



**STATEMENT OF PURPOSE
&
FUNCTION
CHILDREN'S HOME / SHORT BREAK SERVICE**

Named Responsible Individual / Trustee: Mr. Jacob Sorotzkin

Named Registered Manager / Director of Care: Micki Herzog

This document has been written in accordance to the following statutory requirements:

- Children's Homes Regulations 2015 (special amendments Jan/April 2014)
- Quality Standards – Children Homes (Children's Home Regulation 2015)
- Care Standards Act 2000
- Children Act 1989 / 2004
- Every Disabled Child Matters
- Education and Inspection Act 2006

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1: Introduction

Welcome to the Statement of Purpose for Bayis Sheli Residential and Short Break Resource Unit. Bayis Sheli is a registered charity (No1113631) and a Company limited by guarantee (No. 5576781). Bayis Sheli was formed in 2006 for the purpose of operating a residential care home for disabled children and young people, particularly with a view to meeting the needs of Jewish children and young people for provision which is consistent with their culture and faith, as needed.

Bayis Sheli is an Orthodox Jewish residential and short-break home, which provides a number of resources to children and young people with a learning disability, some of whom may also have a physical disability or behavioural / emotional needs. We aim to promote the care, education, well-being and health of Jewish children who are disabled, in particular but not exclusively, by the provision of a residential facility incorporating services for disabled children and young people from the wider public. The service provides a residential home and short breaks to young people who are predominately between the ages of 6 years to 18 years. Each young person's package of care is regularly reviewed to meet the changing needs of the individual.

Bayis Sheli has its own purpose-built site based in Hackney, London. Completed in 2014, the residential provision is split over the ground and first floors. There are 8 single en-suite bedrooms. All the ground floor bedrooms have hoist facilities. There is a hydro-therapy pool, sensory room, soft play room, music room and an IT room, as well as a sensory garden which we will develop as we grow. We also extended our recreational facilities with the addition of an air hockey table, basketball hoop and bowling pins. All areas are equipped with a wide range of interactive equipment to enhance the opportunities for the children and young people. All areas are wheelchair accessible. The building has 2 lifts offering access to all areas.

In Bayis Sheli we have a strong corporate belief that every child or young person, regardless of their disability, has the same rights held by any child. Bayis Sheli focuses on offering life opportunities that promote inclusion and integration. The home ensures these opportunities are fully accessible so that each individual child or young person can participate in the life of their local community.

Bayis Sheli works in partnership with the child or young person, their family, and local authorities with a focus that a supportive and child-led service is at the forefront of practice. Bayis Sheli also works in partnership with other professionals such as the families' social workers, Education and Health services. This ensures that a consistent and holistic approach to an individual's care is developed and maintained. Bayis Sheli believes every child has the right to be protected from harm, access appropriate education, lead a healthy life style, have the opportunity to participate in recreational activities, the right to form their own identity and the right to be heard. This belief underpins this Statement of Purpose and the work and ethics of the home.

Through Bayis Sheli's interactive, engaging and inclusive approach, all the young people will be supported and encouraged to enjoy their time by offering a range of activities, and individuals will be encouraged and supported in achieving small steps towards their independence in areas around personal care and choice. The children and young people who come to Bayis Sheli for stays will have access to a range of opportunities to experience and do things that they may not

have a chance or opportunity to do when at home. Bayis Sheli aims to develop an Out-reach support service to children and their families based upon supporting parents to understand and cope with challenging behaviours, and supporting parents in their parenting capacity.

The service therefore is:

A children's home offering medium- or long-term care.

A short break service offering day care, overnights and support at home.

This is what Ofsted thought about our service:

- **Inspection dates:** 14th & 15th February 2023
- **Overall experiences and progress of Children and young people,** taking into account **outstanding**
- How well children and young people are helped and protected **good**
- The effectiveness of leaders and managers **outstanding**

The children's home provides effective services that meet the requirements for outstanding.

The Statement of Purpose, in conjunction with the young people's guide and the Service Agreement, sets out clearly how the home will operate and offers all those who may access the home an understanding of the service they can expect. The home will continually strive to provide a high-quality service that aims to reach an outstanding performance in all aspects of care. At the forefront of delivery is developing innovative ideas that are creative, and focus on meeting the needs of individual young people so their full potential can be achieved.

2: Mission Statement

Together We Build, We Journey, We Soar!

Bayis Sheli endeavours to provide high quality short-breaks and residential services, championing a holistic approach to supporting children and young adults with living among their family and community. We aim to deliver services that meet the individual needs of those in our care, enabling them and their families to sustain a fulfilled life in accordance to their religious, racial and cultural standards.

