



CHERRY

· BLOSSOM ·

Statement of Purpose

March 2026

Introduction and Purpose of the Statement

This Statement of Purpose sets out the aims, ethos, and approach of Cherry Blossom, a registered children's home operated by Cameron and Cooper Limited. It provides clear information about the care provided, the needs of the young people the home is intended to support, and how the home operates on a day-to-day basis.

This document is produced in accordance with Regulation 3 and Schedule 1 of the Children's Homes (England) Regulations 2015. It outlines the home's approach to meeting the Quality Standards and provides transparency for young people, parents and those with parental responsibility, placing authorities, and other professionals involved in the care and protection of children.

The Statement of Purpose is made available to all adults working at Cherry Blossom and is shared with young people in an age-appropriate format through the Children's Guide. It is also available to placing authorities and other relevant professionals on request.

This document is reviewed at least annually and sooner where there are significant changes to the operation, staffing, or purpose of the home. Any material changes are notified to Ofsted in line with regulatory requirements.

Cherry Blossom is underpinned by the values of Love, Care, and Consistency. These values guide how adults build relationships, make decisions, and respond to young people's needs.

The Home and Its Ethos

Cherry Blossom is a small children's home registered to care for up to two young people aged 10 to 17. The home provides a highly supported and emotionally contained environment for young people who require consistent adult presence to feel safe, regulated, and able to build trusting relationships.

The ethos of Cherry Blossom is rooted in Love, Care, and Consistency. These values guide how adults think, respond, and make decisions in their daily work with young people. Love is demonstrated through warmth, patience, and emotional availability. Care is reflected in thoughtful planning, clear boundaries, and a strong commitment to safeguarding. Consistency is provided through predictable routines, reliable relationships, and calm, steady responses from adults, particularly during periods of distress.

Cherry Blossom aims to achieve positive and sustainable outcomes for young people, including increased emotional stability, improved ability to regulate feelings and behaviour, stronger and more trusting relationships, and greater engagement with education, health, and daily routines. Progress is understood as individual to each young person and is measured through care planning, review processes, and ongoing observation of changes in presentation, behaviour, and wellbeing.

The approach to achieving these outcomes is relational and informed by an understanding of trauma and attachment. Adults recognise that behaviour is a form of communication and respond with curiosity, containment, and support rather than punishment. Practice focuses on helping young people feel safe, understood, and supported to develop more effective ways of managing distress.

The small size of Cherry Blossom allows adults to provide a high level of individual attention and responsiveness. Adults remain closely attuned to each young person's emotional presentation and are able to respond quickly to changes in need, risk, or behaviour.

Cherry Blossom provides a calm, respectful, and emotionally containing environment where young people are supported to feel known, valued, and safe. Through consistent relationships and clear boundaries, the home aims to create the conditions for young people to build trust, develop confidence, and experience a sense of belonging.

Aims and Objectives of Cherry Blossom

The primary aim of Cherry Blossom is to provide a safe, stable, and supportive home for young people who require a high level of adult support to manage distress, build relationships, and experience consistency in care.

Cherry Blossom works to ensure that care is predictable, responsive, and aligned with each young person's individual needs. The home aims to create an environment where young people feel protected, understood, and supported.

To achieve this, Cherry Blossom will:

- Provide a structured living environment that promotes safety and reduces risk
- Deliver care that is planned, reviewed, and responsive through clear care planning and risk assessment processes
- Support young people to build and maintain trusting relationships with consistent and reliable adults
- Maintain clear routines and boundaries to support stability
- Promote engagement with education, health services, and other professionals
- Work in partnership with placing authorities, families, and relevant professionals
- Respond to behaviour in a way that prioritises safety and de-escalation, with physical intervention used only where necessary, proportionate, and as a last resort
- Ensure safeguarding is central to all aspects of care

- Support young people to develop independence and life skills at a pace appropriate to their needs

The Young People We Support

Cherry Blossom provides care for young people aged 10 to 17 who present with significant emotional and behavioural needs and require a high level of adult support to remain safe, regulated, and settled within a residential setting.

Young people placed at Cherry Blossom are likely to have experienced trauma, instability, disrupted attachments, or multiple placement moves. As a result, they may present with emotional dysregulation, difficulties in relationships, reduced trust in adults, and behaviours that indicate a need for close supervision and consistent adult support.

