

## STATEMENT OF PURPOSE

### Farm House



#### **Cambian Farm House**

Ward Green Lane,

Ribchester, PR3 3YB

Tel: 01254 958579

SOP Completed: 24.06.2025

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Ofsted- Registration Number: Currently in the process of registering the home

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## Farm House

### 1. Organisational Overview

Farm House Residential home is part of the Cambian Caretech Group, one of the largest providers of specialised care in the UK.

Cambian Caretech group offers specialist education, residential, mental health provisions and fostering services, ensuring that each child, young person and young adult in our care, achieves their personal best. We provide tailored care packages in therapeutic environments, and our highly dedicated and, experienced staff teams support individuals to empower them to progress towards a better life, and prepare them to live as independently as they can. We provide services for more than 2,400 individuals in 286 services. We work with over 140 local authorities and employ more than 6,000 people. We provide a range of specialist services that support this ambition, providing every child with care, stability and therapeutic interventions to encourage learning and empower them to achieve their personal best.

Farm House is based on site of Brook View School in Ribchester. At Farm House, we support children and young people with Autism and complex needs including challenging behaviours, processing disorders and sensory impairment.

### Children & Young People Profile

Our children and young people:

- Mixed gender, age 8 – 18 years
- Primary diagnosis of Autism
- Complex Needs
- Associated Barriers to Learning

- Learning Difficulties
- Has an Education, Health and Care Plan

### 2. Quality and Purpose of Care

#### Position Statement

Brook View offers:

- **Personalised, Loving Care:** Each young person's care plan is tailored to their unique needs, aiming to achieve their personal best. This plan is shaped by input from education, care, clinical teams, social workers and families. Our plans are co-produced with our children and young people, embedding their wishes, feelings and goals.
- **Holistic Support:** The ethos is deeply integrated; education and care collaboratively support both academic progression and emotional and social development. There is a close relationship between school staff and care staff, ensuring consistency and seamless support.
- **Therapeutic, Safe Environment:** Farm House is designed to feel like a home, not a formal setting or organisation. Every child or young person can personalise their own en-suite bedroom, making it truly theirs with their favourite home comforts.

Farm House is proudly located within the grounds of Brook View School, which is part of the Cambian Group Ltd. and CareTech Holdings Ltd. We are dedicated to providing a high standard of care for up to five children and young people, aged between 8 and 18 years. Our residential provision, available for 38 and 52 weeks, warmly supports both boys and girls who have a primary diagnosis of Autism Spectrum Disorder (ASD), associated difficulties/challenges and, sensory impairment. Many of the young people we care for may have experienced trauma or related challenges. We understand that each young person's journey is unique and our focus is always on thoughtful, individualised planning that meets every aspect of their needs.

Some of our children and young people may have associated learning difficulties, communication difficulties, sensory impairments, or other potential barriers, and at times they may display challenging behaviours. We are committed to recognising and addressing sensory impairments through tailored support, adaptive communication methods, and creating sensory-friendly environments, ensuring that all young people can fully participate in daily life and achieve their fullest potential.

All of the children and young people will have an Education, Health and Care Plan (EHCP) to support their progress academically, socially, and in terms of health and well-being. Farm House, in conjunction with Brook View School, maintains an ethos of individual learning through experiences with the aim to support our children and young people to achieve a level of independence and appropriate community access which is bespoke for each individual young person. This includes integrated clinical and therapeutic support through Brook View School, with a holistic approach that encompasses the unique sensory, educational, and emotional needs of every child and young person in our care.



### **Ethos of the Home (Progressing Outcomes)**

The aim of Farm House is for each child and young person to achieve their personal best, tailored to their individual care needs with support from staff and external agencies. Everything we do is focused on helping them reach their unique goals.

Our key objectives include improving communication and social skills, fostering progress in self-management of behaviours, enhancing independence and life skills, and increasing self-awareness of physical health and wellbeing. These outcomes are supported by providing a nurturing and safe environment that children and young people can truly consider their home.

We employ a Total Communication approach to ensure that each child's feelings and wishes are heard by utilising a tailored mixed of verbal and non-verbal methods such as symbols, object reference, Makaton, proloquo2go and mirroring. Children and young people are actively consulted and given choices about various aspects of their care, including meal options, off-site activities and creating their own personal goals.

Our multicultural environment promotes a strong sense of belonging and allows children and young people to celebrate and express their own cultures and beliefs. A positive, multidisciplinary approach is embedded within both the home and school settings.

The wellbeing of every child and young person remains our highest priority. Through mutual respect, we strive to create a happy and supportive environment for all who live and work at Farm House.

