

Statement of Purpose

Cedar House



OUR MISSION STATEMENT

“To provide a safe, nurturing, and stable environment where children feel cared for, respected, and valued. To support children on their journey to discover uniqueness, nurture a sense of belonging and unlock potential”

Author:	Vicky Hodgkins	Reviewer:	Vicky Hodgkins
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Registered Provider Details

Responsible Individual: Vicky Hodgkins 07963638514

Home Manager: Interim manager – Dawn charlesworth

Registration Number: 2838080

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Cedar House is our smaller resource within Lantern Care Homes. We are a spacious yet cosy 2 bedroomed children's home set within the vibrant community of Shirebrook and within close proximity to the Peak District National Park. We provide a therapeutic residential placement for up to two children and young people. We have the countryside on our door step but we are also well connected to local towns and cities by road and rail links.

Which children would Cedar House be best matched to?

We understand that children do not fit into boxes and will be happy to discuss the individual needs of your child or young person with you. The following is a general guide as to the levels of need we are able to support.

Our staff are trained in PACE and TRAUMA INFORMED CARE. New staff who join the home begin their mandatory training before moving on to their trauma informed care modules and PACE. All staff qualifications are detailed at the end of this document and our aim is to ensure that all of our staff have undertaken training in PACE and are Trauma Informed in their practice. We focus on consistency and support in order to provide a caring and safe environment for children and young people to work through any trauma they may have experienced.

We are registered with Ofsted to support two children with emotional and behavioural difficulties. We approach behaviour from a therapeutic model routed in PACE and see behaviours through a lens of communication and coping mechanisms. We have a Children's Psychiatric Nurse who works with CAMHS based within our organisation on a part time basis who provides clinical oversight, training and guidance to our staff team and direct work with our young people as required. Our staff have undertaken training led by our CAMHS nurse. Our staff team has experience of caring for children presenting with neurodiversity, self harm, transition to independence, none engagement, isolation, anxiety and depression. We also have experience of working with young people subject to DoLS.

Cedar House is equipped to accept children quickly, though this would need to be in line with the child's best interest. We will ensure we have clear and comprehensive understanding of a child's behaviours and presenting needs and are confident that we

are the right placement for them. We would need to complete a thorough impact risk assessment for the child, taking into consideration the skill set of the staff team, the local environment and any other child living in the home. Placements are available for all children, depending on the individual needs and matching of the home's placement profile.

Quality and Purpose of Care at Cedar House

Cedar House provides specialist care for children up to the age of 18. We aim to build close working relationships with our neighbouring local authorities to ensure that the children from these areas are able to stay within Nottinghamshire, Derbyshire and the wider Midlands footprint, but we will consider children from further away if this is the right match for those children and our home.

Our purpose is to provide bespoke and individualised, high-quality care for children in a safe, nurturing and supportive setting.

We offer every child a sense of belonging and respect, and work alongside our in-house clinician, local authorities and other dedicated services to deliver a range of care, ensuring the best possible outcomes for each child.

We are a home committed to providing care to children on a long and medium term basis. We strive to build a family feel to our home and provide stability and nurture for the children living with us.

At Cedar House, we focus on the core values of being non-judgmental, providing care and empathy, and accepting each child as a unique individual. We recognise that to offer a quality service, the needs of the child must lie at the heart of everything we do. By adopting a child centred approach, we encourage children to flourish and grow in confidence as they begin to recognise their own potential and self-worth. Many children in care have complex needs and have experienced trauma and loss and will be entering our home at a time of crisis. We strive to offer a safe 'family' environment that promotes healing as well as growth and the development of social skills through relational practice.

Our staff work hard to build positive relationships with children supporting them to manage and understand their needs, vulnerabilities, and strengths. We pride ourselves on ensuring that children are provided with good quality care and are committed to improving outcomes for children.

Working in partnership with family or people of importance to the child and other professionals, we endeavour to enhance each child's levels of self-esteem by creating and maximising safe opportunities in which to learn, develop and realise appropriate degrees of self-determination.

We work in partnership with the child's local authority and other professional agencies to achieve the aims and objectives of the child's care plan. This could include family reunification, but when that is not an option, we work towards other preferred choices such as a move to semi-independence as our children approach 18. We aim to ensure that the children living at Cedar House achieve positive and healthy outcomes. We achieve this by planning the development of the staff around the child's needs.

What are the Values that Underpin our Work?

