



# Statement of Purpose

Residential Care Guide | January 2022

Opportunity • Potential • Safety

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# Welcome to Lakeside @ Our Place



Lakeside @ Our Place provides care and support for ten young people aged 14-25 years as long as they have an EHCP and are engaged in education and for the purpose of independence, lakeside accommodate both male and female, with special needs, moderate to severe learning difficulties, autism and challenging behaviours.

## Our Aim

Lakeside @ Our Place supports young people through adolescence and adulthood learning, educationally with employability skills and life skills, which will enable effective planning of the transitioning young people to a successful adult provision, providing step down programmes of reduced support, where possible, with the hope of living a more independent life. Lakeside @ Our Place will aim to support young people achieve their ambitions and reach their best potential.



## Our Objective

This will be achieved within a multitude of ways; the right of choice, individuality and developing positive, appropriate relationships within the community. Lakeside @ Our Place provides well-tailored individualised plans for all young people, focusing on holistic support and care by working in partnership with both internal and external professionals and networks that the young person have.

Lakeside @ Our Place does not offer a formal educational facility, however, we can support with transport to education facilities.

As well as Education, we do offer bespoke 'Support for Learning' packages which are outlined in Promoting Independence skills.

## Our Vision Statement

Supporting Independence with Respect, Dignity and Equality.

## Our Ethos

Our Ethos at Lakeside @ Our Place is to enable young people to develop independence skills to strive to meet their full potential, with a person-centred approach, development within confidence and self-esteem to live as independently as possible. Lakeside @ Our Place provides accommodation for up to 10 adolescent young people of mixed gender, for the purpose of independence. Young people will be provided a safe, nurturing environment where their skill sets, and outcomes are at their maximum potential.

## Overall Outcomes

The overall aim of Lakeside @ Our Place is to provide high-quality care and develop integrated life skills and offsite educational opportunities to enable young people to achieve their best outcomes alongside focusing on developing the young people's; abilities, skills and interests to live as independently as possible.

Our objectives are to develop independence:

- Cooking skills
- Self-care skill
- Ensuring that the young people can meet/ develop understanding of their health needs
- Have appropriate relationships in the community
- Manage/develop an understanding of their finances
- Develop self-regulatory strategies to promote management of their behaviour
- Employability and/or community inclusion
- Encourage young people to follow their aspirations and determine future goals



# The Home

**Lakeside @ Our Place is a semi-rural, residential provision located in Bransford, Worcestershire and has been purpose built to provide young people with 10 private en-suite bedrooms.**

Rooms can be personalised by each young person and each bedroom also has its own private postal address. The exterior of the home has large grounds to which the young people have day to day access and where they can plan activities which fit into to their individualised plans.

There is a communal lounge area with a television and Internet accessibility. This provides a perfect opportunity for the young people to develop friendships, share interests and develop sharing and social skills.

There is access from the communal lounge to a balcony which overlooks a nearby lake. This can be used by our young people, **BUT ONLY WITH FULL SUPERVISION FROM CARE STAFF.**

A fully fitted kitchen with all appliances and a dining area allows the young people to be supported in undertaking light kitchen duties to enable them to prepare meals and support their move to future independent adulthood.

There is a fully equipped disabled toilet as well as wet rooms and access to a laundry room. Within the home there is also a games room where the young people can have time to themselves to have some quiet time to relax and undertake activities of choice.



# Protection of Vulnerable Young People

Safeguarding vulnerable young people is everyone's responsibility. The health, safety and wellbeing of all young people within Lakeside @ Our Place is of paramount importance to all adults who both work within and visit.

All young people have the right to protection, regardless of; age, gender, race, culture or disability.

All young people within Lakeside @ Our Place are respected as individuals and are protected from harm. If there are safeguarding concerns for a young person, their placement plan, agreed between Lakeside @ Our Place, their placing authority and family/carers, this will include details of the steps that Lakeside @ Our Place will take to manage any assessed risks on a day to day basis.

Staff at Lakeside @ Our Place will continually and actively assess the risks of each young person and the arrangement in place to protect the young people.

Lakeside @ Our Place staff will seek to protect the young people from harm and support them to manage their own safety when they are outside of the home. The staff team will have the skills and experience to enable the young people to stay safe away from Lakeside @ Our Place, this also includes the ability to identify the signs that a young person is at risk, and where necessary help the young person to manage the risks.

Lakeside @ Our Place has such safety features in place as; coded external gate to the premises, front door and coded staff area alongside the COSSH, medication, sharps/ pantry and laundry room being locked by a key which is kept in the staff office, again in a lockable box. The young people will have access to these areas in relation to their assessed capacity and worked towards in relation to their set targets to minimise risks and ensuring the safety of the young people that reside at Lakeside @ Our Place.

There will be a responsibility of all of the staff team at Lakeside @ Our Place to take reasonable precautions and make informed professional judgements based upon the individual young person's needs and developmental-stage about when to allow a young person to take a particular risk or follow a particular course of action, this will then be discussed with the young person's placing authority and parents, where appropriate.

If a young person makes a choice that places them or someone else at significant risk or harm, Lakeside @ Our Place staff will assist them to understand the risks and manage their own behaviour to keep them safe. Young people will need to understand how to protect themselves appropriately, feel protected and be protected from significant harm. Lakeside @ Our Place staff will encourage the young people who reside at Lakeside @ Our Place to encourage young people to express their views about whether they feel safe, and if not why, both within and outside the home.

Staff will support the young people to understand how to ask for help to stay safe and that the home is an environment that supports this. A copy of the safeguarding policies can be obtained on the Lakeside @ Our Place website or on request from the Registered Manager.

