



CHILDREN IN MIND

FAMILY SERVICES



73 Brentwood Road
Management Plan

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Executive summary

Children In Mind is a company that offers services to parents. My name is Jade Hogg and I am the director of the company. The main focus of my work at this time is as an Independent Social Worker within which I complete expert witness reports in the family court arena. I am however planning to open my first residential parenting assessment centre in Havering. I am a qualified Social worker with a wealth of experience in residential care and in assessing parenting capacity. Please see my Curriculum Vitae in the appendix.

I hold professional registration with Social Work England no: SW9998



I have a passion for working with parents and children who find themselves under the scrutiny of children's social care as I believe all parents deserve the chance to be assessed, and supported fully, to learn the skills required to be able to care for, and parent, their baby or infant.

Therefore, my business plan is to open a residential parenting assessment unit at 73 Brentwood Road, RM1 2EU. The unit will have a strong emphasis on providing a high quality service which offers parents an honest, respectful and supportive environment. The parenting unit will be as comfortable and homely as possible, yet there will be waking staff present and available 24 hours a day to support the parents in their parenting role.

What is a parenting assessment unit?

Parenting assessment units are called residential children's centre's by Ofsted. These types of establishments undertake parenting assessments to parent/s when there are worries regarding the parent's ability to provide adequate care to their infant. Parents who are accommodated in parenting assessment units have been given the option to go there by the family court, to provide them with an opportunity to develop their parenting skills, and to address the concerns of their local authority.

Parents have a choice to have an assessment in a parenting unit and it is always their decision to engage in the process. Making this decision enables a parent to be given a fair chance of being able to learn, and also demonstrate, whether or not they can care for their baby or infant.

A parenting assessment unit is NOT a refuge. Parents are NOT placed in parenting units for their own safety; they are placed in parenting units as the parent has been assessed as needing a high level of support and guidance to care for their baby. Some parents in parenting units may have very limited support networks in their own home and may also be isolated in their own community. Residing in a parenting unit supports parents to learn how to access community resources which can assist them in their parenting role.

For all the parents who come to stay at 73 Brentwood Road, this will be their home for the duration of their placement. They will be assessed under a 12-week parenting assessment framework and a final report will be produced at the end of the 12 weeks which will detail their parenting capacity.

Most parents stay for longer than 12 weeks, as the 12-week period is just the assessment period. Parents may have to wait for pending family court hearings after their assessment has been completed, which can take time if there is judicial delay.

If a parent arrives at a parenting unit with a newly born baby, the family court often asks that the parent resides in the home for six weeks prior to the parenting assessment commencing. This is good practice, as this allows the parent a post-partum period to become accustomed to their new baby, and being a parent.

Ofsted say that parenting assessment units are to be safe, clean and comfortable and must avoid being institutional wherever possible. Children in Mind will

always be mindful of this standard to ensure the unit feels as homely as possible at all times. The appearance of 73 Brentwood Road will be maintained to a high standard inside and out to provide a positive image in the community, and to support the parents to feel proud of where they are staying.

Who regulates parenting units?

Parenting assessment units have their own set of national minimum standards set down by the Care Standards Act 2000 and the government. Residential parenting units are regulated by Ofsted and must meet the National Minimum Standards in order to gain their registration, prior to families being placed there. Ofsted then carry out inspections once every three years.

There are several pieces of legislation that underpin residential parenting units.

These are:

- Care Standards Act 2000: legal definitions of all agencies and establishments we register
- The Care Standards Act 2000 (Registration)(England) Regulations 2010
- The Care Standards Act 2000 (Establishments and Agencies) (Miscellaneous Amendments) Regulations 2002
- The Residential Family Centres Regulations 2002
- The Residential Family Centres (Amendment) Regulations 2013

Havering Children's Services will commission placements at 73 Brentwood Road following registration being granted by Ofsted. As part of Havering's commissioning process, they will need to ensure the parenting unit meets their own health and safety criteria, and standards, prior to placing families there.