The home is designed to support young people who benefit from a small, low-stimulus, and highly structured environment. The two-bed model allows adults to provide intensive, individualised care and to respond quickly to changes in presentation, risk, or emotional need.

Cherry Blossom is able to support young people who may require one-to-one support as part of their care arrangements and who benefit from clear boundaries, predictable routines, and emotionally available adults who remain calm and consistent during periods of distress.

The home is not intended to support young people whose needs would require a larger group setting, highly specialised clinical intervention delivered within the home, or a level of risk that cannot be safely managed within a two-bed environment. All placement decisions are made following careful assessment of risk, need, and compatibility to ensure that the home can provide safe and effective care for all young people living there.

Young people placed at Cherry Blossom are expected to have a level of independence appropriate to their age and development. The home does not provide personal care. Adults support young people to develop confidence and life skills over time, with independence promoted in a planned and gradual way.

The range of needs supported at Cherry Blossom includes emotional and behavioural difficulties, attachment-related needs, and vulnerabilities linked to previous trauma. Support is provided in a way that prioritises safety, stability, and the development of trusting relationships.

Admissions, Planning, and Compatibility

Admissions to Cherry Blossom are carefully planned to ensure that the home can meet the needs of each young person while maintaining a safe, stable, and emotionally contained environment.

Placement decisions are based on a clear assessment of the young person's needs and their compatibility with the young person already living in the home. Decisions are not driven by the availability of a bed, but by whether the home can safely and effectively meet the young person's needs without compromising the stability of the home.

Prior to any placement being agreed, comprehensive referral information is reviewed. This includes consideration of the young person's emotional and behavioural needs, care history, education, health, safeguarding concerns, and known risks. Where available, information from previous placements is used to understand patterns of behaviour, triggers, and effective support strategies.

Compatibility is central to all admissions. Given the small size of Cherry Blossom, careful consideration is given to how a young person's needs and presentation may impact the other young person living in the home. This includes assessment of emotional regulation, risk behaviours, supervision requirements, and peer dynamics. Placements are only agreed where there is confidence that both young people can be supported safely and that the home can maintain a stable and contained environment.

Cherry Blossom does not provide emergency or unplanned crisis placements. All admissions are subject to a planned assessment process, with sufficient time to review referral information, assess risk, consider compatibility, and determine whether the home can safely and appropriately meet the young person's needs. Wherever possible, pre-placement visits and planning discussions are arranged. These provide opportunities for the young person to visit the home, meet adults, and begin to build familiarity with the environment. This supports transparency, reduces anxiety, and helps to establish early relationships.

Following admission, a structured planning process is implemented. Initial planning meetings are held within agreed timescales, and care plans and risk assessments are developed and regularly reviewed in partnership with the placing authority and relevant professionals. Plans remain dynamic and are updated in response to changes in presentation, risk, or need.

Admissions decisions at Cherry Blossom are made with consideration for both the individual young person and the stability of the home as a whole, ensuring that care remains safe, proportionate, and sustainable.

Location and Accommodation

Cherry Blossom is located in a residential area, providing young people with a safe and supportive home environment that balances privacy, containment, and access to the wider community where appropriate. The location supports access to education, health services, and community facilities in a way that reflects each young person's needs and risk profile.

Cherry Blossom is registered to provide care and accommodation for up to two young people aged 10 to 18. The home accommodates young people of any sex. The small size of the home allows for a highly individualised approach, with close supervision and responsive care tailored to each young person's needs.

The home is designed to provide a calm, low-stimulus environment that supports emotional regulation and reduces environmental pressures. The layout and use of space enable adults to maintain appropriate levels of supervision while preserving a domestic and non-institutional feel.

Young people have their own bedrooms, which are furnished to a high standard and provide personal, private space. Young people are supported to personalise their rooms in a way that reflects their identity and preferences, helping to promote a sense of ownership and belonging.

Shared areas within the home provide comfortable and accessible spaces for everyday living, time together, and engagement with adults. These areas are used flexibly to support both shared experiences and individual needs.

The home includes a dedicated sensory room, developed in response to the views, wishes, and feelings of young people. This space is used to support emotional regulation, reduce distress, and provide a calm environment when needed. The availability of this space reflects the home's approach to adapting the environment to meet individual needs.

