the education provided along with expectations of staff and individual behaviour.

8. Standard Forms, Relevant Documents, Letters & References

8.1. Purbeck View School Prospectus