Each local authority that use the parenting unit will go through the same process of inspection for their individual commissioning process. Therefore, there will be rigorous scrutiny of the parenting unit, not only by Ofsted, but also by Havering commissioned services and the other boroughs nationwide that will use the service.

What will be different about 73 Brentwood Road?

My passion comes from helping parents to be the best parent they can be. Too often, parents who enter parenting units have had traumatic pasts and this can affect their ability to be able to parent their child to an adequate standard. Some parent/s did not experience adequate parenting in their own childhood/s and therefore have no point of reference for what good parenting looks, and feels like.

My ethos for 73 Brentwood Road will be that each parent, the trauma they have experienced in their life, and their life course, will be treated with dignity and respect. A risk assessment will be completed prior to the placement commencing to ensure the parent is not a risk to the other babies and infants in the unit. Everyone who is offered a placement at 73 Brentwood Road is warmly welcomed and every parent will be offered high quality support and guidance, to be the best parent can they can be.

Throughout their stay at 73 Brentwood Road, all parent's will have an individual risk assessment that is regularly reviewed and updated. All parents will have a named key worker and they will have frequent key work sessions based on their needs. Each parent will have an individualised plan of what key work sessions will meet their needs, and their infant's needs, and how often these should take place.

Key work sessions may be informal and may include direct hands-on demonstrations (modelling) of how to carry out basic care tasks for their infant. Lots of different resources will be used in key work sessions to support parents to learn in ways that is helpful to them. YouTube videos are helpful to watch as well as online videos. Visual demonstrations are also helpful to help parents learn 'through doing' and visual aids will be present in the home to assist parents to remember necessary information.

What is 73 Brentwood Road like?

73 Brentwood Road is a large semi-detached house located within a busy community. It is placed closely to major transport links, and there are two different bus stops within a couple of minutes walk from the property. There is a main line train station, Romford, which goes into Stratford and London Liverpool Street located a mile away. The house has 2 parks within a few minutes

walk and is close to many shops and amenities. There will be parking for visitors at pay and display locations sited very closely to the home.

The house itself is a solid, brick built home that has spacious bedrooms and large common areas. There is a paved back garden where parents can enjoy sitting outside. Children in Mind will ensure the house will be maintained and decorated to a high standard always, and will offer a home from home environment as much as possible, with a strong emphasis on the house being comfortable and welcoming.

Parent's need to feel relaxed and happy at the unit and this will be achieved by having their own private room which will be clean, well furnished and 'cosy'. There is one bedroom downstairs that can be utilised if a parent has issues with mobility. The bedrooms will each have a television and double bed with good quality bedding and pillows. A Moses basket will be available for newborn babies and a cot will be provided for slightly older babies. Toddler beds will be provided for infants when they are ready to transition to a small bed. Parents can bring their own items with them and are welcomed to, but can be assured that if they do not have their own equipment, they will be supported to get everything they need to care for their baby's appropriately.

All other necessary items such as an infant monitor, steriliser and baby bouncer chair will be available. The home will have all of the necessary cutlery that the families will need and there will be fridge and freezer space for each family, as well as a washing machine, and tumble dryer, available for each parent group.

The unit will be able to accommodate up to five parents and their infants. Parents can have up to two children, if they have more than two children, a risk assessment will need to be undertaken to assess if the unit can support a family with three or more children at that time. There can be two family groups at any one time which comprises of two parents together and their infant/s.

All referrals will be carefully assessed to understand any risk factors associated within the family, the needs of each family, and the required level of supervision that will initially be required to ensure the unit can meet the parent/s and infant's needs.

The home will have two communal areas which will comprise of a play room/dining room and a lounge. There are five double bedrooms, two of which are en-suite. There is one bedroom downstairs that can be utilised if a parent has a

an issue with mobility. There are two communal bathrooms and two additional toilets and a staff office.

