





Acacia Hall

Statement of Purpose

SC044562

Quality and Purpose of Care

1. **A statement of the range of needs of the young people for whom it is intended that the young person's home is to provide care and accommodation.**

Acacia Hall



We aim to ensure that the residential provision works very closely with the educational provision to ensure that these appropriate plans are delivered together to effectively increase outcomes

- 3. A description of the accommodation offered by the young person's home including:**
- (a) How accommodation has been adapted to the needs of young people;**
 - (b) The age range, number and sex of the young people for whom it is intended that accommodation be provided;**
 - (c) The type of accommodation, including sleep in accommodation**

Acacia Hall provides sleeping accommodation in the form of two separate buildings split into seven areas, five of which are located in the main house. In addition to this main building, there is an eight bedded house that has been purpose built to the rear of the main house called Anam Cara. Each area is designed to work in isolation of one another. Acacia Hall provides accommodation for 29 young people. There are dining rooms next to each lounge area in the main house, a well-appointed kitchen, a soft play room and a family room.

The homes cater for 37 young people of mixed gender aged between 1

advice and involvement with individual young people. Practice conforms to the policy guidance on Equal Opportunities. Acacia Hall celebrates the diversity of cultures and religious traditions. The background and knowledge of all members of the Acacia Hall community helps to enrich the experiences and provide additional learning opportunities for our young people and staff alike.

We recognise that our young people have a variety of ways in which they communicate and this includes specialist styles of communication, which are helpful for young people with autism. We use tools such as Makaton signing, symbols, social stories and visual timetables to help young people communicate and to ease disruption around transitions.

6. Details of who to contact if a person has a complaint about the home or school and how that person can access the home's complaints policy which are on our website - [Acacia Hall | Autism, Learning Disability, Residential Care \(kisimul.co.uk\)](http://kisimul.co.uk)

Young people, relatives and referring agencies are encouraged to discuss any areas of concern at the earliest opportunity with a member of staff, who will do their best to resolve the matter or seek the assistance of a senior colleague if they are unable to help. If efforts at this level prove unsuccessful, or if the person making the complaint feels unable or unwilling to make an informal approach, reference can be made direct to the Registered Manager, who is responsible for the local operation of the complaints procedure. If the Registered Manager is unable to resolve the matter, or in the event of a serious complaint concerning the Registered Manager or Headteacher, the matter may be referred to Adam Henderson, Responsible Individual at Kisimul School (Telephone number 01522 868279).

If the complaint cannot be resolved by discussion within the company's procedures, or if the complainant does not wish to pursue this route, they have recourse to the complaint's procedure operated by the referring authority (details of which they should have received from the officer responsible for the referral), to the Lincolnshire County Council's Children's Customer Service Centre on 01522782111 or to the Local Authority Designated Officer on 01522554674.

Complaints about registered services, such as Acacia Hall, can also be made to OFSTED, OFSTED National Business Unit, Piccadilly Gate, Store Street, Manchester, M1 2WD or by telephone on 0300 123 1231

All formal (written) complaints are carefully recorded and outcomes are reviewed.

7. Details of how a young person, body or organisation involved in the care or protection of a child can access the homes child protection policies or the behaviour management policy.

It is the policy of Kisimul Group to ensure that a safe and caring environment is provided at all times for the young people entrusted to its care, and to protect them from significant harm (Part 2 section 10 of the Young people's Act 2004). The group is committed to ensuring that all young people attending services are kept safe and that concerns about a child/young person are followed up in the right way and to ensure that everyone including parents/carers, staff, volunteers and young people know what should happen and what is expected of them.

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No form of bullying or intimidation is tolerated anywhere within Acacia Hall, irrespective of who the victim or perpetrator may be. The overall philosophy on these issues is set out in the company's comprehensive behaviour policy. This covers all forms of bullying and intimidation in all circumstances and applies equally to young people, staff and visitors. It is based on the philosophy that everyone is valued as an individual. The basic respect inherent in this value statement is the foundation for our expectations of each other.

Acacia Hall follows the **Child protection policy and procedure** (OP05 Child Protection Policy) in line with The Local Safeguarding Board. The local procedure is framed in the context of the Company's overall policy and procedure. Full training in the appropriate procedures is provided as part of the induction process for each new member of staff and reinforced in periodic refresher training and through supervision.