### **Description of Accommodation**

Farm House is a spacious five-bedroom detached home, each room benefiting from its own en-suite facilities to ensure privacy and comfort for every child/young person. The property features two welcoming communal lounges, thoughtfully designed to encourage social interaction and relaxation.

For those with creative interests, there is a craft room, a dedicated area for arts, crafts, and games, providing a stimulating and enjoyable environment.

The home includes a well-appointed communal kitchen and dining room, fostering a sense of community during meal times, as well as a practical utility room to support daily living needs.

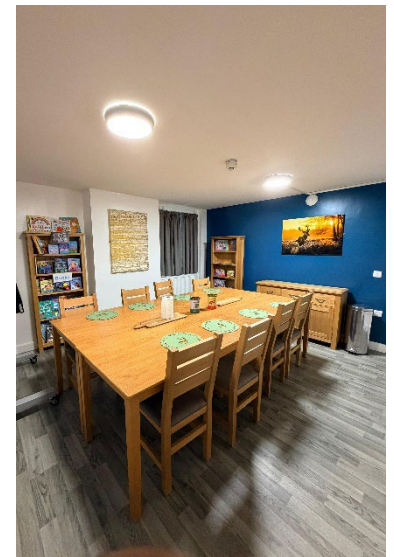
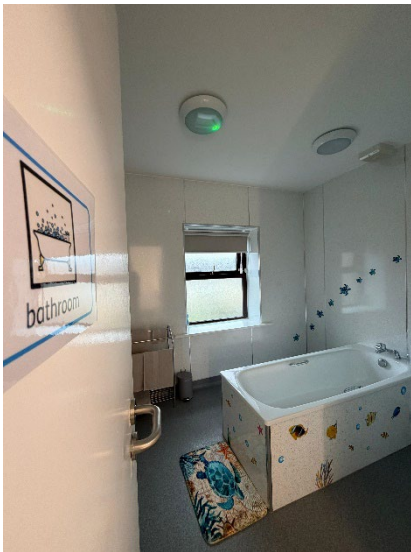
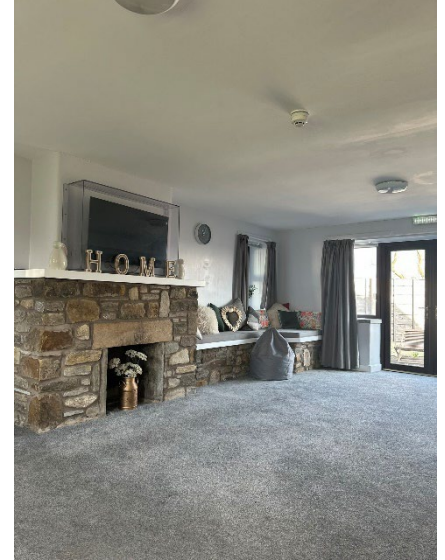
Farm House offers a warm and nurturing environment where comfort and safety are paramount. Each bedroom is furnished and decorated to a high standard, with familiar furniture and surroundings that help our children and young people feel secure and at home. The rooms are carefully maintained, with safety always at the forefront of our care.

Children and young people are actively involved in selecting the décor and personalising their bedrooms, supported by their keyworker to express their individual style and preferences.

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Outside, there is a secure garden featuring comfortable benches and chairs and providing a safe and enjoyable space for young people to relax and have fun. They are also encouraged to participate in planting and tending to the garden, which helps develop their skills and allows them to see their favourite colours flourish in a space they have helped create.





At Farm House, home and school work closely together to provide a holistic approach that addresses both the academic and social development needs of each child and young person. Our learning-centred philosophy ensures that all aspects of care and education are tailored around the individual, maximising their chances of success.

Care and education teams collaborate to create joint Individual Education Plan (IEP) targets that reflect the current needs of each young person. Progress is carefully monitored and evidenced in both the home and school settings.

Weekly senior leadership team meetings involving care, clinical, and education staff ensure continuous communication and review. During these meetings, evidence is shared to track progress against IEP goals, guaranteeing coordinated support that enhances outcomes for every child and young person in our care.

### Location of the Home



Farm House is located in Ribchester, near Preston in Lancashire, offering the perfect balance of rural tranquillity and convenient access to local amenities.

Situated within the grounds of Brook View School, this peaceful rural setting provides a safe and nurturing environment, while still being close to a welcoming village and town. The home benefits from excellent public transport and bus links, making travel straightforward and accessible.

Just a short journey away are the popular seaside towns of Blackpool and Southport, perfect for day trips and recreational activities. For shopping and everyday needs, the nearby city of Preston offers a wide variety of retail options including clothing stores, supermarkets, and other

essential facilities.