The unit will use CCTV to support staff to assess parent's direct care of their infants. CCTV will not be used in bathrooms and therefore parents are not to take their infants into the bathroom with them until this has been risk assessed as being safe to do so. Once a risk assessment has been undertaken to suggest CCTV is no longer required, this facility will not be in place for a family. The unit will always seek to remove this level of supervision as soon as possible as Children in Mind understand this type of monitoring is stressful for a parent and an invasion in to their private life.

Parents will be expected to have the baby monitor on in their bedroom whenever their infant is in their care. If parent's would like to make calls to others in private, arrangements will made for this to occur to ensure parents feel they have some level of privacy and control over their own life.

All parents who come to the parenting unit for assessment must understand that the welfare of the infants and babies who come to the unit are the unit's paramount concern. The needs of the infants will always override the needs of the parents and babies and infants will always be kept safe by the staff team. Therefore, baby's will not be left to cry for more than a few minutes without staff intervening to support the parent to soothe their baby, and to ensure the baby's needs are met.

Staff will ensure that the baby's and infants at the unit have all of their basic needs met but will always support the parents in the first instance to be able to do this independently. Intervening with a parent's infant will always be the last resort if a parent really cannot manage, even with a significant amount of support.

Rules and expectations of 73 Brentwood Road

Parents must agree to abide by this set of rules and expectations in the unit prior to commencing their placement. These rules will be:

- Drugs are not to be used in or around the unit at any time. If parents are found to be using drugs, or they have drugs on their person, their placement could be immediately terminated.

- Parents who have been using substances prior to admission into the unit must be willing to engage with a local drug agency and treatment plan. They must also be willing to undertake regular drug and / or alcohol testing.
- Parents are not to be abusive and/or violent to the staff or to other residents. Any forms of aggression will be taken extremely seriously. The staff at 73 Brentwood Road have a duty to protect all of the infants in the unit and any forms of abusive behaviours may undermine the safety and stability of the infants placed there.
- There will be an expectation that the parents staying at 73 Brentwood Road will not be abusive to anyone in the community around the unit. Any forms of abuse in the community may risk a placement being terminated.
- Parents can smoke in the designated smoking area outside of the unit. However, smoking is only permitted between the hours of 08.00 and 21.00.
- Parents must not leave their infants in the care of the other residents in the unit.
- Parents must not take money or belongings from other residents.
- Parents must not go into each other's bedrooms and can only socialise in the communal areas, or in the community, if their individual risk assessment allows for this.
- All parent's visitors to the unit will have safeguarding checks undertaken on them by the parent's local authority, prior to being able to visit the family. If any risks are raised in relation to the visitor being a risk to children, or adults, they will not be allowed in the unit.
- Bullying of others will be taken very seriously and if it is felt that one or more parents are bullying another parent, or a staff member, they risk their placement being terminated within 48 hours.

- 73 Brentwood Road will operate in a respectful way and this expectation is for all staff and all residents. No person will discriminate against another for any reason at all and the diversity of all infants, parents and staff at the unit, and people visiting, will be celebrated and championed.
- There will be an expectation that parents will engage with the support offered to them. If it felt that the parent is not engaging in a meaningful way, an emergency meeting will be arranged with the placing authority, and child's guardian, to explore this, to assess if the unit is able to meet the expectations set out in the placement planning meeting.
- Parents cannot bring a vehicle to the unit at any point of their placement as this is a risk that cannot be accommodated for at Children in Mind.

The staff team

The unit will be managed by a Registered Manager who will be a qualified social worker with a background in working with children and families. The Registered Manager will be supported by a deputy manager and a team of seven, experienced family support workers and four experienced night staff who will work a rota system. The unit will also have a team of bank staff who will work ad hoc shifts. The staff team will be experienced in parenting support work.

There will be at least two members of staff on each day shift.

There may be one waking night staff with a sleep in member of staff. However, if the unit was at full occupancy, there would be two waking night staff who would observe families throughout the night and offer assistance and guidance when necessary.