



Midlothian

LADYBRAE HOUSE & WOODBURN COURT

"Our vision is to improve families' lives by giving them the support they need, when they need it."



Statement of Purpose 2019

CONTEXT MISSION AND VALUES

Our Shared Partnership Vision:

The Midlothian Partnership and community planning is committed to ensuring that every young person is valued and enabled to achieve his or her full potential. Our longer-term ambition for the children and young people of Midlothian is that:

- Children in their early years and their families are being supported to be healthy, to learn and to be resilient.
- All care experienced children and young people are being provided with quality services.
- Children and Young people are supported to be healthy, happy and reach their potential.

Our Children's Services Vision:

To achieve the above Children's Services have committed to improve families' lives by giving them the support they need, when they need it. We aim to achieve this commitment through the following principles

- Working together to trust and respect each other – that includes staff, children, young people, their families and partner agencies,
- Clearly defining our roles and responsibilities and making sure everyone knows how to access our services,
- Listening to children and encouraging active participation,
- Giving support that is based on needs and has clear objectives with creative and flexible solutions
- Helping our staff manage their emotional wellbeing and build resilience through professional development, listening to our staff and valuing their contribution,
- Demonstrating strong leadership, providing equal opportunities for all staff and giving everyone the freedom to think and be creative.

Our Residential Team Mission:

“to keep safe and nurture Midlothian's most vulnerable young people , and enable them to reach their full potential.”

Our vision:

Midlothian Council is committed to ensuring that children and young people live in their own communities so that they can maintain their links with families and friends, wherever possible. Young People who are accommodated within Midlothian Residential Services will experience a high standard of care from a

committed and motivated workforce. Our care homes are designed and equipped to provide a caring, nurturing and stimulating setting to enable young people to flourish and gain the skills to make positive future choices.

Who we support:

We work with a range of young people and families who have experienced multiple challenges and disadvantages. These difficulties can manifest themselves in a number of behaviours; school disruption, risk taking and offending behaviours, substance misuse or child protection concerns. In addition to providing safe, nurturing and caring homes we also work with families within their own homes using a range of interventions and programmes that support families within their own communities.

How we support:

We are committed to the recruitment and development of a professional workforce who can provide a range of tailored interventions which place the young person at the centre. We do this through the use of a flexible person-centred planning approach that puts the needs of the young person at the heart of everything we do.

Our person-centred approach means we are ambitious for our young people and through doing so, enable them develop the skills and resilience to aspire to positive goals and success. Our approach embraces the principles of Getting it Right for Every Child (GIRFEC) and increases the chances of more positive destinations for the young people involved.

Midlothian Residential Services provide support and care 24 hours a day 365 days a year, for some of Midlothian's most vulnerable young people, ensuring that they receive the care they need, remaining within their local community. Our aim is to ensure that each young person's residential experience at Ladybrae House or Woodburn Court is outcome focused to each young person's individual identified needs and plans and hopes for the future.

We aim to provide high quality care in a warm, loving caring environment. Where the young people feel safe, secure and most importantly they feel wanted and valued. We will seek to promote the well-being of the young people in our care by providing a family orientated atmosphere where positive relationships are built on mutual respect, trust and understanding.

How we Match/Gatekeeping:

Our Gatekeeping Meeting is held fortnightly in Children's Services and attended by; Service Manager, Residential Services and the Family Placement Team. All new planned referrals to Residential Services will first be screened by the gatekeeping group to identify the most suitable accommodation.

Our Registration and how we are inspected:

Midlothian Residential Services is a registered Residential Service and is therefore subject to inspection as part of its registration. The care inspectorate is the official body responsible for inspecting standards in care in Scotland. They inspect services annually, all aspects of the service are scrutinised; services provided for young people by Residential Services Practitioners and Social Workers. The Scottish Government published Health and Social Care Standards: **My Support, My Life in June 2017.**

The new Standards set out what we should expect when using health, social care or social work services in Scotland. They seek to provide better outcomes for everyone; to ensure that individuals are treated with respect and dignity, and that the basic human rights we are all entitled to are upheld. The Standards are underpinned by five principles; dignity and respect, compassion, be included, responsive care and support and wellbeing.