Our values:

- Providing a safe haven with all the necessary facilities for children and young people with learning disabilities
- Compassionate support of their needs in a dignified and respectful manner
- Promoting Individuality via involvement in their personalised care plan
- Inspire growth by providing stimulating, creative and varied environments and opportunities
- Emulating their religious lifestyle to maintain familiarity and promote their cultural ethos
- Supporting and developing staff to ensure positive team work and competency.

3: Facilities and services provided at Bayis Sheli

During the child or young person's stay at Bayis Sheli they will be encouraged to access and engage in community facilities where a wide range of activities are offered. The home will also arrange trips out and access different events that expand on a child or young person's social experiences. Indoor activities will include arts and crafts, role play, interactive stories, educational toys, music, karaoke, computer games, swimming, and we have a film projector screen. Activities also include using the sensory and soft play facilities, developing independence skills such as cooking, domestic tasks, and handling money. Key workers will also plan specific key work sessions focusing on a particular issue that needs to be discussed, implementing training or behavioural programmes or supporting in developing a particular skill.

Bayis Sheli works closely with the departments Health and Safety Officer with regard to current legislation and risk assessments, as well as other appropriate agencies who can advise on the health and safety of those working, living or visiting the unit, these include the fire, police and health services. Bayis Sheli has external security CCTV fitted that ensures all areas of the immediate outside can be monitored 24 hrs.

Services available at Bayis Sheli

~ Overnight Short Break Care ~

Bayis Sheli provides overnight short break care to a wide range of children and young people with a disability aged 6 to 18 years old.

~ Children Looked After and living in the home ~

Where it is believed to be appropriate and in the young person's best interests, Bayis Sheli can provide full time care to young people either looked after, or in the care of, the local authority.

~ Tea Visits/Day Care ~

Day-care packages can be offered at the weekend or can be used instead of an overnight stay if this is more suited to the needs of the family at that time.

~ Emergency & Un-planned referrals ~

In some instances we may be called upon to provide care to a child at short notice, in the event of an emergency or unplanned referral.

~ Holiday Break (Short-break) ~

The home will offer day care to all children and young people who receive a short break service over the holiday week.

4. Caring for Children

Thorough care planning is an integral part of partnership working and is very specific to the child or young person and will be undertaken by the 'key worker'. Personalised care planning aims to ensure that the young person and their family are involved in contributing and designing the care the young person will receive whilst at Bayis Sheli. There will also be opportunity for other professionals who know the child well to contribute to the plan, e.g. school, therapists, etc.

The staff will care for all children whilst at Bayis Sheli, including personal care. Staff will ensure all children and young people are safe and will listen to and consult with the children and young

people using a range of communications aids/methods to suit individual needs. The staff will observe all the children's religious / faith and cultural needs and will adapt the care plan to ensure we are meeting and adhering to these needs.

The young people who receive a service at Bayis Sheli will do so under the Children Act 1989, either section 17(6), which describes a Child in Need or Section 20(4) which describes children who are 'looked after'. In the event of a child being placed by a placing authority, the staff at Bayis Sheli and/or the social worker in the Disability Team will ensure that families understand which section of the Act the care is being provided under and why, and this is further reviewed at the Short Break Review.

Bayis Sheli strongly believes that every child and young person should be supported in attending his or her reviews. Prior to the review meeting, the child or young person will complete an adapted review report and these views must be considered.

Anti-Oppressive and Anti-Discriminatory Practice

Bayis Sheli's Equal Opportunities Policy identifies the rights of children and young people to receive an appropriate service without receiving less favourable treatment on the grounds of gender, race, colour, nationality, religion, disability, sexuality or class.

Discrimination aimed towards any child or young person or family members or other professionals and towards any staff member will not be tolerated and may result in staff disciplinary action. Staff will be expected to challenge any and all forms of discrimination they may encounter or become aware of. All staff will have training in understanding anti-discriminatory practice and be expected to implement best practice in this area at all times.

Child Protection and Safeguarding

Bayis Sheli follows the "Working Together to Safeguard Children" Child Protection Policy and procedures as agreed by the Local Safeguarding Children's Board (LSCB). These procedures are based on the London Child Protection Procedures Version 5 and can be accessed via Bayis Sheli Policy and Procedures manual.

Religion

Bayis Sheli was established as a home away from home, to serve the needs of Jewish children and young people with disabilities. The home is set at the very heart of the Orthodox Jewish community, (Stamford Hill, Hackney) reflecting the educational, cultural, spiritual and communal provision of the Jewish Culture. The home provides residential services mainly for Jewish children and young people and aspires to develop a sustainable evolution, which creates opportunities by encouraging its extended services to be used outside the community. Such opportunities consists of access to the homes hydrotherapy pool and play and stay.

To expand on how the home is able to support the cultural needs of Jewish residents the following take place:

- Kosher diet – Bayis Sheli have a kosher kitchen, providing fresh and nutritional kosher food.
- Praying- Children and Young people will be supported continuing with their daily prayers and blessing before meals.