- Everyone is unique and has an inherent right to develop their full potential.
- Children have the right to feel safe and be cared for by trusting adults who can offer them a safe and nurturing approach, concern, empathy, affection, and experiences appropriate to their individual complex needs.
- Adults will accept the significance of each child's individual needs, identity, and personal characteristics.
- Cedar House offers children development and growth within their own ecology and offer an environment for living, learning, and developing together, taking into account their wishes and feelings.

A Description of Cedar House

Set in the vibrant community of Shirebrook, Cedar House is a spacious, welcoming family-style home designed to provide a warm and nurturing environment for children.

The physical layout of Cedar House is designed to promote safety and ownership. The environment is homely and maintains a warm, family-like atmosphere. Each young person has their own private bedroom and they are actively involved in personalizing their space.

The property features a large, enclosed garden at the rear, offering ample space for play, the opportunity to grow vegetables, and the option to care for small pets.

The bright and airy living areas encourage a sense of togetherness, and the children are actively involved in decisions about the décor and furnishings. A modern kitchen, connected to a family dining room, serves as the heart of the home.

Additionally, the property boasts a games/chill room, two staff rooms, and a dedicated office, ensuring functionality and comfort for both children and staff. Every detail has been considered to make Cedar House child-friendly, inviting, and a place any child would be proud to call home.

The local area offers plenty of opportunities for children to pursue hobbies and interests. Shirebrook and its surroundings provide access to a variety of activities, including swimming at the local leisure centre, football clubs, nature walks, and horse riding. Children can also participate in community groups such as cubs, scouts, brownies, and youth clubs. Shirebrook's central location offers easy access to nearby towns and cities like Mansfield, which is just a short drive away, and nearby cities of Sheffield, Nottingham, where children can explore larger city activities such as cinemas, swimming pools, and go-karting. These options, along with local events and festivals, ensure that children at Cedar House have enriching and enjoyable experiences.

Recreational opportunities are a key focus of life at Cedar House. Children are encouraged to maintain their existing hobbies while exploring new interests, whether through school activities, local youth clubs, or sports centres. The home's supportive

environment fosters personal growth and ensures that every child has access to activities that promote fun, learning, and development.

Cedar House will provide the children with twenty-four-hour support seven days a week, with an average staffing ratio of 1:1 however this can be adapted to meet the needs of the children. The staff team will work a range of shifts as deemed appropriate for the safe running of home and this may at times include waking night staff dependent on a child's needs. This will always include two members of staff sleeping in the home overnight. Shift patterns may vary depending on the operational demands.

Equality, diversity & Inclusivity

The team have a comprehensive understanding of the importance each child or young person's religious, linguistic, and cultural background from the point of admission. Children are fully supported in observing their religious practices and embracing their cultural traditions, such as attending places of worship and participating in religious or cultural celebrations. The home will also encourage and facilitate involvement in social events within the local community, fostering a sense of belonging and inclusivity.

Comments, Compliments, Feedback and Complaints

Cedar House is dedicated to maintaining the highest standards in practice. However, we acknowledge that challenges may occasionally arise in the course of our work. We aim to address any difficulties promptly and constructively by encouraging open communication with members of staff or the home's management team. At Cedar, we actively role-model effective ways to resolve conflicts or concerns within a shared living environment, fostering a positive and solution-focused atmosphere. Children are encouraged to use children's meetings as a platform to express their thoughts, share concerns, and collaboratively resolve issues.

Children are also provided with clear and accessible information about their right to make complaints. We encourage open dialogue, where children feel safe to voice their

concerns, knowing that staff will listen, take their feedback seriously, and use it to inform and improve our practices.

Parents and professionals have access to our comprehensive complaints procedures, Ofsted, the placing authority, and host authority complaints procedures. Additionally, children have 24/7 access to support services, including the Children's Commissioner, Ofsted, and Childline, ensuring they are always heard and supported.

Child Line – 0800 1111

Children's Commissioner Dame Rachel de Souza: 0800 528 0731

email help.team@childrenscommissioner.gov.uk.

Ofsted – 0300 123 4666

This information is also included in each child's Welcome Brochure.

At Cedar House we operate a transparent complaints procedure and take representations and complaints seriously. All complaints will be overseen by the senior management team. Where applicable, complaints will be shared with relevant parties such as Ofsted, LADO, and social workers.

Each child has the right to make representations by way of comments, compliments, feedback or complaints regarding their care and accommodation whilst being cared for. A record is maintained in the home of such comments, compliments, feedback, and complaints.