To ensure the safety of the young people that reside at Lakeside @ Our Place there are surveillance cameras, placed on the outskirts of the building this is to monitor unauthorised visitors that may be present on the grounds.



## Policies

**Lakeside @ Our Place policies can be accessed via the company website; which includes Lakeside @ Our Place's safeguarding and behaviour support policy, or alternatively a request to the Senior Management Team can be made for access.**



# Religious and Cultural Observance

Individual cultural and religious needs are supported and understood by the staff team in order to ensure that the young person is receiving culturally sensitive and appropriate care. This would be reflected in care plans, dietary requirements, opportunities for religious worship, personal items and hygiene and social arrangements during and before the admission process.

# Views, Wishes and Feelings

**Consultation** - It is essential that the young people we care for have a voice and have a say in how the home is run. The individual young persons' keyworker has an essential role in acting as their advocate and ensuring their views are heard. Each young person will take part in key worker sessions to obtain young person views wishes and feelings. The staff team will work with the young people to develop their independent skills, regularly reviewing their care plan and providing encouragement and support on how to achieve this will be part of these session including making sure that they are happy and feel safe.

The young people will be given the opportunity to participate in and shape the overall ethos, nature and routine of Lakeside @ Our Place and given the relevant information, appropriate explanations and choices about daily life in the home and their wider plan of care. Each young person's talents and interests will be understood and nurtured, with the young people developing confidence to select activities based on their personal preferences and abilities, so far as is reasonable.





Lakeside @ Our Place will ensure that the young people are provided with the support, in line with their age and understanding to communicate their views, wishes and feelings and participate as much as possible in all aspects of their care planning and daily care.

The staff team have the skills and confidence to communicate easily and understand the importance of listening, involving and responding to the young people.

Staff have a responsibility to observe, notice and respond to the young people who are expressing their views and acknowledging that it is not the sole responsibility of the young person to initiate this communication.

The staff at Lakeside @ Our Place play an important role in meetings, so as to support the young people and provide a clear understanding about their views, wishes, feelings and expectations for their future.

# Enjoyment & Achievement

**Each young person's care plan will set out the permissions that their local authority has delegated to the registered person, this will outline the clarity of Lakeside @ Our Place's ability to give permission for offsite trips, involvement in sporting activities, leisure and cultural activities alongside any social integration with friends.**

Lakeside @ Our Place will, where possible, seek to identify and provide appropriate opportunities for all our young people that enable them to grow and develop as part of their individualised care plan. In addition, Lakeside @ Our Place wherever possible will secure the appropriate authority to support and involve the young people in the same positive activities as their peers.

The young people at Lakeside @ Our Place will be offered a wide range of opportunities and encouraged to participate in enjoyable and developmental activities such as: offsite trips, clubs, volunteering, and leisure activities.

Staff at Lakeside @ Our Place will be skilled in understanding the range of influences that friendships can have and will encourage those with a positive impact and discourage those with a negative impact.

All of the young people who reside at Lakeside @ Our Place will have access to local services and have the opportunity to participate in activities within the local community to enable engagement with the cultural, sporting, and leisure activities available to other young people in the community.

# Anti-discriminatory Practice and Young People's Rights

**Staff at Lakeside @ Our Place are committed to working with young people, in an anti-discriminatory manner and do not discriminate against any young people on any grounds.**

In recognition that many of our young people have come from a multitude of backgrounds, we strive to provide an atmosphere where all young people feel safe enough to challenge anything that makes them unhappy or feel unsafe.

All young people are actively encouraged to make choices and decisions about their wishes and needs. All staff recognize this as the underpinning foundation of work they undertake with the young people at Lakeside @ Our Place.



## Education

Lakeside @ Our Place has networked and created links within the local area, and are constantly adding to these to be able to provide and support young people to achieve outside of the residential home. These links and activities include:

- Employability skills
- Support with creating CV
- Volunteering with the Canal Trust
- Charity shops
- Car garages
- Local college provisions (Worcestershire College, The Bridge and Horizons)
- Secondary Schools
- Apprenticeships (Car mechanics, chefs etc.)

Formal education will be sourced externally to the Lakeside provision, the young people, if required, will have support from Lakeside staff while at the external provision in which education is formally presented. We currently have links with The Heart of Worcestershire College, Our Place Schools, where the young people can have access to courses in line with their views, wishes and feelings, aspirations in line with their EHCP.



# Health

## Health Promotion

All young people have a Placement Plan which incorporates a full breakdown of their health needs and this is reviewed in consultation with the team, family and local authority with a focus on how they can support their own health needs.

This will include what support is required to enable best outcomes and how Lakeside @ Our Place will deliver the model of care.

Each young person is registered with the local GP within 28 days of admission. They undertake routine dental, optical screening, and immunisations subject to the necessary consent from parents or the responsible individual.

The young people have access to the Learning Disability/CAMHS service and pathway through a referral from the GP. Further support from Lakeside @ Our Place Therapy team will also be available for all areas including support with how to build young adult's confidence and self-esteem for adulthood.

The staff at Lakeside @ Our Place will support the young people to navigate to primary and secondary health services. The staff team will advocate on their behalf where necessary and appropriate alongside having a key role in organising and ensuring the young person's attendance at these appointments and ensuring outcomes are followed. Lakeside @ Our Place staff will encourage the young people to take a proactive role on the

management of their day-to-day health and well-being and inform all other professionals and family members who also hold a responsibility for the young person's health to seek to ensure each young person's health needs are met.

If a young person has a specific health need, they will be supported by Lakeside @ Our Place staff to manage these, subject to their understanding, in line with the young person's placement plan. The young people will be offered advice, support and guidance on their health and personal care to support them to make informed choices whenever possible.

