

MANAGEMENT PLAN

1.0 Introduction

This Management Plan has been prepared to explain how the children's home will operate on a day to day basis and demonstrate the management arrangements that will ensure the home functions as a safe, stable and nurturing family environment. It has been prepared to accompany a planning application and should be read alongside the Planning Statement and Good Neighbour Policy.

The purpose of this document is to provide a clear understanding of the operation of the home, including the nature of the accommodation, staffing arrangements, daily routines, safeguarding measures and management procedures. It also demonstrates how the home will integrate positively within the local community and operate in a manner that is wholly compatible with its residential surroundings.

The Registered Provider is committed to delivering high quality, child centred care within a domestic setting that promotes stability, wellbeing and independence. Every aspect of the home's operation has been designed to create an ordinary family living environment where children and young people can feel safe, develop confidence and experience the routines and relationships associated with family life.

The home will be regulated by Ofsted and operated in accordance with the Care Standards Act 2000, the Children's Homes (England) Regulations 2015 and the accompanying Guide to the Children's Homes Regulations including the Quality Standards. These statutory requirements establish robust standards governing safeguarding, leadership, staffing, accommodation and the quality of care provided within children's homes. Compliance with these requirements is subject to ongoing inspection, independent monitoring and quality assurance, ensuring that high standards of care are maintained at all times.

Whilst this document explains the operational management of the home, it also demonstrates that the scale, intensity and character of the proposed use will remain consistent with that of an ordinary family dwelling. The property will continue to function as a home rather than an institution or business premises, with day to day activity reflecting the normal patterns of family life.

2.0 The Care Provider

The Registered Provider specialises in delivering high quality residential care for children and young people within small, family based homes. The provider's approach is founded upon creating safe, stable and nurturing environments where children are supported to achieve positive outcomes through consistent care, positive relationships and individualised support. The provider recognises that every child has different experiences, strengths and aspirations. Care is therefore tailored to the individual needs of each child, ensuring that support promotes emotional wellbeing, physical health, education, independence and personal development. Wherever appropriate, therapeutic approaches are embedded within daily

care to help children develop resilience, confidence and the practical skills required for adulthood.

The home will operate in partnership with local authorities, education providers, healthcare professionals, therapists and families to ensure that each child receives coordinated and holistic support. Decisions regarding placements, education, healthcare and future planning will be informed by multi agency working, recognising that successful outcomes are achieved through collaboration between all professionals involved in a child's care.

The provider is equally committed to ensuring that the home integrates positively within its surrounding neighbourhood. The operation of the home has therefore been designed to maintain the appearance, character and day to day activity associated with an ordinary family dwelling whilst providing the specialist care and support required by children and young people living at the property.

3.0 Purpose of the Home

The purpose of the home is to provide a safe, stable and nurturing family environment for children and young people who are unable to live with their families. The home is intended to offer consistency, security and positive relationships within an ordinary domestic setting, enabling children to develop confidence, independence and life skills whilst receiving high quality care that meets their individual needs.

The home will primarily accommodate medium and long term placements, recognising the importance of providing stability and continuity for children who have often experienced significant disruption in their lives. Where appropriate, shorter placements may also be accommodated, provided they are compatible with the needs of any existing child living within the home and do not compromise the quality of care or stability of the household. Each placement will be carefully assessed through a comprehensive matching process, ensuring that the home, staffing arrangements and available support services are appropriate for the child's individual circumstances. Consideration will be given to factors including age, assessed needs, compatibility, education, healthcare requirements and safeguarding considerations before any placement is agreed.

The overriding objective is to provide a home that mirrors ordinary family life as closely as possible. Children will be encouraged to participate in everyday household activities, develop meaningful relationships, engage with their local community and prepare for adulthood within a supportive and caring environment. The home is intended to remain first and foremost a home, rather than an institutional setting, with routines and activities reflecting those found within a typical family household.

4.0 Children and Placements

The home will provide accommodation for up to three children or young persons, aged between 6-17 who will live at the property as their main and only residence. The exact age range and profile of children accommodated will be determined by the home's Ofsted registration and the Registered Provider's Statement of Purpose.

Children may present with a range of needs, including learning disabilities, physical disabilities, autism spectrum condition, communication needs or social and emotional difficulties. Many children may also have an Education, Health and Care Plan (EHCP) or require specialist educational, therapeutic or healthcare support. As may occur within many family households, some children may have complex medical needs requiring visits from healthcare professionals, therapists or community nursing teams. Such visits would be arranged in accordance with the child's care plan and would occur in the same manner as professional healthcare visits to any family home.

Every placement will be subject to a comprehensive matching process before admission. This process ensures that the home is able to meet the child's assessed needs and that the placement is compatible with any existing child living within the home. Matching considers a wide range of factors including age, personality, communication needs, safeguarding, education, health requirements and behavioural support needs. This careful assessment helps to promote stable placements, positive relationships and successful outcomes for all children living within the home.