Our team actively encourage children to explore their feelings constructively and express them in an open and honest discussion during our house meeting on weekdays after dinner or on a more one-to-one basis with a member of staff. Within this context children are made aware of their right to complain should they feel they have been treated unfairly or disrespectfully.

All children will have access to an Independent Advocate, details of whom and how to contact them are in their Children's Welcome Brochure. The home has a written complaints policy and procedure that is available to the children to consult alongside information in the Children's Welcome Brochure.

Wherever possible complaints will be discussed at an informal level with the home manager, in the hope that they can be resolved as quickly as possible with the minimum anxiety to the child or young person.

For those complaints that cannot be remedied by informal discussion, the child will be given the opportunity to follow the process through to formal investigation and resolution.

All Children will have:

- Their wishes and feelings heard and actioned upon
- A safe environment to discuss their concerns.
- A clear complaint process
- The support of the team
- Will be provided with the details, names, and telephone numbers of organizations who can help them independently if they are dissatisfied e.g., OFSTED, Their Advocate, their local authority complaints officer, Your Voice Your Choice, ChildLine, and NSPCC

Wishes, Views, and Feelings

Central to healing is restoring a young person's sense of control, often stripped away by trauma. At Cedar we actively engage our children and young people and encourage them to be active co-creators of their Individual Placement Plans as well as some of our wider policy development.

Regular, structured residents meetings serve as an essential forum where their voice influences the home's operations, menu planning, and activity choices. We aim to enable children to grow in a safe, stable, and nurturing environment. We will support and encourage children in our care to manage healthy relationships, enabling best possible outcomes whilst living at Cedar House and when transitioning into adulthood.

Our children are encouraged and supported in self-expression. They are actively encouraged to recognise their rights and responsibilities. Children are supported and encouraged to take part in their reviews and of the completion of their care plans. The staff team are encouraged and expected to gather and support our children to share their views and to ensure these are considered in the day to day running of Cedar House.

How we Consult Children About the Quality of Care they Receive

We firmly believe that children should be seen and heard and take steps to promote this further within our home, this has been established by consulting our children in a number of ways.

We consult by:

- Always listening to children, trying to understand their needs, views, and concerns by way of individual key work sessions.
- Holding regular children's meetings where everyone can contribute and make suggestions.
- Seeking views either through one-to-one sessions or through anonymous questionnaires and quality audits.
- Regular management consultation with all children, in addition to advocacy and independent visitors.
- Children living at our home are encouraged to discuss any aspect of their care, any time, with a member of staff of their choice.
- We embed a relational model of practice to build trust and confidence in our staff for our children, assisting them to share concerns and be confident to identify and raise their issues.

How we approach anti-discriminatory practice & children's rights

We believe that each child in our care has the fundamental right to the following:

- Be regarded as an individual.

- Be cared for by people who can understand their needs.
- Be treated equally.
- Receive respect and understanding regarding their sexuality, cultural identity, religious, and spiritual beliefs.
- Receive an education which enhances life prospects in every respect.
- Receive prompt attention in relation to all healthcare needs.
- Be informed about all important decisions that affects them and to have a say.
- Be afforded privacy for his/her belongings.
- Have the opportunity to think independently and make his/her own choices.
- Complain about anything that is felt to be unfair or unjust and to have that complaint listened and responded to and for things to change if required.
- Develop and nurture lasting friendships and contacts within and outside the home

Education

Cedar House is committed to supporting children to aspire to reach their full potential. The key focus around education is that all children make measurable progress towards achieving their education potential and are fully supported to do so by us. However, we are aware that many of our children in our homes have been exposed to educational experiences that have left them with low self-esteem and extended periods without appropriate provision, we will ensure that an appropriate education provider is sought in partnership with the social care team.

We will always work with the individual needs of the child in order to support their educational placement. If a full-time place is not immediately available, staff will assist our children to re-engage with school and to work towards returning full time where fitting. We will ensure our children are the same as their peers and arrive to school on time with all the right clothes and equipment.

The staff team will actively work with all relevant services in securing the appropriate educational provision in the community, taking full account of any special educational needs as stated in their PEP or EHCP. We will attend EHCP and PEP reviews and parent's evenings to represent and support our children.

Enjoyment & Achievement

All children will be given the opportunity to take part in an annual holiday organised by the home. This will normally be within the UK and will be arranged as appropriate to the children's needs. The children will be encouraged to contribute to the planning and implementation of the holiday. We will always endeavour to ensure that the children are offered opportunities for new experiences and to create lifelong memories.