It is the philosophy of the group that the overriding principle to be followed is: **young person's welfare is paramount and this takes precedence over doubt.** This means that all allegations made by young people will be taken seriously and investigated fully. This helps the organisation to protect those that use our services and also the staff and volunteers that work with us. However, Acacia Hall does recognise that when an allegation is made this is a very difficult situation and it will endeavour to ensure that staff are fully supported throughout the process. (OPED 59 Managing Allegations Policy)

Acacia Hall operates to a missing person policy agreed with the local police. A full record is made of the circumstances. Parents and referring agencies will be kept fully informed and consulted as necessary. We use the Lincolnshire Police protocol in sETe i4g(ed)4(-)-155(an)4(d)-9()JTJET

Education

10. Details of provision to support young people with special educational needs.

All young people admitted to Acacia Hall, whether on an educational – day placement, weekly placement, term time only or 52-week basis, undertake an individual programme of full-time education tailored to their specific needs. A thorough pre-assessment process is undertaken so that there is sufficient information and knowledge of student profile and associated challenges prior to starting in the school.



those needs. The school provides a broad, balanced and stimulating curriculum that aims to promote the spiritual, academic, personal and social development of each individual. The school has curriculum pathways outlined to ensure there is appropriate provision for all profiles within the spectrum of SLD and severe ASD that typify the profile of the school cohort.

Students typically follow a thematic based learning scheme, which covers all of the statutory subject coverage of the National Curriculum. This is supplemented by therapeutic and targeted input from the therapy team. Accreditation is through ASDAN which provides a formally recognised learning framework.

There is a clear focus on independence and life skills across all settings and throughout the waking day, and this focus is evident in education and care planning and in the review processes. This is because life skills cannot be compartmentalised or fully addressed within the school day. Education and care interventions and associated programmes are delivered through continual reinforcement and overlearning. Kisimul schools provide an environment with a 24/7 365 approach to developing communication and interaction skills.

A further key element of the meaningful life curriculum is behaviour support. Most young people are placed in Kisimul residential settings because they have some form of behaviours of concern. Consistent behaviour support is achieved through a coherent set of strategies, consistently implemented, and via a planned programme of activities learned and overlearned throughout the waking day. There is active multidisciplinary management of learning throughout the waking day. We are mindful that consistent and appropriate strategies are imperative in the reduction of frustrations linked to difficulties with communication.



Enjoyment and achievement

- 13. The arrangements for enabling young people to take part in and benefit from a variety of activities that meet their needs and develop and reflect their creative, intellectual, physical and social interests and skills.**

13.

Acacia Hall School provides a full range of leisure, sporting and recreational activities, details of which are set out in the school's prospectus. Each young person participates in Physical Education (PE) and there is a wide range of sporting activities available outside of the usual curriculum. There is an outdoor play area, animal husbandry yard and sports hall on the main site. There is a range of external activities available to the young people, from shopping trips into the local city/towns at the weekends, to rock climbing and sailing. All such activities including holidays/days trips are in line with their individu7(s)-5()-275(tr)-2(i)-6(ps)-3()-275(are)-276(i)5(n



The organisation operates a quality assurance system that collates a wide variety of information from around the group, which is presented in a consistent company format, on a monthly basis. This consists of both quantifiable data, and qualitative information about young people's experiences. This enables the Board of Directors to be aware of all issues throughout all locations, both in terms of incidents that have occurred and the subsequent actions that were taken, as well as successes and achievements. As part of this process a Quality Assurance Group meets monthly to review all information. This group is attended by appropriate members of the board and operational teams, thus ensuring clarity throughout the Board of Directors with regard to operational matters in all locations. This also gives the board the ability to highlight patterns and trends and enable them to plan for the future, thus ensuring the effective future performance of the company. As well as the monthly Quality Assurance systems there are also robust internal inspection systems in place, which feedback to relevant directors.

The effectiveness of our approach is also measured in the different multi agency forums that we participate in. For example, we provide reports for reviews of One Plan goals, education, health and care plans and LAC reviews.

Each looked after child or young person has an annual health assessment which considers all aspects of the individuals medical needs. Each young person is registered with a local GP and has regular dental and optical check-

of primary, secondary and tertiary strategies. The emphasis is on de-escalation techniques, proactive approaches and finding the least restrictive means of intervention to support behaviour; avoiding the use of physical intervention if at all possible. Meas is fully consistent with company policy in this area. Staff member's competence in physical intervention is assessed by staff trainers who have completed the Meas 'Train the Trainer' course. Staff undergo a 4-day induction course in Meas, which is refreshed by a day's training annually. Positive reinforcement and specific praise are significant behavioural tools at Acacia Hall. There are clear procedures for dealing with disruptive behaviour. All staff are aware of the company's policy and procedures for dealing with behaviours that challenge and operate principles based on knowledge of potential triggers that may lead to emotional distress and behaviours of concern. Staff employ strategies aimed at preventing and minimising the conditions for escalation and crisis. As a last resort, physical intervention can be used if necessary, to prevent injury to self, others or property.