The local area boasts an abundance of cultural and recreational amenities such as parks, libraries, sports centres, and religious and cultural venues. Farm House enjoys a positive and friendly relationship with its neighbours and the surrounding community, creating a warm and inclusive atmosphere.

Additionally, a wealth of entertainment and educational opportunities are within easy reach, including cinemas, museums, theatres, and bowling alleys — providing plenty of options for leisure and enrichment.



**Arrangements for supporting the cultural, linguistic and religious needs of children and young people.**

At Farm House, we are committed to respecting and supporting the diverse cultural, linguistic, and religious backgrounds of all children and young people in our care. We recognise that a strong sense of identity and belonging is essential to each child’s wellbeing and development.

We work closely with each child and their family to understand their individual cultural and religious needs, ensuring these are reflected in daily life at Farm House. This includes providing opportunities to observe cultural traditions, celebrate important festivals, and access religious support or places of worship as required.

Our staff receive regular training to develop cultural competence and awareness, enabling them to communicate effectively and sensitively with young people from a range of backgrounds. We also encourage the use of children’s preferred languages and support any necessary language development through personalised communication strategies.

Through these efforts, we aim to create an inclusive environment where every child and young person feels valued, respected, and able to express their identity fully.

**Complaints**

At Farm House, we are committed to providing a safe, supportive, and respectful environment for all children and young people in our care. We understand that sometimes concerns or issues may arise, and we want to ensure that these are addressed promptly and fairly.

If you have a complaint about any aspect of care, treatment, or the environment at Farm House, you are encouraged to raise it without delay. Complaints can be made by the child or young person themselves, their family members, advocates, or other representatives.

### How to Raise a Complaint:

- 1. Speak to a Member of Staff:**  
In many cases, concerns can be resolved informally by speaking directly to a member of staff, such as the child's keyworker or the residential manager. They will listen carefully and work with you to address the issue.
- 2. Contact the Registered Manager:**  
If you feel the matter has not been resolved or you prefer to raise the complaint formally, you can contact the Registered Manager of Farm House. Contact details are provided to all families upon admission and are also available within the home.
- 3. Formal Complaint Procedure:**  
Farm House has a clear complaints procedure which ensures all complaints are recorded, investigated thoroughly, and responded to within a specified timeframe. You will be kept informed of the progress and outcome.
- 4. Independent Advocacy and External Support:**  
Children and young people are encouraged to seek support from independent advocates who can help them raise their concerns. Additionally, complaints can be escalated to external bodies such as Ofsted or the local authority safeguarding team if necessary.

At Farm House, we take every complaint seriously and are committed to making sure your voice is heard.

**A copy of the Complaint Policy can be requested from any member of staff, the Registered Manager or the Responsible Individual.**

At Farm House, we fully recognise that some of our children and young people may experience difficulties in expressing concerns or making complaints through spoken language, or written communication. That's why we are fully committed to using a Total Communication Approach to ensure that every individual, regardless of their communication needs, is supported to have a voice and feel confident in expressing their views, concerns, or worries.

Total Communication means we use a range of methods tailored to each young person, including speech, signs, symbols, gestures, communication aids, visual supports, and written materials, to make information accessible and meaningful. We work with each child to understand how they best communicate and adapt our approach accordingly.

When a child or young person is admitted to Farm House, their key worker will carry out an individual session to explain the complaints process using their preferred communication style. This session is carefully adapted to the child's developmental level and understanding, using visuals or alternative formats as required. The complaints procedure is broken down into simple, manageable steps, and the standard complaints form can be personalised to make it more accessible to the young person.

To support ongoing awareness and understanding, accessible and child-friendly complaints posters are displayed within the home. These use a combination of symbols, pictures, and clear, simple language to ensure all children and young people know how to raise a concern and who they can talk to.

### Safeguarding and Behaviour Management Policies

Farm House has developed its child protection procedures, policies and guidance notes to incorporate Legislation, Government Policy and Children's Homes Regulations. All staff attend safeguarding training as part of their induction programme and safeguarding is permanent subject on monthly team meeting agenda's, reviewing staff's understanding and knowledge on safeguarding.

**A copy of the Safeguarding and Child Protection Policy can be requested from any member of staff, the Registered Manager or the Responsible Individual.**

### Safeguarding Principles

- **Child-Centred Culture:** We prioritise the voices, rights, and wellbeing of each young person. Recognising that many of our young people have limited expressive communication, we ensure all staff are trained to observe and interpret non-verbal cues and behaviours as forms of communication.
- **Skilled and Supported Workforce:** Staff receive ongoing training in safeguarding, autism awareness, communication strategies, and positive behaviour support to ensure they are equipped to respond effectively to the unique needs of our young people.
- **Collaborative Multi-Agency Working:** We maintain strong partnerships with social care, health, education, and advocacy services to ensure holistic safeguarding and support.
- **Robust Monitoring and Reporting:** All safeguarding concerns are recorded, reported, and reviewed promptly in line with statutory guidance and local safeguarding protocols. Leadership fosters an open culture where staff feel confident to raise concerns without fear of reprisal.