We are a small, friendly, and welcoming staff team who enjoy arranging and participating in outings and family visits.

We expect our children to have the same opportunities as their peers and so encourage social friendships, community participation, cultural and local celebrations and positive interaction with the wider community.

Health

At Cedar House we will promote the good health and well-being of all children and will ensure that each child's physical, emotional and health needs are always met. Children will be provided with guidance, advice and support on health and personal care issues. As part of the admission process, staff work in partnership with parents and others to ensure that every child is registered with a local GP, dentist and optician and that arrangements are made for necessary visits and periodic tests.

Those holding parental responsibility will need to provide consent for the administration of medications and treatments. Thereafter decisions about who will be responsible for administering or consenting to emergency medical treatment will be

taken after consultations with medical professionals, and those with parental responsibility.

Staff will record all details of such visits on individual records, including treatment and medication details. At Cedar House all medications are stored in locked cabinets, in accordance with the Children Home Regulation 2015 and are recorded on individual medical records held at the home. In addition to the above we will actively seek ways to continue to develop and improve our knowledge and understanding to ensure that we are able to deliver the latest strategies, interventions, and best practice in relation to the complex behaviours of our children. We work closely with agencies such as CAMHS (Children and Adolescents Mental Health Services), who provide support for children with a range of mental health issues include aggressive behaviours, sexually harmful behaviours, eating disorders and self-harming behaviours.

Specialist Support

We have a senior mental health nurse who holds accredited training from the Association of Psychological Therapies (APT) in Trauma in Children. Tom is also trained in the MAASTRICCT interview technique. Tom will work with the team at Cedar House, providing training, feedback, and support in response to incidents and emerging behaviours.

Tom is happy to either complete work directly with children and young people if requested by the placing authority or will support the staff team to work with complex behaviours.

Positive Relationships

We have a duty to ensure that every child in our care is enabled with the tools and life skills to support them whilst being cared for and later with the transition into adulthood. We believe that positive relationships are at the very heart of that and strive to achieve that by:

- Listening
- Providing nurture, respect, dignity, and care in a safe and homely environment.

- Encouraging our children to believe in themselves, through the development and maintenance of positive self-esteem, confidence, and positive regard.
- Promoting a safe, secure, and informed sense of identity, including cultural, racial and gender-based identity.
- Applying a sense of community and citizenship through the development and use of good inter-personal skills and confidence in social settings and opportunities to play a part.
- Supporting our children to understand and enjoy rights and responsibilities and to be able to exercise effectively both principles, whilst cared for and in later life.
- Celebrating achievements, no matter how small.
- Consistency and an open and honest approach.

On arrival each child will be appointed a Keyworker who is responsible for establishing a close working relationship with them. Keyworkers provide continual support to help the child feel safe and comfortable within the home. They help support children to settle into a routine, teach about house rules and expectations, so they feel included and understand the culture of the house, and encourage children to share any ideas they may wish to contribute, such as encouraging the child to express their views wishes and feelings when they arrive as well as encouraging them to choose the décor of their bedrooms and create a safe and calm environment within this space.

Promoting Family and Social Relationships

We recognise that relationships with family and friends are paramount to our children and can have a positive impact on them whilst living at Cedar House. Therefore, where safe to do so will ensure that all positive contact and social relationships are maintained. This could be travelling to the same youth clubs, sports clubs or cultural groups or having a friend to stay. Parents and siblings are always invited to the home in line with the views, wishes and feelings of our children, provided it is safe to do so. The degree of involvement will obviously vary from individual to individual and there will be varying degrees of difficulty in each case, for example, the child may refuse contact with their parent(s). Alternatively, parents may refuse to have contact with the child in which case we will implement support plans to manage this.

It is our policy to actively facilitate these contacts and support our children with building and maintaining positive relationships with their families and significant others in their lives. Where appropriate, parents or significant others are encouraged to attend reviews and all relevant parties are informed of any decisions or developments, which may occur. Cedar House provides our children with access to a private telephone line, email and post following appropriate risk assessment. Children can contact their social worker or seek advice and support from services such as child line, Ofsted or The Children's Commissioner 24 hours a day.

It is our policy to seek social worker guidance in respect of arrangements that are specific to the individual child or young person and whenever possible these links with family and friends in the home area are always encouraged.

Protection of Children

All children have the right to be protected from abuse, whether this be physical, sexual, or emotional abuse or neglect. Our approach to all aspects of care delivery is child centred.