Lakeside @ Our Place will play a key role in supporting young people to achieve and maintain a healthy lifestyle and ensure that the young people are provided with meals that are nutritious and suitable for each young person. Young people will be involved in choosing and preparing meals and can sit as a group to eat their meals

# Positive Relationships

**Lakeside @ Our Place recognises that positive, stable relationships help the young person feel safe, secure and cared for.**

Bullying can manifest itself in many forms such as behaviour by an individual group, repeated over time or intentionally hurting another individual/ group, physically or emotionally.

The wider access to technology has provided a new medium of bullying known as 'cyber bullying'.

Lakeside @ Our Place will work closely with the placing authority to understand the young person's relationship history and staff working at Lakeside @ Our Place will understand the appropriate level of contact with family and friends on initial assessment outlined within their care plan.

The home will liaise closely with health and educational professionals to ensure that outcomes identified, and progress made in relationship building and achieving socially acceptable behaviours.

Lakeside @ Our Place will support to develop the young people's understanding and empathy towards each other to enable the building positive relationships by having clear targets based on reducing socially unacceptable behaviour.

Positive behaviour and relationships will be praised and encouraged while poor behaviour will be discussed and supported to develop their skills to deal with conflict effectively, where necessary.

The staff at Lakeside @ Our Place build constructive, warm relationships with the young people that actively promote positive behaviour which will provide the foundation for managing any negative behaviours.

# Promoting Contact

**Every effort will be made by the home to maintain the parent/child relationship.**

All parents, social workers/local authority point of contact/ personal advisors and carers will be kept up to date with their young person's progress through regular newsletters and monthly reports.

We encourage face to face contact at every opportunity. However if this is not possible, we will encourage contact through internet access in a private area.

We will ensure that weekly summary is sent to parents and social worker along with pictures.

The key worker will be available for phone calls at times convenient to both sides, and time will be made available for parents & family to speak to their child via any method preferred.



# Promoting Positive Behaviour

**We believe that majority of challenging behaviour is form of communications and potentially learnt behaviour to gain what a young people needs or wants.**

As a team of specialists we aim to give the young person a healthier and safer way to communicate, to gain there needs and wants.

Our aim is to discourage behaviours through:

- Individual My safety and support plans
- Teaching skills which will enhance self-image and self-esteem
- Providing positive role models rewarding positive behaviours
- Consistency of response
- Clear definitions of acceptable behaviour

Our Physical invention programme is MAPA (Management of actual and potential aggression),this is accredited by BILD.

In a case where a young person is causing significant harm to themselves, others or property and all proactive strategies outlined within their My safety and support plans are ineffective, MAPA trained staff would make a dynamic risk assessment to implement MAPA in line the young person My safety and support plans.

This will be carried out in the best interests of the young person at the lowest level possible, to prevent further harm to themselves, others or property.

As a part of staff induction an onsite, MAPA trainer will deliver a 2 -day MAPA course of the theory and practical physical intervention training. This is a comprehensive program where at the end of the program an exam is taken to ensure that there is a full understanding of MAPA.



This is renewed annually, and regular practice sessions to ensure that when required this is safe and effective for the young person.

If any young person is involved in a physical intervention, a full debrief will be completed with the young people.

Some Young People maybe prescribed additional medication for behavioural reasons. Should a young person have behavioural PRN prescribed, instructions for use will be clearly documented within the young person's plans, and a separate PRN protocol.

# Therapies

We commission the services of experienced occupational and speech & language therapies and these can be accessed by the young people following an assessment of their needs.

This assessment is carried out by those involved in their care and support.

When commissioned, our therapists receive support from the head of care along with input from the team.

Our therapists access clinical supervision from a trained and qualified external supervisor.

All Therapists have the required qualifications and appropriate insurances. The therapists process a report and recommendation that are discussed with the senior management team and the direct care staff then put in to action.

These are reviewed twice yearly by the therapist to measure the outcomes.

All reports will be shared with the placing authority, allocated social worker and where appropriate the parents or guardians.

The multi-disciplinary team meet monthly to review the therapeutic input, assess the effectiveness of these and recommend and offer support to our young people to ensure we meet their individual needs.

# Meet the Multi-disciplinary Team

The Multi-disciplinary team all meet regularly to review the therapeutic input, assessment, and the effectiveness of these recommendations and offer support to our children to ensure we meet their individual needs.



**Rachel McCartney - Speech and Language and MDT Lead**

Rachel McCartney qualified as a Speech Language Therapist from Leeds Metropolitan University in 2014. She has experience and specialist clinical interests in Paediatric Communication Development, Learning Disabilities, Complex Needs, Autism Spectrum Disorders, and Augmentative and Alternative Communication (AAC). Rachel has worked within the NHS and Specialist Independent Education and Care Providers with children and young adults ranging from age 2-25. She has a strong knowledge and experience working with Education Health and Care Plans in England and Statements of Special Educational Needs (Wales).



**Charlie Ford - Paediatric Nurse**

Charlie qualified from Birmingham City University with a first-class honour's degree, as a paediatric nurse in 2018. Since, has worked at Birmingham children's hospital on the intensive care unit, where she has had vast experience of caring for children of all ages with acute and chronic illnesses. Whilst working there she has also undertaken further training which includes, successfully completing the intensive care foundation course, paediatric immediate life support and a safety secondment. In addition to this, Charlie has multiple years' experience from working at a children's hospice, where she would support and care for children with chronic and life limiting conditions.



### **Gopal Mehra - Occupational Therapist**

Gopal has been working at The Orchard since June 2019 as a support worker whilst completing his BSc (hons) in Occupational Therapy. Working at The Orchard and supporting children with their complex needs has given him great opportunity to get to know them and build good relationships with them. This has given him great foundations to now support them with all their sensory needs.



