



GROMODEL CARE LIMITED

STATEMENT OF PURPOSE

INTRODUCTION

This Statement of Purpose has been designed in order to accurately describe what is offered from GROMODEL CARE's Children's Home.

GROMODEL CARE was established with the purpose of delivering bespoke client-centered services by offering targeted mentoring and support services for vulnerable children.

Our client groups included:

- Looked after children aged 12 to 17
- Judged as particularly vulnerable by children's social care

GROMODEL CARE specialises in:

- Children with Emotional And Behavioral Disorders.

GROMODEL CARE offers a variety of other services tailored to meet individual needs. These include:

- Floating support
- Overnight sleep-over stay/waking night
- Sitting and companionship support
- Overseeing medication
- Food/meals preparation
- Shopping/collecting prescriptions
- Help with learning disabilities
- Attend appointments

- Escorted outings
- Administrative tasks/form filling or letter writing
- Laundry and general housework

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Those who come through the care system often have multiple needs and difficulties which must be identified and addressed in order to reduce the likelihood of having poor outcomes in future.

We aim to empower and strengthen children's practical, social and emotional skills in preparation to become a responsible member of his or her community. They must also gain the skill set and ability to lead positive, independent and fulfilling lives with strong attachments and relationships following on beyond GROMODEL CARE.

Mentoring is a key part of GROMODEL CARE; GROMODEL CARE offers a unique and holistic approach to mentoring children, as not only do we provide mentoring/consultations, but we also work to ensure that each area of personal growth is being nurtured, this includes employment, education, relationship building, and positive mindset training is included.

We understand the pressures, demands and timescales placed upon local authorities. This therefore allows for joint working with Local Authorities and the aim of GROMODEL CARE is to work together with identified professionals to assist in the assessment, planning, intervention and monitoring of the most challenging and vulnerable children.

The children we work with at GROMODEL CARE are always at the forefront of our mind, which allows us to be an outcomes focused organisation that responds effectively to the needs of our clients whilst delivering all our services to the highest of standards.

AIMS & OBJECTIVES

GROMODEL CARE operates within a strong value base that places the needs of children at the Centre of what it does.

GROMODEL CARE has the following aims:

- To ensure children are safe from harm and neglect.
- To work with children and their families to support behaviour change.
- To build a positive working relationship with children, with the intention of successful reintegration into their communities, and prepare them to behave in a socially responsible manner.
- To employ a well-trained and experienced staff group who will demonstrate pro-social behaviour with the children.
- To achieve a detailed assessment of the child including health, education, offending behaviour and emotional wellbeing.
- To actively pursue the development, personal growth and maturity of each child by encouraging self- confidence, self-esteem and independence.
- To work with children to reduce or eradicate offending behaviour.
- To work with children to enhance their ability to maintain self-control and resilience, as well as critical thinking and pro-life skills in difficult situations.
- To ensure that for each child there is a clear plan, which includes the individual's contribution to preparing and developing the plan.
- To work with children in promoting anti-racist and anti-discriminatory attitudes and to ensure that all children from minority ethnic groups have their personal and cultural needs identified and met.
- To discharge the legal requirements and duties set down in law, contract and statutory guidance in the conduct of the GROMODEL CARE's business.

ABOUT GROMODEL CARE

We can provide children's homes within South East England. Decorated to a high standard; we offer a large bedroom for the child with a key. Each bedroom contains a bed and furniture. The rooms are large enough to incorporate a quiet study area and a desk and lamp is provided. There is a communal lounge with a digital television. In the kitchen /diner there is a fridge /freezer,

dishwasher and washing machine with appropriate cooking equipment. This house has an enclosed large rear garden with a patio; located close to a large playing field. This offers opportunities for children to access outside space for sporting activities.

Support packages will be planned around the needs of the child, with the flexibility to provide 24 hours a day, 7 days each week sleep-in support. Two of the rooms will be used for sleep-in staff.

We are committed to ensuring that the children's voices are heard. There are regular key work sessions for children and a weekly residents meeting. The child also has designated Key Workers whilst working at GROMODEL CARE.

Empowering children to make informed choices means ensuring that there is an open, honest and transparent forum for discussion. One to one and group work opportunities will be offered to facilitate this. children will have a clear understanding of the internal and external route for any complaints; with access to a telephone to contact professionals and family members as appropriate. The house meets fire regulations, and health and safety standards. All electrical equipment is PAT tested. The house is within close access to open green space.