Concerns over the safety or well-being of a child will never be ignored.

Everything we do is geared to the protection, happiness, and development of our children. Our Safeguarding Policy is detailed, extensive and child centred.

The policy provides detailed definitions of physical, sexual, and emotional abuse and neglect.

The policy sets out clearly, and in considerable detail, who is responsible for dealing with suspected or actual incidents of abuse, defines how matters of abuse should be dealt with and provides supportive guidance to officers who may be involved in dealing with such matters.

The policy aims to:

1. Provide clear and specific guidelines to enable staff to deal with child protection issues effectively.

2. Set high internal standards to ensure that the children cared for at Cedar House are well protected
3. Ensure that every individual working at Cedar House knows what to do in a Child Protection Emergency.
4. Ensure to the best of our ability safe recruitment procedures and vetting of staff.

All policies are available upon request. These can be obtained by the Home's Manager, who will ensure that the requested documents are provided promptly and in an accessible format.

Safeguarding & Counter Bullying

All children who are cared for at Cedar House will be respected and protected from harm. Children will not be made to feel culpable for reporting allegations of abuse by an adult or child in the home, within their family or externally. The home has a safeguarding policy and procedure.

The policy covers issues including:

- Definition of abuse.
- Identifying signs and symptoms of abuse.
- Keeping children safe.
- Who to contact and when?
- Recording.
- Whistleblowing.
- Missing strategies and practice Guidance
- Child sexual exploitation strategies and practice Guidance

Within the policies and procedures is a policy on countering bullying, this policy identifies:

- The types of bullying.
- Signs and symptoms of bullying.
- Management of bullying by other staff.
- Recording

It is part of the induction for all staff to read and familiarise themselves with all the policies and procedures. Discussions around policies and procedures will be held regularly in supervisions and team meetings. Documentation is reviewed annually by the senior management team.

Children Who Go Missing:

We will work in partnership with the placing and host authorities, police and other relevant agencies and the child to reduce the risk and frequency of periods of missing. All staff are made aware of and do not exceed the measures they can take to prevent a child from leaving the home without permission under current legislation and guidance. We always make our children feel welcome on return. At all times staff will comply with the Runaway and Missing from Home and Care (RMFHC) protocols agreed with local police, partners, neighbouring authorities, the child's placing authority and scrutinised and reviewed by the LSCP. Where there is an increased likelihood that a child may go missing, then we will ensure that the child's placement plan includes a strategy to minimise the risk a) of them going missing and b) if they were to go missing. Additionally, we will undertake work with them around the risks associated with going missing from home, how to keep themselves safer and how to get help.

The principal aim is to work with our children to find out why they felt the need to leave home without consulting or seeking permission from staff. Wherever possible, and in any case as soon as possible after they have returned, our children will be seen by their social worker or a person who is independent of the home, usually the local authority missing from care team. Where appropriate, changes to Placement / Care plans are recommended and agreed with appropriate people, including the child.

All instances of children and young people missing will be recorded. We will record:

- The circumstances preceding the incident.
- All action taken by staff.
- The circumstances of the child's/ young person's return.
- Any reasons given by the child or young person for why they went missing.
- The location in which the child or young person was found, and any risk factors identified in this situation.
- Any action we or other agencies have taken in the light of the reasons.

Information will be shared with the placing authority and, where appropriate, the child or young person's parents.

If the child or young person is missing on two or more occasions or engages in other risky behaviours, we will convene a meeting with the child's or young person's social worker and associated professionals as well as the child or young person wherever possible to develop a risk management plan. The aim of this plan is to keep the child or young person as safe as possible and to reduce the time they spend missing with staff at the home not knowing where they are.

Behavioural Support at Cedar House.

At Cedar House we work in a relational and restorative way. We focus on building positive relationships and promoting positive behaviour by role modelling this and providing advice and guidance where required.

We will always maintain the child's dignity and work in a non-judgemental way to support them in their own self-regulation of emotions and implement strategies with them to build personal de-escalation skills. This in turn maintains positive relationships between the team and the child.

Our model is based on understanding behaviour as communication.

- De-escalation: Staff utilise advanced de-escalation techniques to address emotional arousal and distress, focusing on verbal, non-verbal, and environmental modifications.
- Therapeutic Response: When challenging behaviour occurs, the response focuses on repairing the relationship, exploring the unmet need that drove the behaviour, and teaching a more effective coping strategy. Physical intervention is an absolute last resort.