### Behaviour Management Using PACE & PBS

At Farm House, we are committed to providing a safe, nurturing, and supportive environment for young people with complex needs. Our approach to safeguarding and behaviour management is underpinned by the principles of PACE (Playfulness, Acceptance, Curiosity and Empathy) and PBS (Positive Behaviour Support) which all of our staff are trained on within their induction.

PACE is a therapeutic communication approach to promote building secure attachments and trust with children and young people, particularly those who have experienced trauma. PACE focuses more on the development of emotional stability, and is a trauma-informed approach to supporting children and young people. It focuses on building trust and security, helping children feel safe and understood. Key components of PACE are:

- **Playfulness:** a light-hearted, open and warm approach that reduces anxiety and defensiveness
- **Acceptance:** validating the child/young person's feelings and perceptions without judgement, even when behaviours of concern are presented
- **Curiosity:** adopting professional curiosity, ascertaining the trigger/antecedent, and reason behind the behaviour
- **Empathy:** Showing children and young people you understand their distress and are with them in it, fostering safety and security

PBS is central to our behaviour management approach. It involves understanding the function of behaviour, the impact of the environment, and the individual's communication needs to develop tailored, proactive support plans. It focuses on improving quality of life, increasing skills and modifying environment rather than using consequence, aiming to reduce the need for restrictive interventions.

Key Components:

- **Functional Behaviour Assessment:** Staff conduct detailed assessments to identify triggers, antecedents, and consequences of behaviours. This informs personalised PBS plans.
- **Person-Centred Planning:** Each young person's PBS plan is developed collaboratively with them (where possible), their families, and professionals, focusing on strengths, preferences, and needs.
- **Proactive Strategies:** We emphasise environmental modifications, structured routines, visual supports (e.g., schedules, choice boards), and sensory regulation to reduce anxiety and prevent behaviours of concern.

- **Communication Support:** Use of visual aids, pictures, Makaton and other communication methods is embedded to enhance understanding and expression, reducing frustration and distress.
- **Teaching Alternative Skills:** Young people are supported to develop functional communication, emotional regulation, and social skills as positive alternatives to challenging behaviour.
- **Reactive Strategies:** When behaviours do occur, staff respond with empathy, de-escalation techniques, and safe, least-restrictive interventions aligned with the PBS plan. Physical interventions are only used as a last resort and in accordance with legal and ethical standards.

While PACE is a therapeutic approach focused on emotional connection and attachment, it works well alongside PBS, which focuses on understanding the function of behaviour to improve quality of life.

### Staff Roles and Responsibilities

- **Keyworkers:** Develop consistent, trusted relationships, implement PBS plans, and advocate for the young person's needs.
- **All Staff:** Maintain vigilance for safeguarding concerns, apply PBS strategies consistently, and contribute to behaviour monitoring and reporting.
- **Leadership:** Ensure staff training, quality assurance, and a positive safeguarding culture. Regularly review PBS plans and safeguarding practices to promote continuous improvement.

### Environment and Routine

- The physical environment is adapted to minimise sensory overload and support safety.
- Structured daily routines with clear 'now and next' visual schedules, or 3-6 visual sequences, help reduce uncertainty and anxiety.
- Opportunities for choice and autonomy are provided to empower young people and promote engagement.

### Advocacy and Family Involvement

- Young people have access to independent advocacy services tailored to their communication needs. At Farm House we utilise the services of NYAS (National Youth Advocacy Service) to provide advocacy services to all our children and young people.
- Families are actively involved in care planning and safeguarding discussions, ensuring cultural sensitivity and respect for identity.

### Continuous Improvement

- We regularly review safeguarding incidents and behaviour data to identify trends and patterns of behaviour in order to enhance and improve practice.
- Staff receive reflective supervision focused on safeguarding and PBS implementation.
- We engage with current research and best practice guidance to enhance our service delivery.