Besides the formal meetings, the children have the opportunity to select fun and educational activities each week, we especially encourage the children to focus on their talents and refining their skills. We include all activities, theme parks, sports and any engaging activities within our package.

EDUCATION, TRAINING AND EMPLOYMENT

We recognise that investing in the education, training, and employment of children is an investment in the future prosperity and well-being of our communities and society as a whole. As stakeholders committed to the development and empowerment of our youth, we prioritize and promote initiatives that foster education, training, and employment opportunities for children in our care.

We do this through private tuition, attending school meetings. We collaborate with businesses to establish work experience and seek youth friendly opportunities for our children to take part in.

CULTURAL DIVERSITY

GROMODEL CARE is committed to providing equality of opportunity and will not base our care on gender, sexual orientation, ethnicity, nationality, disability or race. Encouraging a discourse at GROMODEL CARE that celebrates our unique differences and identities promotes mutual respect. Developing community, social and family networks means that children strengthen their personal identity and resilience. Our goal is to facilitate opportunities for children to assimilate into these communities as part of their transition to adulthood.

REFERRALS AND ADMISSION PROCESS

Referrals and admissions to GROMODEL CARE's Care Children's Home can occur throughout the year and at any age. Parents may request informal visits or the child's local authority may make enquiries about possible placements.

Acceptance to GROMODEL CARE is based on our ability to meet the needs contained within the child's Education, Health, Statement of Special Education Needs (SEN) and/or criminal activity. Upon contacting GROMODEL CARE to refer a child, an assessment form must be completed, this ensures that the child's welfare needs can be appropriately met.

Prior to admission the Director will have met informally with the child and their social worker away from GROMODEL CARE home. This will be followed by a visit to GROMODEL CARE home. Both visits will form part of the GROMODEL CARE's assessment process to determine if we can provide the type of support that the child needs.

All relevant paperwork for a Looked After Child must be provided by the social worker as part of the admission process. GROMODEL CARE will undertake an internal risk assessment when a referral is received and within 72 hours of admission. Any internal support plan will be informed by the child's social worker.

The child will receive a GROMODEL CARE guide which will provide relevant information, including the complaints process and helplines. Each bedroom has a welcome pack with toiletries, towels and bedding. The child will receive an induction which includes the fire safety procedure and escape routes and a tour of the local area and its facilities.

Review meetings continue on a monthly basis where the child's growth plan and progress is monitored.

UNPLANNED PLACEMENTS

GROMODEL CARE is able to provide Children's Home for an emergency placement. Each referral will be considered based on the information provided to inform a robust risk assessment. If additional staff resources are needed these will be funded by the Local Authority to meet the identified need of the child.

APPROACH TO CONSULTING CHILDREN

- Children are consulted on various issues that could affect them. We have an 'open ear' policy where all issues are never disregarded and 'unimportant' (please see our safeguarding policy)
- There is also an opportunity at the monthly meeting between Senior Managers and children's representatives for any issues to be shared and discussed.
- children can also raise issues about the quality of their stay at GROMODEL CARE.

BEHAVIOURAL SUPPORT

In order to prevent self-harm or injury to others, restrictive physical intervention may at times be necessary. However, this is always used as a last resort. All staff are trained and regularly refreshed in the use of restrictive physical intervention techniques.

Where a child is presenting physical behaviour, which is deemed as dangerous to themselves or others it may necessitate a need to perform safe holds or in extreme cases physical intervention. All incidents of physical intervention are recorded, and the appropriate people are notified.

All children are also given a copy of the 'Children's Guide' upon admission to the mentoring scheme, which is explained to them, taking into account their age and understanding. This outlines the quality of care and safeguarding that they will receive and what is expected of them in terms of appropriate and socially acceptable behaviour.

SAFER RECRUITMENT

GROMODEL CARE will ensure all staff and volunteers will be appointed, trained, supported, and supervised in accordance with government guidance on safe recruitment.