### **Dr Rachel Johnson – Psychologist BSc(hons), DClInPsych, MBPsS**

Dr Rachel Johnson has 15 years of NHS and private experience in the field of clinical psychological assessment and intervention with children and adults, across health, education, and social care settings.

In addition to her clinical specialism, she has extensive experience in educational and psychological assessment of both adults and children, with a particular interest in specific learning difficulties/ ADHD and ASC. Her team are also currently the chosen pathway for Adults Asperger's /Multi-disciplinary Assessment and support through Worcestershire GP's.



### **Dr Neil Mungur - Psychiatrist**

Neil has been a Consultant Psychiatrist in Learning Disabilities for over 10 years. He has a vast amount of experience working in Children's, Adult and Forensic LD services in both community and in-patient settings. He has a specialist interest in Autism and Sensory Processing Disorder. He is Clinical Director for Learning Disability services in Herefordshire and Worcestershire.



### **Kyla Bolton - Thrive Practitioner**

Kyla has 12 years' experience within the care sector, working with both adults and children with ASD, learning difficulties and challenging behaviour; and holds an NVQ 3 in Children's and Young Person's Workforce.

Kyla became a qualified Thrive Practitioner in January 2021 and is currently undertaking the Trauma Informed Schools UK Diploma (Level 5) in Trauma and Mental Health.

As part of her role, she will assess each young person within the Thrive framework and generate action plans to support their reparative needs and the interruptions they have experienced.

Regular reassessment enables measured progress and the identification of potential new developmental needs and action plans to support each young person to further develop and Thrive.

# Leadership & Management

## Registered Person's Details

Lakeside @ Our Place is a privately owned Ofsted registered company and operated by Our Place Group Ltd. David French is the Executive Director and Lena Graham is the Resident Director/Responsible Individual.



### David French is the Executive Director

David has held a number of senior management posts and is experienced in start ups, MBOs, IPOs, acquisitions, disposals and turn arounds. He was appointed Investor Director in March 2013 and is responsible for operations and business development.



### Lena Graham is the Responsible Individual

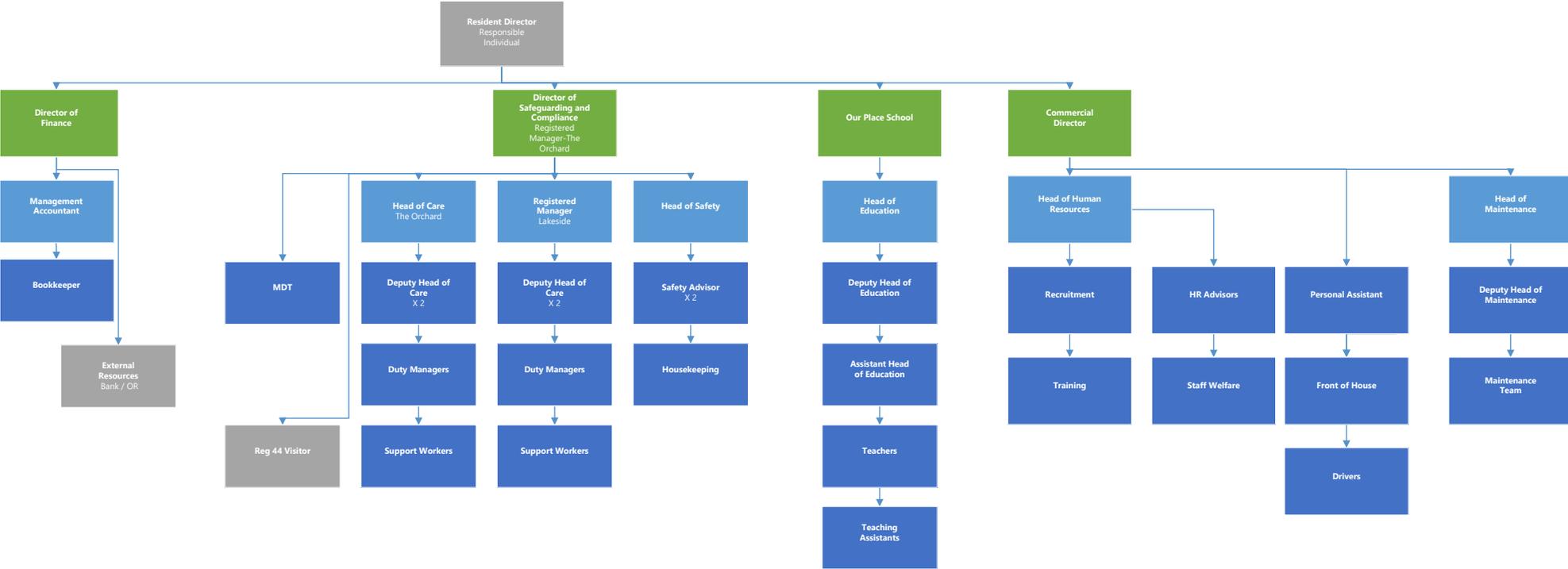
Lena has a great deal of experience in the sector. She holds qualifications in counselling skills, NVQ 4 Health and Social Care - Children & Young People as well as the NVQ4 in Leadership and management in Care – Children & Young People. She has previously been a Support Worker and Team Leader within a residential home for young adults and children. She went onto become the manager of a small home unit.



### Nick Waller is the Head of Care

Nick brings a wealth of experience and knowledge gained from over 25 years working in the care sector. Many of these years have been spent in managerial roles in a variety of children's and adult care settings. Nick has a Level 5 diploma in Health and Social Care - Leadership and Management and a Level 4 NVQ in Health and Social Care – Children and Young People. The majority of Nick's experience has involved managing homes for children and adults with learning difficulties and complex needs.