## 3. Views, wishes and feelings:

### **Consultation and approach to consulting children and young people on quality of care**

The aim of Farm House is to enable each and every one of our children and young people 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 children and young people are;

- the improvement of communicative skills, social skills including progress in self-management of behaviour

- to increase self-awareness of physical health and well-being.
- To build independent skills such as cooking, personal care etc
- To lead a good and healthy life
- To develop self-regulation skills
- To having meaningful 1:1 sessions to express views, wishes and feelings.
- To achieve social skills and to attend activities in which they will enjoy
- To ensure family contact is consistent and planned well
- To attend school and receive good education
- To work towards realistic goals such as tying shoe laces, toilet training, making dinner with support
- To respect each and one another in and outside the home

Using visual aids, communication boards, Makaton, AAC devices (Augmentative and Alternative Communication) and other communication aids, our children and young people are consulted about different aspects of their care. We have a non-aversive, positive multi-disciplinary approach which is integrated across all settings. It is vital that all children and young people have a range of means by which to communicate their views and thoughts. Our Speech and Language therapist ensures staff are familiar with individual's preferences and styles of communication.

At Farm House, we offer an open and inclusive environment in which children and young people are encouraged to express their views, wishes and feelings utilising forums such as young person's meetings and 1:1 key worker session's. Social workers and Independent Reviewing Officers will regularly kept informed and Child Looked After (CLA) Reviews and annual health assessments offer a more formal forum for care planning and decision making.

### **Anti-discriminatory practice in respect of children and young people and their families;**

We believe that children and young people with additional needs should share the same rights as all members of society, where these are appropriate and in their best interests. Within the statutory framework provided by current legislation and regulations, staff at Cambian Group work to protect and promote the rights for all children and young 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 and young People in our care, we undertake the duty to promote them through the provision we make for our Children and young People.

Rigorous safeguarding procedures are in place to ensure young people are protected from harm. Activities are balanced against risk to enable young people to take part in fun and stimulating activities whilst keeping safe.

All children and young people at Farm House are given the opportunity to achieve their potential academically and be supported and guided in their learning at their level of understanding, and with the specialised support identified within their EHCP.

The health and wellbeing of children and young people is promoted At Farm House and is outlined with each child's care plan. SMART (Specific, Measurable, Achievable, Relevant and Time-bound) targets are outlined in children and young people's care plan in order to promote learning and development and achieve milestones.

As support providers, we have a responsibility to understand the reasons behind certain behaviours and to reflect on how our responses may influence them. PBS is grounded in psychological theory and guided by person-centred values. Many behaviours serve as important ways for people to communicate needs, such as seeking attention, a preferred object, or wanting to avoid certain situations, especially when communication is difficult. Our role is to understand the complex factors influencing behaviour and to support individuals in expressing their needs safely and effectively.

### **Children's Rights;**

We are deeply committed to upholding and promoting the rights of the children and young people in our care. This commitment is embedded in every aspect of our provision. We actively ensure that each child's voice is heard and respected, and that their rights to safety, dignity, participation, and development are central to our practice. Our policies and daily routines are designed to empower children to express their views, make choices, and participate meaningfully in decisions affecting their lives. We work in partnership with families, advocates, and professionals to safeguard these rights, and we regularly review our practice to ensure it aligns with both statutory guidance and the principles of the United Nations Convention on the Rights of the Child. Through this rights-based approach, we aim to create an environment where every child feels valued, protected, and supported to reach their full potential.

### **4. Education:**

We are committed to providing a structured, inclusive, and supportive environment where all children and young people are valued and empowered to reach their full potential. Recognising that each child is unique and develops at their own pace, and we work closely with parents, external agencies, and Brook View School to ensure every individual's needs are met.

Children and young people with special educational needs are fully included in our provision at Farm House and treated with respect and dignity, free from discrimination. All children and young people at Farm House have an Education, Health and Care Plan which is tailored to their individual needs. A multidisciplinary team identify appropriate Individual Development Plans (IDP) for each young person. The MDT consists of education and residential staff, Speech and Language Therapist, Occupational Therapist and educational psychologist.

We understand that many of the children and young people we care for may have missed schooling, experienced gaps in learning, or lost confidence in their abilities. Our team, in partnership with Brook View School, supports learning both in and out of the classroom, tailoring opportunities to individual needs and encouraging active participation in planning and decision-making.

Assessments remain a live document, and progress is regularly shared at review meetings. We work to integrate staff expertise, promote quality of life, and support staff training to ensure the best possible educational and developmental outcomes for every young person at Farm House.

### **Arrangements for Education Reviews**

Weekly reviews are held at site level between care, clinical and education. Actions are taken during these documented meetings, and meetings are requested with professionals should it be required due to risks, behaviours or concerns around a child's or young person's placement.

