

Mentoring Matters at Vinney Green

During December, Vinney Green were proud to celebrate a group of colleagues achieving a recognised qualification in Mentoring. The Level 2 Award incorporates elements of problem solving, GROW action plans (Goals, Reality, Options & What) and reflective practice.

The intention is for these colleagues to be dedicated Induction Mentors, supporting new staff in care roles at the home. There are also progression opportunities to other qualifications such as the Level 3 Award in Coaching & Mentoring.



The newly qualified colleagues will also be looking at ways to incorporate what they have learnt into day-to-day practice at Vinney Green. One suggestion has been to see whether young people could study towards this qualification as part of our Post-16 provision.

Nicol (one of the learners pictured above) said, “It was great, very helpful and a good sign of how we are evolving as a home”.

In This Issue

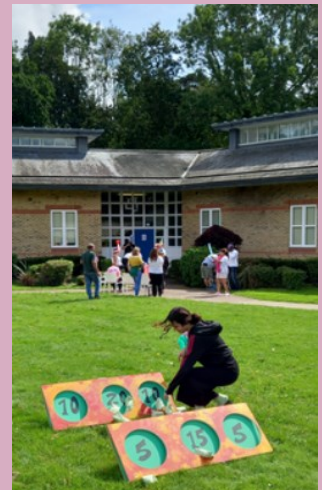
- ◆ Mentoring Matters at Vinney Green
- ◆ Festival & Framework Success
- ◆ Charity Starts at ‘Home’ with Barton Moss
- ◆ Marydale Momentum!
- ◆ ‘Tis the (Conference) Season...
- ◆ Clayfields Proud of ‘Wear It Pink’ Efforts
- ◆ Message From SAN
- ◆ What’s Coming up in 2024
- ◆ Contact us at SAN

Festival & Framework Success

Swanwick held its first festival 'SwanFest' in September. This was planned jointly by the education and care teams to celebrate the end of the Summer enrichment programme.

SwanFest was a big success with entertainment from Ben's Karaoke corner, burgers and hotdogs provided by the chef and education team. A very skilled member of staff was also able to provide balloon modelling, making everything from a fantastic Disney Stitch to headbands and crowns.

Everyone also took part in garden games designed and built by the maintenance team. They particularly enjoyed throwing wet sponges at their favourite staff!



Swanwick Lodge were also one of three Homes involved in a Local Network Meeting during November. Atkinson were also present at the event held at Vinney Green, which allowed attendees to discuss and make progress around their shared Integrated Care approach—Secure Stairs.

The framework for Secure Stairs allows for a trauma-informed, collaborative approach to assessment, sentence / intervention planning and care, including input from mental health staff as well as from social care and education professionals and the operational staff working on a at the setting. It also seeks to ensure that staff have the right skills and support to care for the young people appropriately. Co-produced formulation (planning) for each child through the understanding of the child's background story ('My Story') sits at the centre of the Framework.

Charity Starts at 'Home' with Barton Moss

During December, Barton Moss held an Enterprise event in aid of raising money for Harper's Army. There was a whole range of beautifully decorated handmade ornaments and gifts and delicious food on offer.



Harper who is 20 months old was diagnosed in April '23 with Stage 4 Neuroblastoma, which is a rare and aggressive childhood cancer and needs help to raise funds for her treatment which isn't available on the NHS.



Leading up to the event, Education and Residential staff worked tirelessly with our young people to plan, design and make products for sale and the event was attended by staff and external visitors including the Youth Custody Service, Assistance Director of Children's Services, Youth Offending Services, Social Workers and other professionals, raising a total of £660.



Marydale Momentum!

Marydale SCH is unique amongst others in SAN in that it is part of Nugent Care which is a registered charity. They are therefore the only Home that isn't run as part of a local authority, which presents numerous challenges. In the last few years, significant work has taken place to refine processes and this work has been praised and lauded across the secure estate and beyond.

In Spring 2021, Marydale commenced a process to look at implementation of a model of care as a framework to underpin interventions, providing the rationale for the intervention, as well as direction regarding method, style and process for intervention. As part of this process a steering group was created which comprised members of staff from care, education and health. The group split up to review six different models against key criteria identified in the Heptagon tool.

Following months of research we were able to identify three models which aligned with our needs, and from this the literature review led to us to implement Compassion Focused Therapy. We have been collecting data quarterly since implementation of this, during this time, people's compassion to themselves has increased by 7%, and their ability to tolerate and receive compassion from others has increased by 14%. When collating data, the mean for staff's activation of their threat system in work has reduced to 9.4 from 12.4, and the mean for staff's activation of their soothe system in work has increased from 11.6 to 13.2. This data collection is evidencing the positive impact CFT is having on the workforce.

A review of retention of staff took place this year with a sample of staff, the common theme was whilst support from management was important, they most valued the support they receive from each other during times of difficulty. From this, we discussed a front line care worker being trained to deliver "peer supervisions" which sits separately to line management and clinical supervisions. The member of staff has 8 hours per week solely to focus on peer supervisions, and staff will book themselves in in advance. Already, she has identified that this process is particularly important for our night staff and has resulted in her doing extra shifts of a night. This has been a positive process so far, and is used alongside our model of care to incorporate mindfulness exercises and positive affirmations. We will be evaluating the effectiveness of this in the coming months.

'Tis the (Conference) Season...

The Clayton Hotel in Manchester played host to the 2023 SAN Winter Conference, with almost forty managers from across our homes in attendance.