We will always work with the information and knowledge shared by us by the placing authority to ensure that we are well informed to support children to manage their behaviour.

Staff and Management will always try and avoid the use of any physical intervention but are trained in using a safe, recognised physical restraint method should the safety of the young person or of others be at risk of harm. All staff will be trained and certified in the use of CPI Verbal Intervention & CPI Safety Intervention.

As part of their training, all staff are formally assessed by the trainer to determine their competence in the subject area. This assessment process also identifies when refresher training is required, ensuring that staff maintain up-to-date knowledge and skills in line with best practice and regulatory standards.

All staff will be trained in PACE so it is embedded into our practice to learn how to offer therapeutic care to children with complex needs using the PACE model of Playfulness, Acceptance, Curiosity and Empathy.

We aim to provide clear, fair and consistent boundaries, taking the child's views and wishes into account.

Children have an individual risk assessment to identify the level of support they require within the home and the community. The dynamics of the peer group at the time will also be a contributing factor, considering potential risks. Age, independence, social skills, risk, offending behaviour and identity are all elements that will play a part in determining appropriate support for each child along with their social worker. Each child accommodated has the right to privacy so are able to have free time in their own bedrooms. Each of these rooms are with self-lockable doors which staff can access should an emergency or concern arise.

We will role model and support positive behaviour at all times. We also role model that mistakes are an expected part of learning. When children make mistakes or make choices that fall short of their full potential, we look to support, teach and guide. All rewards, guidance, sanctions and reparations will comply within the guidance and principles set out in legislation and good practice guidelines.

Any occasion in which a child is physically held, will be recorded in accordance with the CPI Safety Interventions Policy. It may only be used when a young child's behaviour poses a threat of imminent, serious physical harm to self and/or others, or serious damage to property of any person (including the child involved) (Children's Homes Regulations 2015).

All staff complete safety interventions training which includes extensive training on de-escalation, behaviour management and physical intervention techniques. This programme is based on restorative approaches to support the children with understanding the impact that their behaviour has on themselves and those around them, while unpicking the underlying causes.

Health & Safety

Cedar House commits to its duty to follow all legislation and ensures that health and safety and welfare are of the greatest importance. We will ensure that adequate arrangements are in place around the planning, organising, and monitoring of health

and safety matters within the home. Training for all staff is delivered within the induction period and refreshed where appropriate. Assessment of risk to health and safety is continually assessed and evaluated through risk management reports.

Leadership & Management

The name and address of the registered provider:

Registered Provider:	Lantern Care Homes
Head Office Address:	
Placement Enquiries:	referrals@lanterncarehomes.co.uk
E-mail Address:	Admin@lanterncarehomes.co.uk
Website Address:	Under construction

Our Team

Responsible Individual

Name	Vicky Hodgkins
Qualifications	MA Social Work
Experience	Vicky is a qualified and registered social worker and experienced senior leader across all areas of Local Authority children's services. Vicky is passionate about best outcomes for children and committed to advocating for the very best for the children in our care. Vicky has dedicated her career to driving services to deliver improved outcomes for children in need of help and protection and those who are unable to live with their families. Vicky set up Lantern Care Homes to deliver bespoke services to children in care and support local authorities in finding placements that truly deliver best outcomes for children. Vicky works full time for the organisation and is on site at

	Cedar House on a weekly basis and is available on the phone and email at all other times.
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Interim Manager

Name	Dawn Charlesworth
Qualifications	NVQ 4 residential children's homes. level 5 in leadership and management in childcare. BA Honours degree in working with children & young people Foundation degree in Children & young peoples workforce
Experience	Dawn has 25 years experience in working in a residential setting and is the Registered Manager of our sister home, The Elms. Dawn has extensive experience with supporting children and young people and has 6 years experience as a home manager with Ofsted ratings good in all areas. Dawn is currently supporting the home as interim manager whilst the company recruit a permanent registered manager. Dawn is on site 3 days a week and available on the phone, email and teams at other times. The Registered Manager post at the home is currently vacant. During this period, the home is overseen by the interim manager, who provides day-to-day leadership and management. The Responsible Individual provides enhanced oversight, including regular on-site visits, safeguarding oversight and quality assurance. Clear management arrangements are in place to ensure children continue to receive safe, consistent and effective care while the recruitment process for a Registered Manager is ongoing

Deputy Manager

Name	Michelle Lines
Qualifications	NVQ 4 residential children's homes. level 5 in leadership and management in childcare.
Experience	Michelle has 9 years experience working with children in a residential setting. Michelle has extensive experience in supporting children with SEND and EBD needs. She is an experienced deputy manager and is dedicated to providing nurturing and safe care to children.