Accommodation at Cherry Blossom is maintained to a high standard. Regular health and safety checks, maintenance arrangements, and risk assessments are in place to ensure that the environment remains safe, suitable, and responsive to the needs of the young people living in the home.

Education

Education is recognised as an important part of stability, development, and longer-term outcomes for young people living at Cherry Blossom. Adults work closely with education providers to support each young person to engage with learning in a way that reflects their individual needs, abilities, and emotional readiness.

Young people placed at Cherry Blossom often have experienced disrupted education, periods out of school, or difficulties sustaining engagement with learning. Education arrangements are therefore carefully considered as part of placement planning and are regularly reviewed to ensure they remain appropriate and supportive.

Cherry Blossom supports young people with a range of special educational needs. Where a young person has an Education, Health and Care Plan, adults work in partnership with education providers and professionals to support the delivery of identified provision and outcomes. Adults maintain regular communication with education settings to ensure that support strategies are consistent and responsive to the young person's needs.

As Cherry Blossom is not registered as a school, arrangements are made for young people to attend an appropriate education provision. Most young people attend The Beech House School, which is part of the organisation and provides a supportive and structured educational environment aligned with the needs of young people in residential care. Where this is not appropriate, alternative education provision is identified through multi-agency planning with the placing authority and relevant professionals.

Adults promote educational achievement by supporting attendance, encouraging engagement, and helping young people to feel emotionally ready to access learning. This includes establishing consistent routines, providing reassurance, and responding to barriers that may impact attendance or participation.

Where a young person is not able to access full-time education, alternative or phased approaches are considered in partnership with the placing authority and education professionals. The focus remains on ensuring that learning is purposeful, safe, and aligned with the young person's overall care plan.

Educational needs, progress, and support strategies are reflected within care planning and are reviewed regularly to ensure they remain aligned with the young person's wellbeing, safety, and development.

Health, Wellbeing and Therapeutic Support

Cherry Blossom supports the physical, emotional, and mental wellbeing of young people as part of everyday care. Adults recognise that wellbeing is closely linked to safety, relationships, and consistency, and is supported through attentive daily practice.

Each young person's health needs are identified as part of the admission and care planning process. This includes physical health, emotional wellbeing, mental health, and any sensory or developmental needs. Health information is kept up to date and informs daily support.

Young people are supported to access appropriate health services, including general practitioners, dentists, opticians, and specialist services where required. Adults support attendance at appointments and help young people to understand and engage with their health needs.

Care at Cherry Blossom is informed by an understanding of trauma and attachment. Adults respond to behaviour with calmness and support, helping young people to feel safe and build trust over time. This approach is reflected in daily interactions and routines.

Young people have access to weekly therapeutic input through The Beech House School. A consultant therapist provides individual sessions within the school environment. These sessions are led by the young person and provide a safe space to talk and reflect. Engagement is encouraged but remains voluntary.

Adults within the home do not provide therapy. Their role is to offer consistent care, clear boundaries, and support for emotional regulation.

Where additional support is required, young people are supported to access external services such as Child and Adolescent Mental Health Services or other commissioned professionals.

All therapeutic services are delivered by appropriately qualified professionals. Information relating to qualifications and oversight is recorded and available for inspection.

The effectiveness of support is monitored through care planning and multi-agency review, ensuring that provision remains appropriate and responsive.

Where a young person requires medication, this is managed safely and in line with organisational policy. Adults receive training in the safe administration of medication, with management oversight in place.

Promoting Positive Relationships

Positive relationships at Cherry Blossom are rooted in the values of Love, Care, and Consistency. Adults prioritise relationships that are warm, respectful, and reliable, recognising that young people are best supported when they feel safe and understood.

Adults provide clear boundaries alongside consistent and supportive care. Young people are supported to experience adults as calm and dependable, particularly during periods of distress. This helps to build trust and emotional security over time.

Cherry Blossom promotes safe and meaningful contact between young people and those important to them. Contact arrangements are agreed in line with the young person's care plan and supported in a way that prioritises safety and wellbeing.

Behaviour is understood as a form of communication. Adults focus on early intervention and de-escalation, supporting young people to manage distress in a safe and appropriate way.

Adults are trained in Team Teach, supporting a consistent approach to behaviour, including de-escalation and, where necessary, physical intervention. Physical intervention is used only as a last resort where there is an immediate risk of harm.