The threshold for using restrictive physical intervention is met when, as a last resort, a young person is going to put themselves or others at risk of serious harm, or they are going to cause significant damage to property. We recognise that whilst positive behaviour support techniques are effective for most young people most of the time, physical intervention can be an act of care if it is used in the right way at the right times.

All staff are trained in understanding the needs of our young people and putting this into practice when it comes to supporting and promoting positive behaviour. We have an acceptance and understanding that our young people will struggle to cope emotionally and socially from time to time and our autism specific positive behaviour support techniques help young people to self-regulate with support from carers.



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Email: lucy.whiting@kisimul.co.uk

Service Manager:

Name: Vacancy
Address: Kisimul Group Limited, Acacia Hall, Shortwood Lane, Friesthorpe, Lincolnshire,
LN3 5AL
Tel: 01673 880022
Email:

Service Manager:

Name: Amy Rees
Address: Kisimul Group Limited, Anam Cara, Shortwood Lane, Friesthorpe, Lincolnshire,
LN3 5AL
Tel: 01673 880022
Email: amy.rees@kisimul.co.uk

Kisimul Group Limited has a management team that comprises of:

Anita Andrews, Chief Executive Officer
David Burke, Chief Financial Officer
Rochelle Dunkerley[A]4illl(l)5l(l)5l(l)5l(l)5l(l)5l



Headteacher, Education Director, Care Director and Chief Executive Officer. Steve has also worked as an Assistant Head in a Manchester Local Authority Residential ESBD provision.

Nicky Cooper is a qualified mental health nurse with many years' experience in mental health trusts in clinical, leadership and governance roles. After a period of portfolio working when Nicky worked as a Mental Health Act Commissioner for the CQC, carried out investigation and quality improvement work with Strategic Health Authorities, the National Patient Safety Agency and Primary Care Trusts, Nicky spent nine years working with a large independent provider of children's and adult's mental health and social care, fostering and education, in compliance, assurance and quality improvement roles, at director level.

Adam Henderson joined Kisimul as the Managing Director in May 2021. Adam has over 20 years' experience working in social care settings with children and adults with learning disabilities and autism. Having started as a support worker for Lincolnshire county council in 2000 he worked his way up through Registered and Area Manager roles and has held senior manager and executive roles in the voluntary and private sector for the past 12 years.

Paul Routledge was appointed as Group Executive Education Lead in Sept 23, and has 27 years' experience in the SEN sector as a teacher, peripatetic service lead, Executive Headteacher and Regional Director for a national SEN provider. He was previously Asst Director of Education within the Kisimul group, and holds MEd (Learning Disabilities), NPQH and NPQEL professional leadership qualifications.

Lucy Whiting was appointed into the temporary Operations Manager position at Kisimul in January 2024 and has over 14 years' experience working in Health and Social Care across both Adults and Children sectors in specialist residential provisions. Lucy joined Kisimul in 2018, based at Acacia Hall, and became the Registered Manager in 2020. Prior to this, Lucy has held Registered Manager position in an Adult residential home for 2 years. Lucy holds a Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services (England) – Children and Young People's Management Pathway, as well as previously completing the Level 5 Diploma in Leadership for Health and Social Care (Adults Management).

The site has achieved a number of external Quality Marks in recognition of the high standards



Acacia Hall we have a wealth of experience within the staff teams. We believe that a diverse staff group enables the young people' needs to be facilitated. There is a balance of both male and female staff within the teams and this gives the young people the opportunity to build positive relationships with both sexes.

Care planning

22. Any criteria used for the admission of young people to the home, including any policies and procedures for emergency admission

Admission criteria is based on matching young people referred as closely as possible to the particular described in section 8 above, to ensure the compatibility of the group as a whole and to ensure that the service's particular expertise is utilised appropriately to meet the needs of those most able to benefit. All referrals for admission are assessed by the senior team on the basis of detailed information provided by the referring authority and other agencies as appropriate. A visit to the service will be arranged for all prospective young people, prior to