The conference was an opportunity for leaders of today and tomorrow to network and discuss the shared challenges we face. The event commenced with an introduction by SAN Chair Fran N'Jie who was able to provide an update to attendees on several issues including the 'Annual Conversation' with Ofsted and the Target Operating Model (TOM) project. The Annual Conversation provides an opportunity for Registered Managers to have an open dialogue with Ofsted and discuss ways that both parties can work together as effectively as possible whilst the TOM project aims to identify ways that homes can operate sustainably in the increasingly complex world that we live and work in.



Over the course of the day, attendees were treated to three wonderful presentations that were illuminating and informative. First up was Catherine Todd who is Head of Chaplaincy at HMPPS. Catherine was able to talk about the many benefits of chaplaincy integration in secure settings and how this can benefit both justice and welfare settings.

Dr Aisling Martin delivered a wonderful session on staff wellbeing that introduced both physical and theoretical methods to better support colleagues. This was supplemented by a talk from Lorna Walker on 'The Power of Awareness: Transforming reactivity into proactivity'. This was a wonderful way to close the day and allow attendees to reflect on their own ability to care for themselves, a critical factor in being able to in turn support others.

Clayfields Proud of 'Wear It Pink' Efforts

Around 55,000 women and 400 men are diagnosed with breast cancer every year in the UK. Breast Cancer Now's mission is that, by 2050, everyone diagnosed with breast cancer lives. Clayfields House supported their mission by holding our own Wear It Pink Day on Friday 20th October 2023.



Our young people and staff participated in various activities, including a pamper and 'check your breasts' session with the health team and pin the pink moustache on SLT in the admin teams' games room. Our young people also burnt some energy on the bouncy castle before being served pink risotto, garlic bread, and pizza. After lunch, the young people engaged in their own sponsored activities, including a sponsored silence and a bake sale. They demonstrated resilience and determination in their thorough planning and execution. The day ended with a surprise ice bucket challenge, where the young people enthusiastically threw ice-cold water over their team managers!

Overall, we raised a total of **£246.75** for Breast Cancer Now! We are very proud of the commitment shown by our young people, who engaged fantastically throughout the whole day.



Message from SAN

I have been immensely proud to lead and represent secure children's homes in England and Wales this year. I couldn't have done it without the help and support of you all and in particular fellow elected members of the SAN Core Group. Many thanks to you all.

This has been a very successful year for **SAN with two national conferences** taking place in Birmingham and Manchester respectively as well as our second 3-day annual **Leadership and Development Event**. Over the past two years, we have now had 64 SCH managers attending this event which goes from strength to strength. We have also held our **Annual Conversation** with OfSTED which has proved highly successful with inspector colleagues amending the Education Inspection Framework so that it is a better fit for assessing and monitoring the effective delivery of our education provision.



Our first national **SAN Olympics** took place in October this year with nearly all homes taking an active part in this event. It wouldn't have occurred without the creative thinking and logistical



planning of Bradley Henson (Vinney Green). The SAN Core Group have already discussed other events that we may attempt to delivery in 2024 including a staff and young people's golf competition. In addition, SAN have created an additional new **Casework and Interventions Subgroup**, with over 37 colleagues from nearly all SCHs attending the inaugural meeting in December. This is the first subgroup since the creation of SANed in 1993, so good luck to Sam Campbell (Aycliffe) and Keisha Williamson (Clayfields) who are driving this new initiative.

All the above confirms the dedication, creativity, and commitment of staff at all levels who work within our service, however, 2024 will provide some challenges for us all. The findings

and outcomes of the **"Targeted Operating Model Project"** (DfE), the development of **Regional Care Consortiums**, the reduction and eventual phasing out of **NHS (ENGLAND) funding for the SECURE STAIRS Project** and the opening of the new **Secure School (Oasis Restore)** are but a few of the challenges that will soon be upon us, and it is likely that these will have some impact on us although what that impact will be, is too early to say.



Recruitment and succession planning is likely to become more challenging as councils attempt to balance their budgets by tightening fiscal controls being imposed upon us all and the threat of section 114 notices for many authorities, will be a further risk for non-statutory services, which SCHs are.

Yet there remains a real commitment from the DfE in supporting the continued development of SCH's with Lincolnshire now entering the final stages of planning of their new home in the new year as well as the ongoing development of the **PAN London SCH and the West Midlands development**. This means that we will have two new SCH SAN member homes in 2024 as well as Oasis Restore being eligible to become members of SAN. In addition, **SAN SCOTLAND and Lakewood, Northern Ireland SCH** are keen to work more collaboratively with us. So, may I wish you all a very merry festive season..... have a rest if you can, say thanks to all your staff for a continued job well done, get ready for an interesting 2024 and I hope Santa is good to you all!

All the best,

Francis N'Jie, Chair (Secure Accommodation Network—SAN)

What's Coming up in 2024

We hope to make 2024 the most positive and productive year in SAN history. The current line-up of events is below (please note final details are set to be confirmed):

- May — SAN Conference
- June/July — SAN Games
- September — SAN Leadership & Management Event
- November — SAN Winter Conference



Additional formal and informal events are likely to occur throughout the year on both a national and regional basis. This will include **SAN Subgroups**, **SANed (education)** and **SANc&i (Care Planning and Interventions)** colleagues meeting separately online and in person.

Contact us at SAN

For more information about the purpose, function and services available within Secure Children's Homes please contact us via:

Website: www.securechildrenshomes.org.uk

Email: SAN@securechildrenshomes.org.uk

We are always interested in new articles or features to include in our newsletter. This could be about an activity, event or policy or anything that you feel may be of interest to those working within the SAN group. Please send articles or ideas for articles to

SAN@securechildrenshomes.org.uk