# Our Place Organisation Chart



# Lakeside Leadership Team

## Senior Leadership

### Responsible Individual

Prevent Officer, Pandemic Planning Officer,  
Designated Safeguarding Officer (Our Place Group)

## Senior Leadership Team

### Registered Manager

Designated Safeguarding Officer (DSO)

## Operational Team

### Deputy Head of Care

Deputy Designated Safeguarding Officer (DDSO)

Duty Manager

Duty Manager

Deputy Duty Manager

Deputy Duty Manager

Support Worker

Support Worker

Support Worker

# Staff

**The home is staffed in line with the agreed needs and funding requirements of the young people, which will be set out in 1-1 hours, shared care hours, independence and night support.**

All care staff receive a full induction programme including shadow shift before working directly with the young people. We also have a monthly training and development week every month, for mandatory and service targeted training.

All care staff who are not already qualified will be expected to undertake a 'Level 3 Children's Workforce Diploma' after successful completion of a 6 monthly probationary period. In the event that a member of staff has an equivalent or higher qualification a level 3 unit top up, will be explored and the registered person will make the final decision on where this is appropriate.

Staff receive regular supervision inline with Our Place group policy.

All staff have an annual performance in line with Our Place group policy.

All recruitment posts at Lakeside @ Our Place are advertised and all applicants are subject to safer recruiter, vetting and checks.the application process to ensure that it is fair and accessible to all from the local community.

Here at Lakeside you will always find a member of management available or on site, the leadership support also includes a senior member of the team on call 24 hours a day.



# Care Planning

## Placement and Admission

Lakeside @ Our Place has the advantage of being able to offer young people the opportunity to access care, support and offsite education programmes, to support their steps into independence.

Young people between the ages of 16-25 years can be placed at Lakeside @ Our Place up to a full 52- weeks placement.

We also offer flexible shared care to young people who do not require 52-week placements. We aim to be as flexible possible to ensure we meet the needs of young people and their families.

We will have clear plans for independence and robust assessments will take place to monitor and review progress.

Lakeside @ Our Place can accommodate young people with special needs, moderate to severe learning difficulties, autism and challenging behaviours, with the ethos and culture of improving independence to enable young people to move onto supported living or independent facilities.

Once a young person has been referred to Lakeside @ Our Place, Lena Graham will coordinate the referral and assessment process; she will be the referrer's point of contact.

An initial assessment will be carried by a senior staff member who will observe and gather information in the young person's current setting.

Once all assessments have been completed, Lakeside @ Our Place will provide the outcome of the assessment to the referrer, as we will need to ensure that Lakeside @ Our Place can meet the statement of purpose's objectives.

# Emergency Placements

Lakeside @ Our Place can consider emergency placements assuming that space is available, however the young people must meet the objective for the placement. The decision to admit will be based on the following;

- Whether young adult can be accommodated
- They must meet the criteria set out in the Statement of Purpose
- Risk assessments
- The impact on any young person already accommodated at Lakeside @ Our Place

The Senior Management Team will require current placement/care plan, risk assessment, health and wellbeing plans to include medical needs and current medication.

If after the outcome of an Emergency Placement meeting, we can meet the young person's needs, suitable arrangements will be made to accommodate them.





# Complaints & Concerns

Lakeside @ Our Place is committed to providing the best care and independence programme, for each individual young person, but we also welcome any complaints or concerns from anyone relating to the child to be shared with Lakeside inline with our policy. Any concerns or complaint will be investigated with a clear outcome for improvement.

If you are not happy with the outcome of a complaint you can contact the following:

**Ofsted:** You can make a complaint by letter: Ofsted, Clive House, 70 Petty France, London, SW1H 9EX. Email: [enquiries@ofsted.gov.uk](mailto:enquiries@ofsted.gov.uk)  
Tel: 0300 123 1231, or in person.

**Children's Commissioner:** Anne Longfield OBE, Sanctuary Buildings, 20 Great Smith Street, London, SW1P 8BT Tel: 020 7783 8330.

**DfE:** Sanctuary Buildings, Great Smith Street, Westminster, London, SW1P 3BT. Tel: 0870 000 2288. Email: [info@dcyf.gov.uk](mailto:info@dcyf.gov.uk)

You can contact Lakeside @ Our Place on 01886 833378 for a copy of the complaints procedure to support you further.



# Appendix 1 - Annex 1

Name	Job Title	Qualification Relevant to Role	Years of Care Experience	Gender
<b>Leadership Team</b>				
Charlotte Rees	Keyworker Coordinator	A Level H&S, Diploma 3; Diploma 5; CPD Pathway relevant to role	10	F
Kathleen Stowe	Assistant Head of Care	<b>NVQ Level 4 in Residential Childcare (Pending sign off), AS Level Health and Social Care, CPD Pathway relevant to role</b>	2	F
Lena Graham	Director	<b>NVQ 3 Health and Social Care - Children; NVQ Level 4 Leadership Management RMA; Basic Counselling Skills 2010, Level 7 in Strategic Management, Designated Safeguarding Lead; CPD Pathway relevant to role</b>	19	F
Lorraine McLeod	Deputy Head of Care	<b>Level 3 Diploma Health &amp; Social Care; Engaged in units from Diploma 3 CPD Pathway relevant to role</b>	16	F
Nicholas Waller	Head of Care	<b>NVQ Level 4 in Health &amp; Social Care, Level 2 &amp; 5 Diplomas in Health &amp; Social Care.CPD Pathway relevant to role</b>	26	M
Sarah Davies	Director of Compliance & Governance	<b>Level 3 H&amp;SC, NVQ 4 Leadership &amp; Management in Children's Services (RMA), Designated Safeguarding Lead, Engaged in Level 7 Strategic Management; CPD Pathway relevant to role</b>	23	F
<b>MDT</b>				
Charlie Ford	Nurse	Bachelor's in BA HONS in Nursing, BTEC Level 3 Children's Care Learning & Development, Btec Level 5 Advanced Practice in work with Children & Families .Engaged in CPD Pathway relevant to role	7	F
Gopal Mehra	Occupational Therapist	BTEC Health & Social Care Level 3; Occupational Therapy BSc Honours; CPD Pathway relevant to role	3	M
Michaela Boulton	THRIVE & Trauma PR actioner Lead	NVQ Level 3 Health & Social Care; BA Honours in Crime; Law and Policy's Pathway relevant to role	11	F
Rachel McCartney	Speech & Language Therapist	BSC (Hons) Clinical Language Sciences- Speech & Language Therapy, CPD Pathway relevant to role	8	F
<b>Support Workers</b>				
Andrew Rose	Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	M
Andrea Partington	Support Worker	Engaged in CPD Pathway relevant to role	2	F