Interim Deputy Manager

Name	Kirsty Foster
Qualifications	Undertaking Level NVQ 4 residential children's homes.
Experience	Whilst we are seeking a permanent registered manager, kirsty has stepped up into an interim deputy manager post to provide additional support and guidance to the staff at Cedar House and support in delivering the Statement of Purpose.

Name	Tom sweeney – Clinical Nurse
Qualifications	Mental health nurse
Experience	20 years working in the field of mental health. I spent a number of years as a health care support worker, developing my knowledge around various mental presentations, from dementia care to substance misuse, from care in the community to agency care work. Since qualifying as a mental health nurse in 2011, I have developed experience in various fields of care. focused on forensic care, leading to work and manage medium and low secure environments, as well as locked rehabilitation units. inpatient Camhs setting, working with young people with mental health presentations, whilst focusing on my nursing approach that thrives on an empathic care pathway. I have nursed patients with significant risk to themselves and others, children with significant and severe mental health conditions like OCD, psychosis, anorexia nervosa to name a few. Worked part of the original STAR team (Supportive treatment and recovery) whose remit was to assess all young people who present to the emergency department with deliberate self harm and/or suicidal thoughts. In this role I have assessed thousands of young people specifically around risk to self or others. My current role as mental health nurse specialist within paediatric wards, brings together all these roles and experiences. It allows me to work across systems, to be able to try and bridge the gaps in physical and mental health. Ultimately these experiences and roles have led me to want to apply my learning to the area of Children's residential services for lantern Care Homes. I provide clinical supervision, specific training tailored to the needs of the residents and those caring for them.

	In recognition of my work over the years I was recently awarded the Chief Nursing Officer silver award for nursing excellence, and the Cavell Star Nurse award. A very proud moment indeed..
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Workforce

Senior Support Worker	Leigha Chambers Clare Hall
Support Workers	Ekundayo Edoburun Maria Pemberton Darryl Pickard Rachel Dilks Jessica Foster
Total	7 (perm)

Name	Role	Qualification	
Michelle Lines	Deputy Manager	NVQ 4 residential children's homes. level 5 in leadership and management in childcare. CPI PACE Report Writing ASD & ADHD LADO REG 40 Managing Risk PDA Selfharm/suicide awareness Ligature Sleep hygiene Mental health in adolescence	
Kirsty foster	Interim Deputy Manager	Kirsty is supporting the cedar home for the next 6 months as part of the management team Safeguarding 1,2 & 3	Enrolled on level 4 diploma in children and young peoples workforce

		First Aid PACE trained CPI trained Report Writing ASD & ADHD LADO REG 40 Managing Risk PDA Selfharm/suicide awareness Ligature Sleep hygiene Mental health in adolescence	
Clare Hall	SRCW	First aid Safeguarding level 1,2 and 3, mental Health in young people Autism awareness. Intensive family support Level 4 Report Writing ASD & ADHD LADO REG 40 Managing Risk PDA Selfharm/suicide awareness Ligature Sleep hygiene Mental health in adolescence	In probation Q - Level 3 diploma in children & young people
Leigha Chambers	SRCW	Leigha has been promoted to SRCW and has started at Cedar House in May 2026. She brings with her 3 years of residential experience from The Elms and is a welcome addition to the team Safeguarding 1,2 & 3 First aid trained	Currently enrolled onto level 4 diploma

		PACE trained CPI Trained Report writing ASD & ADHD LADO REG 40 Managing Risk PDA Selfharm/suicide awareness Ligature Sleep hygiene Mental health in adolescence	
Rachel Dilks	RCW	Safeguarding 1,2 & 3 CSE First Aid Mental Health in YP Report writing Managing risk LADO Reg 40 CPI – 01.07.26 PACE July 2026	Will be enrolled on completion of probation
Jessica Foster	RCW	Safeguarding 1,2 & 3 CSE First Aid Mental health in YP Report writing Managing risk LADO Reg 40 CPI – 01.07.26 PACE July 2026	Will be enrolled on completion of probation
Ekundayo Edoburum	RCW	Dayo has completed CPI Training re booked 01.07.26 First Aid training Medication training Autism awareness, ADHD training. Safeguarding training. Neurodiversity Trauma informed practice Mental capacity Managing risk LADO Reg 40	In process of enrollment onto Level 4 Diploma in Children and Young peoples Workforce