### **Details of provision to support children and young people with special educational needs**

Each child or young person has an Individual Development Plan (IDP) linked to their Education Health and Care Plan (EHCP), developed collaboratively by care, education, and therapeutic staff to ensure consistency and support small steps of progress. Outcomes are monitored continuously by staff, with formal reviews held termly during EHCP review meetings. Brook View benefits from access to Cambian's diverse multi-disciplinary clinical team, who work closely with care and education staff to provide training and support, ensuring that all EHCP needs and objectives are met. Clinicians contribute to IDP targets and set or review clinical intervention goals based on individual assessments and functional needs

## **5. Enjoyment and Achievement:**

### **How we ensure the children and young people enjoy and achieve**

All children and young people at Farm House are supported to participate in a wide range of leisure activities that reflect their individual interests, abilities, culture, and beliefs. We celebrate birthdays, cultural, and religious festivals, and encourage children to plan activities and special events with staff. Staff use keyworker sessions and meetings to help children explore new and existing interests, including community activities and creative pursuits such as art, music, and reading.

We make use of local community resources and the Local Offer to ensure inclusive access to activities like sports, clubs, and classes. Children from diverse backgrounds have their cultural and religious needs met through links with specialist agencies and local communities, and we promote multicultural awareness throughout the home.

Positive achievements are recognised and our interactive incentive charts are implemented within the home where the young person will make a choice of a reward, and after positive achievements, the young person will take lead in moving their progress up on the chart where they can visualise the journey to the reward.

## **6. Health:**

### **Arrangements to protect and promote health**

Staff play a vital role in promoting health and wellbeing for young people at Farm House, particularly those with autism and complex needs. We ensure all children and young people are registered with local health services and have access to regular medical, dental, and optical care, with choices available to suit individual preferences. Health needs are promptly addressed, and up-to-date health records are maintained for each child.

Keyworker sessions provide opportunities for young people to discuss any health concerns, which are acted upon quickly. Medication and health plans are regularly reviewed, and annual health assessments ensure individual needs are met. Where weight or nutrition is a concern, tailored action plans and support from external professionals, such as dieticians, are provided, along with encouragement to participate in suitable physical activities.

Staff deliver proactive health education, adapted for young people with ASD, sensory impairment, focusing on healthy living, personal care, and wellbeing. All health promotion is delivered in a structured, supportive way that respects each young person's communication style and sensory needs.

### 7. Positive Relationships:

#### **The arrangements for promoting contact between children and young people and their families and friends**

The team at Farm House work in partnership with parents and carers to promote regular contact through on-site and off-site visits which will be supported according to need. The use of regular weekly reports ensures parents and carers are fully aware of up-to-date news and able to refer to this during regular telephone or skype contact as arranged. All children and young people have the opportunity to request additional family contact (subject to individual child care plans) to support their emotional development and maintain their relationships with their parents, supporting their identity needs. Parents and carers are invited to share key events such as the annual carol service, sports day and birthday parties etc. Social workers are also included in all communication and updates to ensure all progress and challenges can be shared and managed with a transparent and supportive approach.

### 8. Protection of Children:

#### **The home's approach to the monitoring and surveillance of children and young people**

Children's and young people's use of electronic devices in Farm House is filtered and monitored using an industry recognised system, and they are connected to the company Wi-Fi with their own child log in which embeds additional safety measures as to how the Wi-Fi can be utilised.

No areas within the building, internally or externally, have CCTV cameras.

Some of our children may require monitors in their bedrooms to keep themselves safe, steps to ensure young people's safety are paramount and we follow legislation around the young person's placements and status to ensure authorisation is essential and the needs of the young people are upmost. The need for video or audio surveillance of any child is assessed on a case-by-case basis and decision making occurs collaboratively with all professionals involved in their care plan, ensuring those with parental responsibility have documented their consent following the identified need for this. At Farm House we ensure the least intrusive intervention therefore in the event that audio surveillance is required, this will be reviewed monthly to ascertain the need for this.

#### **The vetting of staff and visitors to Farm House**

The procedure for the vetting of staff and visitors at Farm House is as follows. Any visitors to Farm House will be asked for ID and we will verify directly with the company they represent if we have any concerns.

Staff who are sent to work on site from any other Cambian homes will be asked to bring a copy of their DBS and ID; we will speak with the home's managers if we have any concerns.

Anybody entering Farm House will be asked to sign in and out of the building.

### Supervision of Children and young people

Prior to a young person's placement at Farm House a level of supervision and staff ratio will have been agreed in consultation with the placing authority. Trained and experienced staff members will be allocated to work with the young person on a rota basis, and will be primarily responsible for their care. During the night, there will be waking night staff and sleep-in staff onsite.

### The approach to physical intervention in relation to children and young people

All staff are trained in Safety Intervention techniques, and every child or young person has an Individual Risk Assessment and Positive Behaviour Support Plan in place before admission. These plans are regularly reviewed, especially after any incident, to ensure risks are managed and minimised. Behaviour management strategies are discussed with parents, carers, and placement representatives during the admission process to ensure transparency and consistency.