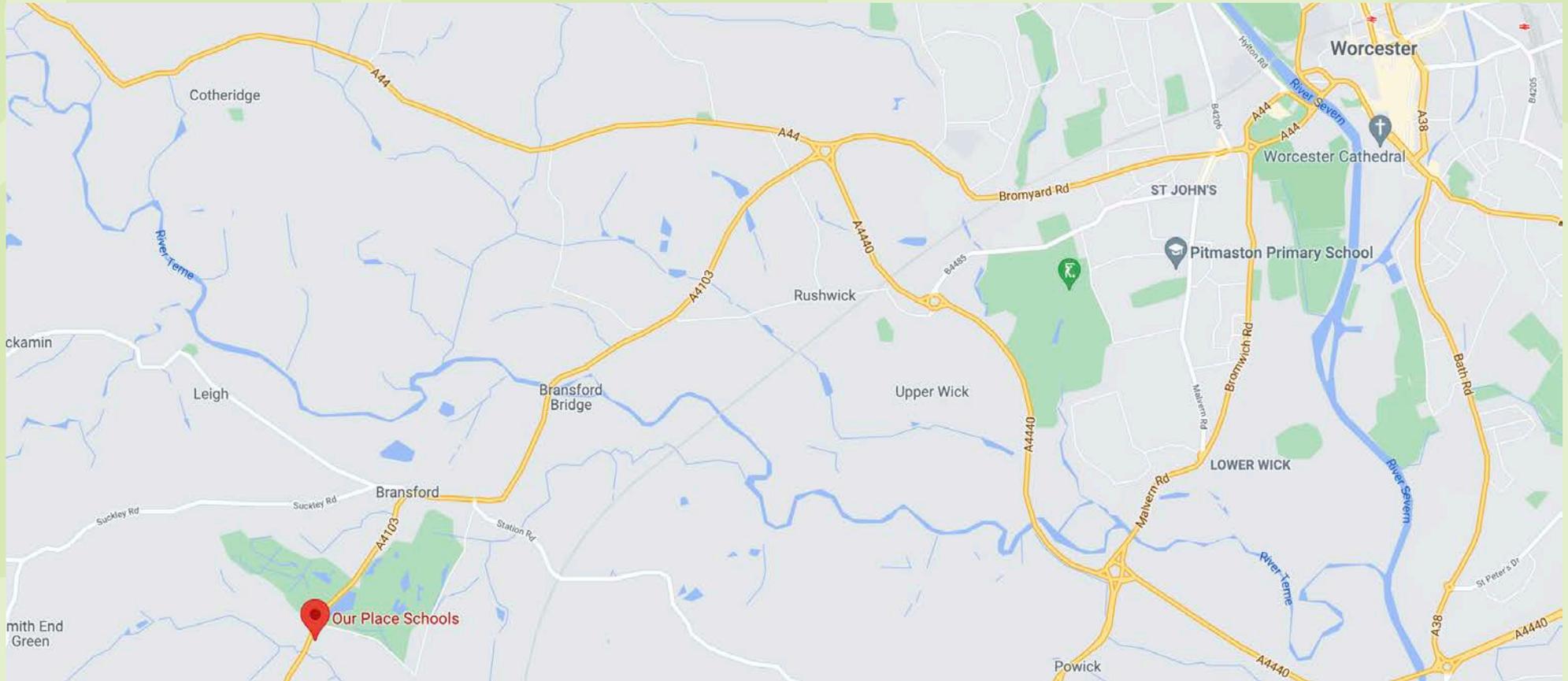
Name	Job Title	Qualification Relevant to Role	Years of Care Experience	Gender
<b>Support Workers (continued)</b>				
Agata Zagrodnik	Support Worker	Diploma of Faculty of Pedagogy & Psychology, CPD Pathway relevant to role	6	F
Aled Burton	Relief Support Worker	First Aid; CPD Pathway relevant to role	1	M
Alicja Majewski	Support Worker	BA Hons with QTS, MA in Education, Engaged in CPD Pathway relevant to role	2	F
Antonio Nzaba	Support Worker	Level 2 NVQ Health & Social Care (April 2011), Managing Behaviour of Concerns (June 2018), Engaged in Diploma 3	14	M
Ashley Henman	Relief Support Worker	Engaged in CPD Pathway relevant to role	2	M
Bijo Jose	Deputy Duty Manager Waking Nights	<b>Master of Social Work (with current registration in England) + Units from Diploma 3; CPD Pathway relevant to role</b>	13	M
Bethany Randles	Support Worker	BSc Hons in Psychology and Criminology, Engaged in CPD Pathway relevant to role	Less than 1	F
Charles Nwoko	Duty Manager Waking Nights	<b>Diploma 3; Engaged in CPD Pathway relevant to role</b>	4	M
Charlie Tandy	Support Worker	Engaged in CPD Pathway relevant to role	1	M
Charlie Martin	Relief Support Worker	<b>Level 3 Health and Social Care, Engaged in CPD Pathway relevant to Role</b>	1	F
Charlotte Goode	Support Worker	BA Honours in Education, Health and Social Care Intermediate Apprenticeship, Engaged in CPD Pathway relevant to role	5	F
Charlotte Tully	Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	F
Chelsea Fleet - Tedstone	Relief Support Worker	<b>BTEC Level 3 Health &amp; Social Care</b> , Edexcel Level 2 Children & Young Peoples Workforce, Edexcel Diploma Level 3 Early Years Educator Pathway relevant to role	2	F
Claire Banner	Waking Nights Deputy Duty Manager	Nursing Diploma, GNVQ Advanced H&SC; CPD Pathway relevant to role	14	F
Corina Trosan	Support Worker	<b>Level 6 &amp; 7 Degrees in Social Work</b> , Teaching Assistant Level 2 Diploma, CPD Pathway relevant to role.	9	F
Courtney Mcilroy	Support Worker	<b>QTS, A level Health and Social Care-</b> Advanced Pathway relevant to role	3	F
Ehlana Nutt	Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	F
Eleanor Elmy	Support Worker	<b>BTEC Level 3 Health &amp; Social Care</b> , CPD Pathway relevant to role	1	F
Eleanor Johnstone-Nutting	Relief Support Worker	Philosophy BA Hons, Engaged in CPD Pathway relevant to role	Less than 1	F
Ella Maxwell	Support Worker	Engaged in CPD Pathway relevant to role	2	F
Ellie Morgan	Support Worker	Engaged in CPD Pathway relevant to role	2	F
Emma Almond	Support Worker	Level 2 Health and Social Care; CPD Pathway relevant to role	1	F