- Shabbos - Children and Young people are encouraged and supported to participate in the Shabbos meals, including Kiddush and Havdalah.
- Religious Festivals – Children and Young people are encouraged and supported to participate in all the Religious Jewish Festivals and Holy days.
- Jewish music and themes - Jewish music that is familiar to the children is played in the home, and encourages all Jewish themes that resonate with the children and young people.

In order to encourage the feeling of warmth and culture, Bayis Sheli have a diversity of staff who are able to communicate in English, Yiddish and Hebrew with the children and young people. As part of the induction process, non-Jewish staff are inducted on the Jewish culture, and receive ongoing Jewish training.

All staff at Bayis Sheli follow a dress code which takes in to account the cultural sensitivities of our client group. The home encourages everyone who access the services to dress appropriately. Young people have good opportunities to explore their cultural and religious identity in the company of their peers. Practising their faith and feeling part of the Jewish community brings great joy to them. Leaders, managers and staff make sure that all Jewish holidays are celebrated in line with traditions.

5. Behaviour Management

For some children and young people any behavioural issues may need to be seen in the wider context of their disability e.g. autism, learning, communication, behavioural or emotional difficulties etc. This means that the reasons for some behaviour may not be immediately clear, and some children and young people will have limited understanding of dangers both within and outside of Bayis Sheli. For these reasons all children at Bayis Sheli have Risk Assessments completed in conjunction with the parents or carers, which will identify known and potential risks, and the aim is to develop strategies for reducing risks. Positive behavioural plans will be devised detailing specific techniques to be used consistently across the staff team. The unit's philosophy is one where positive praise, structured routines, distraction methods and clear expectations are used when managing behaviours.

The use of Physical Interventions

It is recognised that some behaviours presented by young people may place themselves or others at significant risk of harm. All staff at Bayis Sheli will be trained in the use of physical interventions techniques. Managing challenging behaviour predominantly focuses on recognising warning signs, diversion and other non-physical means of intervention. The training emphasises that any physical intervention used must be the LAST resort, and only used in extreme circumstances where a child or young person is placing themselves or others at risk or significantly causing damage to property.

6. Education

The Children's Homes (England) Regulations 2015 specifies that the duty to promote educational achievement does not apply to children receiving short breaks, as in those cases the

responsibility will rest with the parent. The primary responsibility for the health, education, social and religious needs of the children and young people remains with the parents or carers, however Bayis Sheli is committed to working in partnership to ensure that all needs are met. The Home is committed to ensuring that every young person who is placed as a Looked after Child receives full time education that is appropriate to his or her needs.

In order to support each child and young person's educational potential, Bayis Sheli will where appropriate, endeavour to incorporate key targets of the Individual Education Plan into the Bayis Sheli care plan. Activities at Bayis Sheli can also provide an opportunity for informal education by supporting communication development, concentration skills, social development, and gross and fine motor skills etc.

Where a child or young person is excluded or has no school place, staff will work closely with education professionals to ensure full time schooling is provided as soon as possible and within the minimum statutory timescale of 20 days.

7. Health

Short Breaks

If children or young people are receiving short break care in a children's home, responsibility for their health care remains with their parents, but staff will be responsible for maintaining a child or young person's ongoing health treatment by administering medication where necessary and in the event of an emergency.

(Children Act 1989, Guidance & Regulations Volume 5, Children's Homes)

Children Looked After and living in the Home

On admission to Bayis Sheli all young people will be registered with a GP. The individual health needs of the child will be incorporated into the Care Plan and Placement Plan.

8. Consultation

Listening to children and young people

Bayis Sheli is committed to listening to the views of children and young people, ensuring that a young person is heard through understanding and developing an individual's unique style of communication, which may include facial expressions, sounds, gestures or behaviour.

Children and young people's rights

All children and young people have access to an independent Children and Young People's rights service, which can provide appropriate advice and support on their rights in care and any issues they may have whilst being looked after.

Complaints and Representations

Bayis Sheli has its own complaint procedure that can be used by parents, carers, children and young people. Copies of the complaints procedure are available from Bayis Sheli, The home will respond to any complaints swiftly and promptly with an aim to resolve the problem.

Complaints should be addressed to:

Registered manager – Mrs Micki Herzog & company Trustee - Jacob Sorotzkin,
1, St Kilda's road, London N16 5BP / phone: 020 8815 3920

Ofsted inspects the home up to twice a year, and can also investigate complaints they receive from parents/carers and children and young people.

They can be contacted: *National Business Unit*
5th, 6th and 7th floor
Piccadilly Gate
Store Street
Manchester
M1 2WD
Phone No: 0300 123 1231

Email: enquires@ofsted.gov.uk Website: www.ofsted.gov.uk

The home recognises that complaints or representations are a form of developing practices and welcome such a process to achieve results, or bring matters to the attention of the manager. The home also welcomes acknowledgements in the form of compliments for work that has been carried out and families may have particularly appreciated. A record of these compliments will also be kept at the home and available for inspection.