		Report Writing	
Maria Pemberton	RCW	Maria has begun training online and has completed Autism awareness, ADHD, Safeguarding, Medication training Food and hygiene. Neurodiversity Understanding ADHD Autism awareness Trauma informed practice Mental capacity Booked CPI 01.07.26 Managing risk LADO Reg 40 Report Writing	In process of being enrolled on onto Level 4 Diploma in Children & young Peoples Workforce
Darryl Pickard	RCW	Darryl has completed Safeguarding level 1,2 & 3. Mental health in young people and mentalhealth awareness. Trauma informed practice, mental health capacity (Dols), autism awareness and neurodiversity. Managing risk LADO Reg 40 Self harm and suicide awareness. CPI training First aid. Report Writing booked CPI 1st July 2026	In process of being enrolled on onto Level 4 Diploma in Children & young Peoples Workforce

Cedar House will provide the children with twenty-four-hour support seven days a week, with an average staffing ratio of 1:1 however this may change depending on the needs of the children. The staff team will work a range of shifts as deemed appropriate for the safe running of home. This will always include two members of staff sleeping in the home overnight. Shift patterns may vary depending on the operational demands.

Electronic Monitoring

External doors are alarmed during the evening hours. This is monitored via electronic panel located in the staff office. It is noted that the child's movements are not restricted in any way and staff will record any circumstances where support has been required during the night. The home care team will enable the system between the hours of 23:00 - 07:00 hours, dependent on our children's risk assessments:

- The system aids and promotes the well-being and welfare of our children within the home by ensuring that staff are available to assist them during the night time period.
- The indicator does not restrict or record movement of the child at any time.
- It is crucial that staff always respect the legitimate privacy and dignity of our children, recognizing the boundaries of confidentiality and professionalism.
- Upon admission the child, placing authority, parents/carers, social worker, and IRO are notified of the indicator system and consent is sought from the child's and social worker.
- The indicator can also alert staff if the external alarm is opened; providing them with an opportunity to offer support to that child if required; any inappropriate behaviour would be challenged accordingly. This is risk assessed individually with the child's social care team at the time of placement.

Staff are made fully aware that the indicator is solely for the purposes of alerting them to the movement of children during the night and what level of intervention they should offer individual children dependent on their risk assessment, individual needs and care plans.

We are committed to ensuring that all staff receive regular supervision and support. Professional development and supervision are fundamental and are a critical component to Cedar House being a success. Support is also offered through clinical supervisions and team meetings.

All supervisions are planned to be carried out in an appropriate and confidential environment. Cedar House aims to develop a culture where staff are comfortable and confident enough to seek support and advice between supervisions.

Initial Training

Upon starting their position with the home, the staff will complete a series of shadow shifts, during which they complete an induction to the home and a series of mandatory training courses.

The course contains the following key elements:

- Child Protection (Safeguarding) Level 1, 2 & 3
- Child Sexual Exploitation (CSE)
- E-Safety
- Health & Safety
- Fire Safety
- Manual Handling
- Food Hygiene
- Food Allergens
- Caution of Substances that are Hazardous to Health (COSHH)
- Personal Protective Equipment (PPE)
- County Lines
- Handling of medicines
- Driving Safely (ROSPA Endorsed)
- Equality & Diversity
- Information Security
- Mental Health Awareness
- Trauma informed practise

Following the successful completion of the initial training programme and follow up course, all staff are then registered to complete their NVQ 4 Residential Childcare qualification, in line with the children home regulations, this course must be completed with two years of initial employment in residential childcare. This approach ensures that staff have constant support and guidance while completing their qualifications, the course can be adapted to include optional units to make the course more specific to individual homes based on the placement profile, this includes topics such as supporting children with preparing for independence, working with children with learning disabilities or working with children involved in the youth justice system.

Lantern Care Homes are an equal opportunities employer, welcoming employees from diverse ethnic, cultural and religious backgrounds. We seek to recruit both male and female employees of all ages to ensure a balanced staff team. Lantern Children's Home's believe that a clear and highly structured routine for children creates a sense of reliability, consistency, and predictability, which in turn can create a sense of safety and security.

Date	Update	Sign
08/05/2026	Staffing and interim manager details, wording	V. Hodgkins
19.05.26	Review/staffing/additional information re interim manager	D Charlesworth

Date shared with Ofsted	Sign
08/05/2026	V.Hodgkins
19.05.26	D Charlesworth