This includes:

- There is a written job description / person specification for the post signed by staff member.
- Statement about safeguarding on the website and given to all staff and volunteers.
- Those applying have completed an application form and a self-declaration form, where they complete a full record of their employment history.
- Those short-listed have been interviewed.
- Safeguarding has been discussed at interviews.
- Relevant written references have been obtained and verified before positions are filled.
- A DBS (Disclosure and Barring Service) criminal records check has been completed (we will comply with Code of Practice requirements concerning the fair treatment of

applicants and the handling of information). An Enhanced DBS will be completed by those in roles who need it, in accordance with DBS guidance.

- Qualifications where relevant have been verified.
- A suitable safeguarding training programme is provided for the successful applicant.
- The applicant has completed a probationary period.
- The applicant has been given a copy of the organisation's safeguarding policy and knows how to report concerns.

STAFF TRAINING AND DEVELOPMENT

During their first year after approval, GROMODEL CARE staff are expected to take part in a number of mandatory programs. These include safer caring, safeguarding, promoting healthy living, recording skills, first aid, promoting positive behaviour, E-Safety, de-escalation techniques, attachment, contact, education and a culture, religion and diversity program.

All GROMODEL CARE staff are expected to attend at least 25 hours of training per annum aimed at improving the outcomes for children in their care. Examples of programs offered include safeguarding training, medication training, preparation for independent living and Interventions training. Intervention training will be in accordance with the [Restraint Reduction Network training standard](#) (RRN) and the service will follow [CQC's policy position on restrictive practices](#).

Training programs are delivered by the GROMODEL CARE Director or contracted trainers. We also pay for staff to attend relevant training or online training.

COMPLAINTS PROCEDURE

Below is a general outline of the complaints procedure for children at GROMODEL CARE.

1. Initial Contact: Each child is encouraged to speak to one of the key workers regarding a

complaint. This complaint is then raised to the Manager.

2. Confidentiality: Complainants' privacy is protected throughout the process. Only those who need to know should be informed about the complaint.
3. Investigation: Once a complaint is received, a thorough and impartial investigation is conducted. This might involve speaking to the person making the complaint, witnesses, and reviewing any relevant records or documents.
4. Timeliness: We set clear timeframes for each step in the complaint resolution process to ensure that complaints are addressed promptly. Communicate these timeframes to the child or adult involved.
5. Resolution: After the investigation is complete, take appropriate actions to address the complaint. This may include mediation, disciplinary action, changes in policies or procedures, or other remedies as appropriate.
6. Record Keeping: Maintain detailed records of the complaint, investigation, and resolution process. This documentation is essential for accountability and future reference.
7. Feedback and Learning: After resolving the complaint, conduct a debrief to identify any systemic issues that need addressing to prevent similar complaints in the future. Use feedback from the complainant to improve services.
8. Escalation: If the complainant is not satisfied with the resolution, provide information on how they can escalate the complaint to a higher authority or an external agency if necessary.
9. Policy Review: Periodically review and update your complaints procedure to reflect changes in regulations, best practices, and feedback from complainants.
10. Transparency: Be transparent about the complaints procedure, making it available to children and staff. Encourage open communication and emphasise the importance of reporting concerns.
11. Closure and Follow-Up: Once a complaint is resolved, formally close the case and follow up with the complainant to ensure their satisfaction and well-being.

MENTAL CAPACITY ACT AND DEPRIVATION OF LIBERTY IN COMMUNITY SETTINGS

In line with the Mental Capacity Act (MCA) 2005, we are committed to safeguarding the rights

of individuals while ensuring their care needs are met in a respectful and lawful manner. The MCA ensures that people who may lack the capacity to make certain decisions about their care and welfare are supported, and their best interests are prioritised. Under the Deprivation of Liberty Safeguards (DoLS), individuals may be deprived of their liberty if it is deemed necessary for their safety or to prevent harm, but this must be done within the legal framework to protect their human rights.

In community settings, individuals could be deprived of their liberty if their freedom to leave or make decisions about their care is significantly restricted, and they are under continuous supervision or control. This could occur in supported living, shared housing, or even their own homes where the person is unable to make informed decisions and needs intensive care or supervision to protect them from harm.

Examples of deprivation of liberty in community settings may include:

- Restrictions on movement, such as being physically prevented from leaving their home or supported living arrangement.
- Constant supervision, where the individual is monitored 24/7 without the freedom to make independent choices.
- Medication or other forms of control used to manage behaviour without consent.