Any incidents are recorded, reviewed, and followed by reflection with the young person and adults involved to support learning and ongoing development.

Adults receive regular training and supervision to ensure that practice remains safe, consistent, and effective.

Safeguarding and Protection of Children

Safeguarding is central to life at Cherry Blossom. The home is committed to protecting young people from harm and providing an environment where they feel safe and supported.

Young people placed at Cherry Blossom present with a range of vulnerabilities. Safeguarding practice is therefore proactive, responsive, and based on a clear understanding of individual risk. Adults remain attentive to changes in behaviour or presentation and respond promptly where concerns arise.

Risk is managed through detailed and regularly reviewed risk assessments and care planning. These identify known risks, outline strategies to reduce harm, and provide clear guidance for adults on how to respond to concerns. Plans are updated in response to incidents or new information.

Supervision and monitoring are proportionate and based on individual need. This may include agreed levels of observation to support safety. Cherry Blossom does not use intrusive surveillance in private spaces. Any monitoring arrangements are clearly recorded, regularly reviewed, and explained to the young person.

Clear safeguarding leadership is in place. The Registered Manager is responsible for safeguarding practice within the home and works closely with the Head of Safeguarding to ensure that concerns are identified, shared, and managed appropriately.

The home works in partnership with placing authorities, social workers, education providers, health professionals, and other relevant agencies to ensure coordinated safeguarding responses. Information is shared appropriately to support effective risk management.

Young people are supported to understand how to keep themselves safe, including identifying trusted adults and knowing how to raise concerns or ask for help.

All safeguarding concerns and serious incidents are reported in line with regulatory requirements. This includes notification to Ofsted and relevant professionals where required. Incidents are reviewed to support learning and strengthen practice.

Views, Wishes, and Feelings

Young people's views, wishes, and feelings are central to how care is planned, delivered, and reviewed at Cherry Blossom. Adults take time to listen, understand, and respond to each young person, recognising that communication may be expressed in different ways depending on their needs, experiences, and emotional readiness.

Young people are supported to share their views through everyday interactions, key adult time, and care planning discussions. Adults remain attentive to both verbal and non-verbal communication and seek to understand behaviour as a form of communication, particularly where young people may find it difficult to express themselves directly.

Each young person is supported by a key adult who builds a consistent relationship and ensures that their views are heard, recorded, and reflected in their care. Young people are encouraged to contribute to decisions about their routines, boundaries, activities, and the support they receive, with their level of involvement shaped by their age, understanding, and individual needs.

Young people are actively encouraged to give feedback about their experience of living at Cherry Blossom. This includes regular opportunities to reflect on what is working well, what they would like to change, and how the home can better meet their needs. Feedback is gathered through discussions, key adult sessions, and informal day-to-day conversations, and is used to inform the ongoing development of the home and the quality of care provided.

Cherry Blossom is committed to promoting equality, diversity, and respect. Young people are supported to understand and express their identity, culture, beliefs, and values. Discrimination is not tolerated, and adults actively challenge any behaviour or language that undermines a young person's dignity or sense of belonging.

Young people are supported to understand their rights, including their right to be listened to, to feel safe, and to be treated with respect. They are provided with information about how to raise concerns or make a complaint and are supported to access advocacy services where appropriate. Where a young person is reluctant to engage with advocacy, this is revisited regularly to ensure they continue to have opportunities to access independent support.

Enjoyment, Achievement, and Daily Life

Young people at Cherry Blossom are supported to take part in a range of activities that reflect their interests, strengths, and individual needs. Opportunities for enjoyment and

achievement are considered an important part of building confidence, developing skills, and supporting emotional wellbeing.

Adults take time to understand what each young person enjoys and encourage participation in activities that are meaningful to them. This may include creative activities, outdoor play, sports, time with animals, or opportunities within the local community. Activities are planned in a way that feels achievable and supportive, particularly for young people who may have previously struggled to engage.

Daily routines are structured to provide a balance of education, rest, and positive activity. Adults actively support young people to try new experiences, whilst recognising that engagement may take time and requires patience, encouragement, and flexibility.

Achievement is recognised in a way that is meaningful to each young person. This includes acknowledging progress in education, relationships, emotional regulation, independence, and engagement in daily life. Adults ensure that success is noticed and celebrated, helping young people to build a sense of pride and self-worth.