9. Contact

Short Break Contact with family members

The children and young people who receive a section 17 service at Bayis Sheli, receive services at the request and with the full consent of parents or carers and only spend short periods in residence. Therefore contact does not normally raise serious issues. If there are contact issues for a child or young person these will be discussed and integrated into the young person's care plan. Parents and carers are welcome to phone the home at any time to speak to a member of staff to check on their child's well-being or to speak to their child. Children and young people are able to phone their parents or carers. After a child or young person's stay at Bayis Sheli, a member of staff will contact a family member to give a breakdown on how their child's stay at the home went. This contact allows for consistent consultation and good partnership working.

Contact arrangements for Children Looked After and living in the Home

Staff at Bayis Sheli will actively support a young person's contact and visit to family or relatives if agreed in their care plan. Where contact is not possible, due to practical reasons such as where a parent or carer lives abroad or is in hospital, staff will actively promote contact by letter, telephone or any other reasonable means.

Family contact is viewed as an essential part of the care plan for any young person. Whenever possible family contact will be actively encouraged, and when necessary facilitated by staff at the home. Parents, siblings and extended family will be welcome at the home if requested by the child, in line with the home's visitor's policy. The only exception to this is where contact has been denied or restricted on a legal basis to protect the child.

10. Leadership and Management

NAME	QUALIFICATIONS	EXPERIENCE
Micki Herzog Registered Manager (40 hours)	Level 5 Diploma in Leadership for Health & Social Care and Children & Young People's Services	Experience in working with adults and young people with disabilities since 2007 in supported living and day services for learning disabled adults and young adults Working at Bayis Sheli since 2020
Fatima Begum Deputy Manager (40 hours)	Level 3 Diploma in Residential Childcare Currently enrolled on Level 5 in Management and Development in Childcare	7 years' experience working in care. Been working with children with disabilities for 10 years.
AK-CF-DC-JT-KH-LO-MA-MU-PY-YO Support Worker -4 (36 hours) Full time	NVQ 3 health and social care(children's pathway)	Has worked at Bayis Sheli 2 years or more and has significant experience in care and support for children with learning disabilities
AR-AM-CC-CM-HU Support Worker -3 (36hours)-	Being enrolled now to commence NVQ 3 health and social care(children's pathway) NVQ 3-Promoting Independence (Children and Young People)	All have experience with working in the past with children of special needs.
Tzippy Loebenstein Accounts manager	Level 3 BTEC in Business Management and Computer Science	N/A
Hannah Jaffe HR Administrator	Psychology Undergraduate Degree	Has experience working in an office, handling administrative tasks and conducting telephone interviews

The Registered Unit Manager is responsible for the day-to-day management of the home and the staff team. The Unit Manager reports to the Registered Provider (the Director of Bayis Sheli) via the line management structure. The units registered Responsible Individual is Jacob Sorotzkin who is the Trustee of Bayis Sheli.

Arrangement for the supervision of staff

Bayis Sheli's policy requires all staff to receive regular supervision at least once every 6 weeks from their designated supervisor. Staff also receive clinical supervision in understanding autism and behaviours associated with it every 4-6 weeks.

For newly appointed members of staff, weekly/fortnightly supervision may be offered over the period of induction. All newly appointed staff are subject to satisfactory completion of a six-month probation period. For temporary agency staff who cover regular shifts at Bayis Sheli, supervision will be offered,

as well as offering any training that is identified as being beneficial to that staff and to the function of the Home.

All permanent or temporary employees will have a personal file containing a history of employment and education, two references, forms of ID and a DBS check prior to working in the home.

All staff are required to undertake introductory child protection training, first aid, Crisis Aggression Limitation Management training, Moving & Handling training, medication induction and (and more) as soon as possible after commencing employment. This training will be regularly updated, and ensures that staff are competent in these areas. It is mandatory that all permanent members of staff commence the NVQ Level Three Award in Caring for Children and Young People, or the Workforce Diploma or its equivalent within 12 to 18 months of commencing employment. Additional training for the home and/or individual staff members is identified through a number of training development plans. The home will also organise specialist in-house training for all staff which is specific to the needs of the service. This may mean altering the running of the Short Break service in order to facilitate this; however every effort will be made to cause minimal disruption to the children and young people and their families at these times.

The home has in-depth procedural guidance to ensure that good practice is adhered to. The home manager will review and update procedural guidance, ensuring policy and procedures are kept up to date as well as informing when key legislation changes as well as Ofsted Regulations.

11: Map (Location of Bayis Sheli)

1 St. Kilda's Road London, N16 5BP