The Standards are based on five headline outcomes:

- I experience high quality care and support that is right for me.
- I am fully involved in all decisions about my care and support.
- I have confidence in the people who support and care for me.
- I have confidence in the organisation providing my care and support.
- I experience a high quality environment if the organisation provides the premises.

It is up to our organisation to meet those needs and we do this in collaboration with our corporate parent partners.

Our Team:

Caroline Guiney – Team Leader Residential Services



Debbie Brosnan – Senior Children’s Services Practitioner - Woodburn Court
Rachel Persheyeva - Senior Children’s Services Practitioner - Woodburn Court
Bernadette McShane - Senior Children’s Services Practitioner - Woodburn Court
Marc Clugston - Senior Children’s Services Practitioner - Woodburn Court

Elizabeth McGinty - Senior Children’s Services Practitioner - Ladybrae House
Norma Ardic - Senior Children’s Services Practitioner - Ladybrae House



Children’s Services Practitioners Days
Woodburn Court 8 FTE
Ladybrae House 7.5 FTE



Children’s Services Practitioners Nights
Woodburn Court 4 FTE
Ladybrae House 4 FTE

How we train and develop our team:

Midlothian Residential Services L&D Framework 2019 - 20

Essential Training for all roles

Induction and within first 3-6 months

- ❖ Workplace Induction (including staff & residents handbooks, key policies and procedures, Mosaic and learnpro)
- ❖ Mandatory e-learning modules on learnpro (see p3)
- ❖ Level 1 Child Protection Awareness & Response (PPU)*
- ❖ Personal Outcomes approaches/SDS
- ❖ Emergency First Aid (1 day)*
- ❖ Lone Working (job specific)
- ❖ Moving and Handling (job/young person specific)
- ❖ Administration of medication (job/young person specific)
- ❖ Team Teach (Basic Course 12 Hours)*

Within 6-18 months of employment

- ❖ Raising Awareness of Child Sexual Exploitation Inter – agency (PPU)
- ❖ Understanding & Responding to domestic abuse (Level 1) (PPU)
- ❖ Motivational Interviewing Introductory Training
- ❖ Level 2 Child Protection Multi-agency Risk Assessment (PPU)*
- ❖ Level 1 Interagency Adult Support & Protection (PPU)*
- ❖ Working with non – engaging families (PPU)
- ❖ Elementary Food Hygiene*
- ❖ Children & Young People Affected by Parental Substance Misuse (PPU)
- ❖ Mind of my own training

Qualifications and Progression

Qualifications required

- ❖ HNC in Social Care incorporating SVQ 3 Social Services (Children & Young People Level 7)
- ❖ HNC Childcare & Education (or equiv)
- ❖ SCQF Level 10 Social Services
- ❖ SVQ Level 4 (seniors)

Career Development:

- ❖ Open University: Stage 1 & 2 Modules
- ❖ Open University: Diploma of Higher Education in Social Care Level 8
- ❖ Social Worker trainee scheme through the Open University BA (Hons) Social Work (Scotland) (Limited places, application process)

Continuing Professional Development

- ❖ Mental Health First Aid (Young People)
- ❖ Safe & Together Training
- ❖ Effective Practice Course
- ❖ Emergency First Aid Accreditation
- ❖ Child Protection: Children with Disabilities Awareness & Advanced(PPU)
- ❖ Harmful Practices (PPU)
- ❖ Working with Survivors of Childhood Sexual Abuse (PPU)
- ❖ Rape & Sexual Assault (PPU)
- ❖ ASSIST – Suicide prevention)
- ❖ Diabetes awareness (young person specific)
- ❖ Epilepsy awareness (young person specific)
- ❖ Link supervisor course
- ❖ Autistic Spectrum disorder (young person specific)
- ❖ Supporting parenting skills e.g. Escape Training
- ❖ Understanding & responding to Domestic Abuse level 2 (PPU)
- ❖ Safe & Sound Training
- ❖ Confident Staff, Confident Children

Staff with Supervisory Responsibilities:

- ❖ PDA Supervision Skills
- ❖ Effective Supervision (Must have PDA)
- ❖ PDA in Management (Level 3, SCQF 7)
- ❖ Group Supervision Skills
- ❖ Leadership Development Course for all levels of
- ❖ Managers (Corporate) (UM, TL) & Leadership Pathway