Legal Process to Deprive a Person of Their Liberty

We understand the legal process that must be followed to ensure any deprivation of liberty is authorised and in line with Section 4B of the MCA. In community settings, a Court of Protection

order must be obtained when it is necessary to deprive someone of their liberty. This requires:

1. **Assessment of Mental Capacity:** First, we ensure that a formal assessment of the individual's mental capacity is completed to determine if they can make decisions about their care.
2. **Best Interest Decision:** If they are deemed to lack capacity, a best interest decision is made, ensuring the least restrictive option is chosen.
3. **Court of Protection Authorisation:** An application is made to the Court of Protection to authorise the deprivation of liberty in a community setting. Without this legal authorization, any restriction would be unlawful.

Our organisation adheres strictly to these legal requirements to safeguard the rights of individuals under our care, ensuring any restriction or deprivation of liberty is fully compliant with the law.

Training for Staff in Supporting children

We recognize that supporting children requires specialised knowledge, particularly in understanding their developmental, emotional, and behavioural needs. Our staff will be comprehensively trained to provide high-quality, person-centred care for children, ensuring their rights and welfare are at the forefront of our practice.

1. **Mental Capacity Act (MCA) Training:** All staff will be trained in the principles of the MCA to ensure they can assess capacity, understand consent, and work within the legal framework of DoLS and Court of Protection decisions.
2. **Safeguarding children:** Training will cover safeguarding policies specific to children, ensuring staff can identify and respond to potential abuse, neglect, or vulnerability risks in line with national safeguarding standards.
3. **Child and Adolescent Development:** Staff will receive training on the psychological and emotional development of children, ensuring they are equipped to support age-appropriate

development and respond to challenges children may face.

4. Positive Behavioral Support (PBS): Staff will be trained to use evidence-based approaches such as PBS, emphasising positive reinforcement, de-escalation techniques, and supporting children to make informed decisions.

5. Communication Skills: children may express their needs and concerns in varied ways, and our staff will be trained in active listening, empathy, and adapting communication methods to suit individual needs and preferences.

6. Emotional Support and Mental Health: Given the mental health challenges some children may face, our staff will be trained to identify early signs of distress or anxiety and to offer appropriate emotional and mental health support, including knowing when to refer to specialised services.

Through our comprehensive training and commitment to the legal frameworks that protect individuals' rights, we ensure our staff are fully equipped to deliver safe, compassionate, and lawful care to children in our community settings.

COMPANY INFORMATION

The registered provider is GROMODEL CARE LIMITED

The Proposed Nominated Individual is Olayinka Alaba Boyowa Christine Oginni, Operations Lead & Administrator of GROMODEL CARE LIMITED

The Proposed Registered Manager is Belema Chidi Precious Albert Tamuno-Omi, Director of GROMODEL CARE LIMITED

Principal Office Address – 7 Bell Yard, London, England, WC2A 2JR

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Children's Home Address: 47, Brooklyn Road, South Norwood, London, SE25 4NH

This policy statement came into force on 9th October 2022

We are committed to reviewing our policy and good practice annually.

This policy statement and accompanying procedures were last reviewed on 24th September 2024

Organisational Structure

NO	Name	Position/Title	Relevant or Highest Qualification	Experience in Social Care	Achievements	DBS Reference number
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	Belema Albert Tamuno-Omi	Director (GROMODE L CARE)	Highfield Level 3 Diploma in Adult Care (RQF)	6 years	Courses Completed: Team Teach Restraint training, TSN: safeguarding prevents and E-safety, Positive Behaviour Management, NCFE Level 2 Functional skills qualification & First aid.	001821818481
	Olayinka Oshoko	Operations & Compliance Management	NPQ Senior Leadership in Education , BSC Mathematical Studies (Business & Maths), PGCE Secondary Education	7 Years	Safeguarding	0018064003331

Document Author: GROMODEL CARE LTD

Document Approver: Olayinka Oginni

Date of Last Approval: 27/10/2023

Frequency of review: This policy will be reviewed at least once a year unless a specific area of concern or opportunity is identified in our regular management at which point an immediate review will be conducted.

Revision History

09/08/2022 - Initial document

09/08/2023 - Document review

27/08/2023 - Formatting changes

06/02/2025 - Document review