At Farm House, all staff are trained in Crisis Prevention Institute (CPI) Foundation Level.

CPI embeds the Crisis Development Model which is designed to help staff understand and respond to escalating behaviour in a calm, structured way. It outlines four levels of behaviour that often occur in the lead-up to a crisis, each with an appropriate staff response. This helps teams anticipate what is potentially arising, as opposed to reaction-based intervention, making it possible to reduce harm and build trust. The four behaviour levels of the Crisis Development Model are:

- **Anxiety (recognise early changes)** – What it may look like: fidgeting, withdrawal, restlessness, silence or a noticeable change in behaviour. Staff response: provide **support**. Use a calm tone, empathetic body language and active listening.
- **Defensive Behaviour (set clear boundaries)** – What it may look like: challenging language/sounds, refusal, pacing and resistance. Staff response: offer **directive** guidance. Stay respectful but firm, set clear limits and avoid power struggles. Create structure and reduce uncertainty.
- **Risk Behaviour (maintain safety)** – What it may look like: behaviour that presents a risk to the person or others including physical aggression or unsafe actions. Staff response: Use **CPI Safety Intervention** skills as trained. This may include physical intervention, as a last resort. Always aim to minimise harm and maximise safety.
- **Tension Reduction (support recovery)** – What it may look like: signs of calming down, slower breathing, quieter tone, physical stillness or emotional fatigue. Staff response: build **therapeutic rapport**. Reconnect with the child/young person through quiet conversation, reassurance or reflective space.

CPI Safety Intervention is for those who need to prevent and/or intervene in crisis situations. This training incorporates trauma-informed and person-centred approaches. CPI Safety Intervention consists of seven modules and practical skills, including safety intervention (physical intervention) and disengagement skills.

Training is delivered in-house by certified trainers, and staff are assessed for competence in ability, attitude, and knowledge during these sessions. Only those who have successfully completed the training and demonstrated competence are authorised to use physical intervention techniques.

Staff must attend mandatory annual refresher training to maintain their skills and authorisation. Their competence is continually monitored through management oversight, incident debriefs, and quality assurance processes. After any incident involving physical intervention, a manager reviews the event, speaks with the child or young person involved, and ensures their views are recorded and that they are offered support, including access to an advocate or independent person.

Staff follow detailed policies and procedures, sign declarations confirming their understanding, and receive regular safeguarding updates. This ensures that physical intervention is always used safely, proportionately, and only as a last resort, with a strong emphasis on positive, non-restrictive practice.

## 9. Leadership and Management:

### Details of Registered Provider, Responsible Individual and Registered Manager

#### The Registered Provider

Cambian Autism Services Ltd.  
4th Floor,  
Parkview,  
82 Oxford Road,  
Uxbridge  
UB8 1UX  
Tel: 0208 735 6150

#### The Responsible Individual

Pending. Awaiting interview.

#### The Registered Manager

Pending. Awaiting interview.

Farm House  
Cambian Brook View School  
Ward Green Lane  
Ribchester  
Lancashire  
PR3 3YB

#### Training

All staff at Farm House, managed by the Cambian Caretech Group, complete a two-week induction before starting work. Farm House has a high-quality training programme called 'Your Hippo' which is designed to meet the individual and group needs of young people in placement.

Our current training programme, including e-learning modules and face to face delivery incorporates:

- Safeguarding Children
- Ligature Training
- Autism Awareness training
- Complaints
- Equality & Diversity
- Food Safety
- Infection Prevention and Control
- Health and Safety Awareness
- Food safety in catering
- Data Protection
- CPI – Strategies for the de-escalation and safe management of physical intervention
- Safe administration of Medication
- Fire Warden