Name	Job Title	Qualification Relevant to Role	Years of Care Experience	Gender
<b>Support Workers (continued)</b>				
Gabrielle Lane	Duty Manager	<b>Level 3 Extended Diploma Health &amp; Social Care; CPD Pathway relevant to role</b>	4	F
Hafsah Muminah	Support Worker	BsC Counselling Psychology Honours, CPD Pathway relevant to role	Less than 1	F
Ian Henworth	Relief Support Worker	Engaged in Diploma 3; CPD Pathway relevant to role	4	M
Isobella Draper	Support Worker	<b>BTEC Children's Learning &amp; development</b> ,CPD Pathway relevant to role	2	F
James Paulose	Waking Night Duty Manager	<b>Level 2 &amp; 3 Diplomas Health &amp; Social Care</b> , Engaged in CPD pathway relevant to role	12	M
James Matthews	Support Worker	Safeguarding and Health and Safety Online Courses 11/09/2020, Prevent Online training 11/09/2020, Deprivation of Liberty 03/06/2020, Safeguards (DoLS), Mental Capacity act V6, Infection Control, Learner, Kwango, Connective Care Education, Health and Safety, Social Care 03/06/2020	1	M
Jaye Taylor	Support Worker	HOW College, Health & Social , Childcare. Engaged in CPD Pathway relevant to role	2	F
Jessica Bulmer	Duty Manager	<b>BA (Hons) Early Childhood, Level 3 Early Childhood Care, Level 2 Children's and Young Peoples Workforce.</b> Engaged in CPD Pathway relevant to role.	3	F
Jessica Eaton	Support Worker	Level 2 Health and Social Care; CPD Pathway relevant to role	Less than 1	F
Jessica Wheway	Support Worker	Care Certification, Engaged in CPD Pathway relevant to role	1	F
Julie Uba	Waking Nights Support Worker	Engaged in Diploma 3, Engaged in CPD Pathway relevant to role	Less than 1	F
Kadie Storey	Support Worker	<b>NVQ Level 2 &amp; 3 in Childrens Care, Learning &amp; Development,Engaged in CPD Pathway relevant to role</b>	11	F
Kaitlin Rodney	Relief Support worker	Developmental Psychology Degree 1st,Engaged in CPD Pathway relevant to role	Less than 1	F
Katie Richards	Deputy Duty Manager	Business Admin Levels 2 & 3; CPD Pathway relevant to role; Engaged in Diploma 3	4	F
Kayleigh West	Support Worker	<b>NVQ Level 2 &amp; 3 Children &amp; Early Years Workforce</b> , Level 3 Paediatric First Aid ,CPD Pathway relevant to role	5	F
Kayne Dixon	Support Worker	Engaged in CPD Pathway relevant to role	3	M
Keeleigh Franke	Waking Nights Deputy Duty Manager	<b>BTEC Health &amp; Social Care</b> , CPD Pathway relevant to role	2	F
Keely Cooper	Support Worker	Unit "Introduction to Childcare Practice" from Level 3 Diploma in Home Based Childcare; CPD Pathway relevant to role; engaged in diploma 3	18	F
Khayam Ahmed	Waking Nights Support Worker	Level 2 Health and Social Care; Engaged in Diploma 3	3	M
Laura Hallett	Deputy Duty Manager	Engaged in Diploma 3; Engaged in CPD Pathway relevant to role	2	F