The home will primarily provide medium and long term placements, recognising that stability and consistency are fundamental to children's emotional wellbeing and development. Short term or emergency placements may also be considered where appropriate, provided they are compatible with the needs of existing residents and do not compromise the quality of care provided.

5.0 Staffing and Management

The home will be professionally managed by a Registered Manager, who will be responsible for the day to day operation of the home and ensuring compliance with all relevant legislation, regulations and Ofsted requirements. The Registered Manager will be supported by the Responsible Individual and the wider management team, who provide strategic oversight, governance and quality assurance across the service.

Care will be delivered by a small, consistent staff team operating on a rota appropriate to the individual needs of the child or young person. Changeover of staff will be kept to a simple and limited handover time period. Staffing arrangements are designed to provide continuity of care and enable children to build trusted relationships with familiar adults. The exact staffing levels will be determined by each child's assessed needs and individual care plan, ensuring that appropriate supervision and support are available at all times

Staff will receive comprehensive induction, safeguarding training and ongoing professional development in accordance with statutory guidance and recognised best practice. Training will include areas such as child protection, behaviour support, first aid, health and safety, equality and diversity, medication management and communication techniques, together with any specialist training required to meet the individual needs of children accommodated within the home.

Management support will be available at all times through established on call arrangements, ensuring that staff have access to senior decision makers whenever required. Regular

supervision, team meetings and performance reviews will support continuous professional development whilst maintaining consistently high standards of care.

Whilst staff will work from the home whilst supporting children, the property will not operate as an office. Administrative tasks will primarily be undertaken electronically using secure digital management systems, avoiding unnecessary paperwork, business related visitors or any commercial appearance. The home will therefore retain its domestic character and continue to function as an ordinary residential property.

6.0 The Home and Accommodation

The children's home will operate from an ordinary residential dwelling situated within an established residential neighbourhood. The property will retain its domestic appearance and continue to function as a family home, with no external features or operational characteristics that would distinguish it from neighbouring dwellings.

The accommodation will provide a comfortable, safe and welcoming environment designed to promote children's wellbeing, independence and personal development. Facilities will typically include private bedrooms, shared living accommodation, kitchen and dining facilities, bathrooms and private outdoor amenity space. Internal layouts may be adapted where appropriate to meet individual accessibility requirements or the specific needs of children living within the home, whilst maintaining the overall domestic character of the property.

The home will be furnished and maintained to a high standard, creating a warm and homely environment rather than an institutional setting. Children will be encouraged to personalise their bedrooms and participate in maintaining their home, helping to develop responsibility, pride and a sense of belonging.

Any improvements or adaptations required to meet the needs of individual children will be proportionate and domestic in nature. The property will remain visually consistent with surrounding residential development and will not incorporate commercial signage, external operational equipment or other features that would alter its residential appearance.

7.0 Daily Living and Care

Daily life within the home will closely reflect the routines and activities ordinarily associated with family living. Children will be supported to establish consistent routines that promote stability, independence and healthy development, whilst recognising that each child's individual needs and circumstances may differ.

A typical weekday will include preparing for school or educational activities, shared mealtimes, attendance at education or training, participation in hobbies and recreational activities, completion of homework where appropriate, household responsibilities, leisure time and evening routines. Weekends and school holidays will provide opportunities for family contact, community activities, sports, cultural experiences, shopping, holidays and other recreational pursuits appropriate to each child's interests and development.

Meals will be prepared within the home using the domestic kitchen facilities. Wherever appropriate, children will be encouraged to participate in meal planning, shopping and cooking as part of developing practical life skills and greater independence. These everyday activities are recognised as an important part of family life and contribute positively to children's confidence and preparation for adulthood.

Professional appointments, including healthcare, education reviews, social worker visits and therapeutic support, will be arranged as required by individual care plans. These appointments will generally occur by prior arrangement and will be comparable in frequency and nature to those that may reasonably occur within many family households supporting children with additional needs.

Overall, the daily operation of the home will remain domestic in character, with routines, activities and patterns of occupation reflecting those of a typical family household rather than a commercial or institutional use.

8.0 Education, Health and Wellbeing

The Registered Provider recognises that positive educational achievement, good physical health and emotional wellbeing are fundamental to helping children reach their full potential. The home will therefore work proactively with education providers, healthcare professionals, therapists, local authorities and families to ensure that each child receives coordinated support tailored to their individual needs.

Children will be encouraged and supported to attend school, college or other appropriate educational provision, with staff promoting regular attendance, assisting with homework where appropriate and encouraging participation in wider educational and recreational opportunities. Where a child has an Education, Health and Care Plan (EHCP) or other specialist educational provision, the Registered Provider will work collaboratively with education professionals to ensure that the child's identified needs continue to be met. Each child will be registered with appropriate healthcare providers, including General Practitioners, dentists and opticians, together with any specialist services identified through their care or healthcare plans. This may include Child and Adolescent Mental Health Services (CAMHS), occupational therapists, speech and language therapists, physiotherapists or other healthcare professionals. These arrangements reflect the support that many families access for children with additional needs and do not alter the domestic nature of the home.