- Fire safety
- First Aid
- Counter bullying
- COSHH

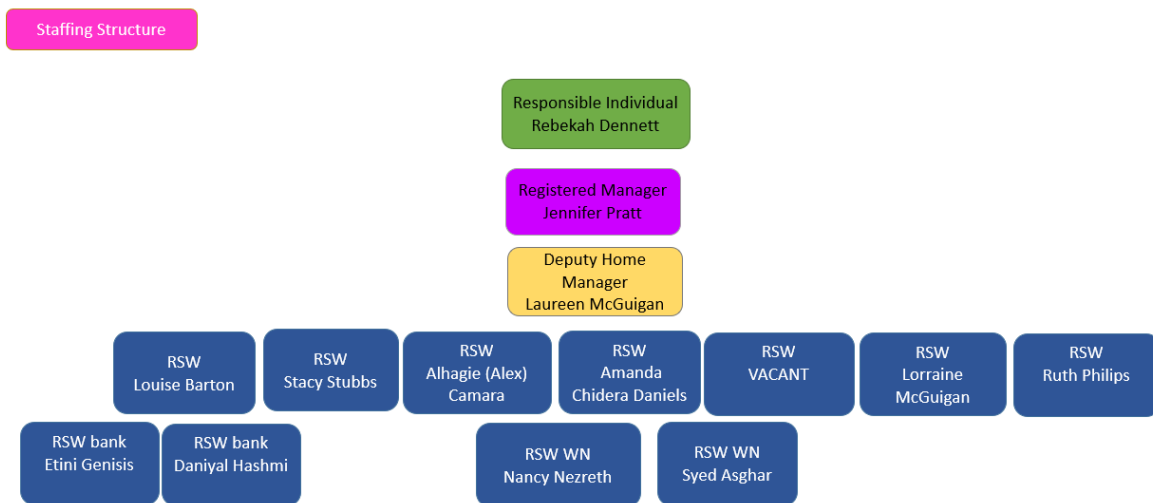
In addition to these training modules, our on-site Speech and Language Therapist (SALT) and Occupational Therapist (OT) work closely with our staff to role model approaches and strategies recommended in regard to individual children/young people’s plans.

Farm House staff are required to achieve or work towards NVQ Level 3 or 4 in Children’s and Young People’s Residential after a 6-month probationary period. Regular supervision, appraisal, and ongoing training ensure staff are supported in their roles and professional development, with Performance Improvement Plans (PIPs) or Personal Development Plans (PDPs) implemented as necessary.

### Qualifications

Please see Appendix A.

### Staffing Structure



Farm House ensures that all staff allocated to young people are adequately experienced, trained and supported to deliver informed quality care. We ensure that all new staff complete a full induction programme and ‘shadow’ more experienced staff in the setting before being allocated to support any child or young person on a 1:1 basis. At Brook View, we have a small team of bank staff who have undergone to two-week Cambian Caretech induction and are able to cover instances of sickness/holiday etc. Any agency staff are only used when other staffing solutions have been exhausted. A member of the leadership team is on call 24/7 and if staffing levels require, will work alongside residential staff to ensure adequate support and supervision for our young people.

Full staff training records, and Farm House training Matrix is available.

### Professional Supervision arrangements for care staff and Health Care Professionals

All contracted staff at Farm House receive regular supervisions, every 4-6 weeks, with supervisors and supervisees matched to support staff development. Supervisions are held in a supportive, confidential setting

during quieter times to allow for open discussion. New staff have a 6-month probationary period, after which they continue to receive ongoing supervision and appraisal. Managers ensure staff understand their roles, can raise concerns, and know their lines of accountability.

### 10. Care Planning:

#### **Any criteria used for the admission of children to the Home, including any policies and procedures for emergency admission**

Most children and young people at Farm House are referred and placed by Local Authorities, with support from Social Services and sometimes Health Services, though direct approaches from parents/carers are also considered.

The referral process involves a thorough assessment by the Assessment/Referral Team, including the Principal, Registered Manager, and Senior Leadership Team, against Brook View School's admission criteria.

Initial assessments are conducted in the individual's current setting, and a comprehensive Referral Impact Assessment is completed. The Admissions and Transitions Coordinator supports the process and acts as the main contact for families and professionals.

A placement is offered only if, after reviewing all information and meeting the child or young person, we are confident we can provide a safe, caring environment that meets their needs. A detailed care plan and risk assessment are created, addressing cultural, linguistic, and religious needs. If we cannot meet a child's needs, we provide a written explanation to the referring authority.

The planned referral process includes:

- Completion and review of a Referral Information Form.
- Pre-admission meetings with the child's social worker and sharing of all relevant reports.
- Visits by management to the child's current setting and opportunities for the child and professionals to visit Brook View.
- Pre-admission meetings to discuss care plans and curriculum pathways.
- Submission of a Service Agreement to the placing authority

#### **Emergency Referrals**

Farm House does not accept emergency referrals; all placements are carefully planned and assessed to ensure the service can safely and appropriately meet the needs of each child or young person.

#### **Additional Contact Details**

##### **The Children's Commissioner for England:**

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](mailto:advice.team@childrenscommissioner.gsi.gov.uk)

##### **Child Protection Services:**

NSPCC child protection helpline  
Tel: 0808 800 5000 (adults)  
Childline  
Tel: 0800 1111

**Ofsted Head Office**

Ofsted

Piccadilly Gate

Store Street

Manchester

M1 2WD

[enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)

0300 123 1231

*Document compiled using the following information where appropriate:*

*Children's Homes Regulations including the Quality Standards - April 2015*

*Cambian Group Policies and Procedures*