Name	Job Title	Qualification Relevant to Role	Years of Care Experience	Gender
<b>Support Workers (continued)</b>				
Lauren Sobutta	Support Worker	Engaged in CPD Pathway Relevant to role	Less than 1	F
Louise Lancett	Support Worker	Engaged in CPD Pathway Relavant to role	6	F
Lydia Biddulph	Support Worker	A Level Health and Social Care, Engaged in CPD Pathway Relevant to Role	Less than 1	F
Madison Andrews	Deputy Duty Manager	Engaged in CPD Pathway relevant to role; engaged in diploma 3	1	F
Matt Davies	Waking Nights Support Worker	<b>Diploma in H&amp;SC, Engaged in Diploma 3; CPD Pathway relevant to role</b>	4	M
Matthew Bryan	Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	M
Matthew Harding	Relief Support Worker	Sport and Youth Work Degree, Team Teach Handling, TEFL First Aid	5	M
Matthew Low	Support Worker	Level 2 NVQ Health & Social Care, Engaged in CPD Pathway Relevant to role	6	M
Meredith Kinsella	Support Worker	Engaged in CPD Pathway relevant to role	1	F
Mikel Stewart	Support Worker	<b>Level 3 Children &amp; Young People's Workforce; CPD Pathway relevant to role</b>	4	M
Mighty Chasara	Waking Nights Support Worker	<b>NVQ Level 3 in Health and Social Care, Engaed in CPD Pathway relevant to role</b>	2	F
Mira Magdo	Deputy Duty Manager	CPD Level 3 ADHD Awareness, CPD Level 3 Child Counselling, Child Protection in Schools, Degree in Philosophy, Degree in Professional Development in Boarding Education, Engaged in CPD Relevant to Role	Less than 1	F
Morgan Farrier	Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	M
Natalie Plant	Relief Support Worker	<b>NVQ Level 3 Children's Residential Services CPD Pathway relevant to role</b>	5	F
Natasha Pullen	Relief Support Worker	BA in English Language and Linguistics; Engaged in Diploma 3; CPD Pathway relevant to role	2	F
Natasha Smith	Relief Support Worker	<b>Level 3 Children and Young People's Workforce; CPD Pathway relevant to role</b>	7	F
Paige Bourne	Relief Support Worker	<b>A levels in Health &amp; Social Care</b> , Psychology & Sociology. Engaged in CPD Pathway relevant to role	2	F
Paige Ritchie	Relief Support Worker	<b>Health and Social Care Level 3</b> , Level 3 pedriatric first aid training, Engaged in CPD Pathway relevant to role	2	F
Rebecca McCormack	Waking Nights Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	F
Samantha Rudge	Support Worker	BA Hons in Criminology & Criminal Justice. Level 3 Lead adult Care Worker's; engaged in Diploma 3; Pathway relevant to role	6	F
Sarah Beard	Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	F

Name	Job Title	Qualification Relevant to Role	Years of Care Experience	Gender
<b>Support Workers (continued)</b>				
Shelley Smith	Duty Manager	<b>Level 3 NVQ Children &amp; Young Person Workforce</b>	5	F
Sophie Philpotts	Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	F
Stephanie Weston	Support Worker	<b>Health and Social Care Level 3 Extended Diploma</b> ,Certificate in Mental Health Awareness Level 2, CPD pathway relevant to role	4	F
Stephen Hakin	Relief Support Worker	CPD Pathway relevant to role	1	M
Victoria Chrzaszcz	Support Worker	Engaged in CPD Pathway relevant to role	Less than 1	F
Victoria Laflin	Support Worker	BsC Psychology Honours, CPD Pathway relevant to role	Less than 1	F
<b>Education</b>				
Ali Price	Assistant Head / SENCO Lead	QTS 1985; Forest School Leader, Diploma 3	37	F
Lauren Tallis	Head of Education	QTS, BSC Sports Studies with Physical Education, Designated Safeguarding Lead, Safer Recruitment; CPD Pathway relevant to role	8	F
<b>Central Services</b>				
Christopher Burton	Relief Driver	Engaged in CPD Pathway relevant to role	N/A	M
David Tudge	Relief Driver	Engaged in CPD Pathway relevant to role	N/A	M
John Mair	Driver	Diploma in Special Needs; Diploma in Careers Guidance; CPD Pathway relevant to role	N/A	M
Kenneth Day	Relief Driver	Engaged in CPD Pathway relevant to role	N/A	M
Leigh Rowberry	Driver	Engaged in CPD Pathway relevant to role	N/A	M
Lester Layland	Relief Driver	Engaged in CPD Pathway relevant to role	N/A	M
Mathew Neale	Driver	Engaged in CPD Pathway relevant to role	N/A	M
Merlin Beedie	Training Manager	Level 3 Award in Education and Training; MAPA Instructor; EFAW/FAW/Paediatric First Aid Instructor, Level 4 Instruction of Managing the Risk of Aggressive and Challenging Behaviour in the Workplace; Youth Mental Health First Aider; Engaged in level 4 IQA award CPD Pathway relevant to role	23	M
Sean Armstrong	Training Officer	Adult Social Care Intermediate Apprenticeship 2016; Health & Social Care Adults Level 2 2016; Engaged in Diploma 3; CPD Pathway relevant to role	8	M
Tony Duke	Relief Driver	Engaged in CPD Pathway relevant to role	N/A	M
Tracy Webb	Health and Safety Assistant	Diploma 3, Level 5 Diploma Leadership in Residential childcare, Safer Recruitment	22	F

# How to find us



**From M5:** Leave the M5 at Junction 7 (signed Worcester, Evesham and A44). Join the A44 towards Worcester and at the roundabout, turn left onto the A4440. Remain on the A440 for approx 5 miles. At the fifth roundabout take the first exit onto the A4033. Remain on this road for approx 2 miles, you will come to an small island with the Bank House Hotel being on your

left, take the second exit onto the A4033 follow this road for approx. a mile and you will see the Our Place sign on the left.

**By Train:** The nearest station is Malvern, Travelling time to Malvern from Worcester Foregate Street is approx. 10 mins



**Lakeside**  
@OurPlace

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