Healthy lifestyles will be actively promoted through balanced nutrition, regular exercise, positive sleep routines and participation in recreational activities. Staff will support children in developing confidence, resilience and emotional wellbeing whilst encouraging increasing independence appropriate to their age and abilities.

9.0 Community Integration

The Registered Provider believes that children benefit greatly from being active and valued members of their local community. The home has therefore been established on the

principle that children should, wherever appropriate, experience ordinary community life in the same way as their peers.

Children will be encouraged to participate in local education, sports clubs, youth organisations, recreational activities, community facilities and other opportunities appropriate to their interests and abilities. Participation in community life plays an important role in developing confidence, independence, social skills and positive relationships whilst helping children prepare for adulthood.

Staff will support children to access local shops, parks, libraries, leisure facilities, healthcare services and public transport where appropriate, encouraging the development of everyday life skills within a safe and supportive environment.

The Registered Provider recognises that successful community integration also relies upon mutual respect. Children will therefore be encouraged to understand the importance of behaving responsibly, respecting neighbours and contributing positively to the communities in which they live. Staff will act as positive role models and provide guidance to help children develop an understanding of their responsibilities towards others.

Through these arrangements, the home seeks not only to provide excellent care, but also to create opportunities for children to develop meaningful relationships and become confident, responsible and valued members of their local community.

10.0 Residential Character and Planning Considerations

The home has been designed to operate as an ordinary family dwelling and will retain the appearance, character and day to day activity associated with a typical residential property. The Registered Provider is committed to ensuring that the operation of the home remains fully compatible with its surroundings and does not adversely affect the amenities enjoyed by neighbouring residents.

The scale of occupation will remain modest and proportionate to the size of the dwelling. Daily routines will comprise activities ordinarily associated with family life, including education, shopping, preparing meals, healthcare appointments, leisure activities, household tasks and family contact. These activities are entirely consistent with the established residential character of the surrounding area.

Comings and goings associated with the home will similarly reflect those expected of an ordinary household. Staff shift changes will occur at agreed times and will generally involve only a small number of individuals. Professional visits, including those by social workers, healthcare professionals or therapists, will take place by prior arrangement and will be limited to those necessary to meet the individual needs of the child. Such visits are comparable to those experienced by many households caring for children with additional support needs.

The property will not operate as a business premises. There will be no reception area, office accommodation, customer visits, commercial deliveries, external signage or other

operational features commonly associated with commercial or institutional uses. Administrative functions will be undertaken electronically through secure management systems, thereby avoiding unnecessary office based activity within the property. The use of external areas will remain incidental to the enjoyment of the dwelling as a home. Gardens will be used for recreation, relaxation and play in the same manner as any family household. Outdoor activities will be appropriately supervised and managed with consideration given to neighbouring residents, particularly during evenings.

Vehicle movements associated with the home will remain limited. Where off street parking is available it will be utilised wherever practicable. Staff and visitors will be expected to park responsibly and lawfully, ensuring that the operation of the home does not give rise to undue pressure on surrounding roads.

Having regard to the scale of the operation, staffing arrangements and domestic nature of the activities undertaken, the home will not generate levels of activity materially different from those expected of a typical family dwelling. Accordingly, the operation of the home will remain wholly compatible with the residential character of the area.

11.0 Good Neighbour Commitments

Maintaining positive relationships with neighbouring residents is a fundamental aspect of the Registered Provider's approach to operating children's homes. The home will therefore be managed in accordance with the accompanying Good Neighbour Policy, which establishes clear commitments to respecting the amenity of the surrounding community and responding positively to any concerns that may arise.

The Registered Provider is committed to ensuring that the property is maintained to a high standard, with gardens, boundaries and external areas kept clean, tidy and well presented. Refuse and recycling will be appropriately stored and presented for collection, and any maintenance issues affecting the appearance of the property will be addressed promptly. Staff will conduct themselves professionally at all times and act as positive role models for children living within the home. They will promote respectful behaviour, encourage consideration for neighbours and actively manage the home in a manner that minimises any unnecessary disturbance. Parking, visitor management, outdoor activities and staff shift changes will all be undertaken with due regard to neighbouring properties.

The Registered Provider encourages open communication with local residents and recognises the importance of addressing concerns promptly and constructively. A named management contact will be available should neighbours wish to discuss any aspect of the home's operation, with any issues investigated and responded to appropriately. The objective is to ensure that the home becomes a valued and well managed part of the local community, contributing positively to the neighbourhood whilst providing a safe and nurturing environment for children and young people.