Young people are encouraged and supported to access activities within the community. These are carefully planned and risk assessed to ensure that participation is safe and positive. Adults remain attentive to individual vulnerabilities and provide the level of support required to enable young people to access opportunities successfully.

Through consistent encouragement, support, and recognition of progress, Cherry Blossom aims to help young people develop confidence, resilience, and a growing sense of achievement.

Staffing, Leadership, and Management

Cherry Blossom is operated by Cameron and Cooper Limited. The Director of the organisation is Camilla McInnes. The Responsible Individual and Head of Safeguarding is Wayne Grey, who holds oversight of the home and ensures that it operates in line with regulatory requirements, organisational values, and safeguarding expectations. The Registered Manager is Lauren Fenton, who is responsible for the day-to-day management of the home.

The Registered Manager provides clear leadership to the team and is responsible for ensuring that care is safe, consistent, and responsive to the needs of young people. The home benefits from a stable staffing team consisting of a Deputy Manager, Senior Residential Support Workers, and Residential Support Workers.

Cherry Blossom operates with staffing levels that reflect the individual needs of the young people currently placed. At present, all young people are supported on a one-to-one basis. This means that each shift is staffed by two adults, typically one Senior Residential Support Worker and one Residential Support Worker, ensuring that each young person receives consistent and individualised support.

The Registered Manager and Deputy Manager primarily work office hours and provide management oversight, supervision, and support to the team. However, both remain actively involved in the day-to-day life of the home and will work on shift where required. This may include supporting activities, responding to emerging needs, or providing additional cover during periods of absence or increased demand.

The home operates a clear on-call system outside of office hours to ensure that adults have access to management support at all times. The first level of on-call is provided by an organisational manager, which may include the Registered Manager or Deputy Manager from Cherry Blossom or The Beech House. A second level of on-call is provided by the Responsible Individual and Head of Safeguarding, ensuring additional oversight and support where required.

Staffing arrangements are kept under regular review and are responsive to the changing needs and risks of the young people. This ensures that the level of support remains safe, proportionate, and effective at all times.

Adults working at Cherry Blossom receive regular supervision to support their practice, wellbeing, and professional development. Supervision takes place monthly, with a minimum of ten sessions per year in line with organisational policy. Supervision provides an opportunity to reflect on practice, review safeguarding matters, and ensure that adults are supported to deliver consistent and effective care.

The home operates with clear management oversight. This includes regular review of incidents, safeguarding concerns, and patterns of behaviour, as well as ongoing monitoring of the quality of care provided. The Responsible Individual maintains oversight through regular visits, reporting, and direct engagement with the Registered Manager.

Cherry Blossom is committed to ensuring that young people are supported by a consistent and reliable team of adults who are appropriately trained, experienced, and supported to meet their needs. Details of staff qualifications, experience, and development are set out in Appendix A, which is reviewed and updated regularly to reflect the current workforce.

Care Planning

Care planning at Cherry Blossom is individualised, responsive, and centred around each young person. Plans are developed to reflect the young person's needs, experiences, strengths, and goals, and are regularly reviewed to ensure they remain relevant and effective.

All care plans are written to the young person, using language that is clear, respectful, and meaningful. Young people are actively supported to contribute to their plans so that

their views, wishes, and feelings are captured as part of the planning process. This includes involvement in the development, review, and ongoing update of their care.

Individual behaviour support plans are also written to the young person and reflect their understanding of what helps them when they are feeling overwhelmed, angry, frightened, or unsettled. These plans focus on identifying triggers, recognising early signs, and agreeing supportive strategies that help the young person to feel safe and regulated.

Key adult sessions provide regular opportunities for young people to explore their plans, reflect on their progress, and share their views. These sessions support young people to understand their care, build self-awareness, and feel actively involved in decisions that affect them.

Care planning is a dynamic process. Plans are reviewed and updated in response to changes in need, behaviour, or circumstances, with young people involved in these reviews wherever possible. The aim is to ensure that planning remains meaningful, consistent, and reflective of the young person's lived experience.

The home works in partnership with placing authorities and other professionals to ensure that care remains coordinated and aligned with the young person's wider plans and identified outcomes.

Transitions and Endings

Transitions and endings are recognised as significant experiences for young people and are approached with care, planning, and sensitivity at Cherry Blossom. Adults understand that change can bring uncertainty, and support is provided in a way that promotes emotional safety and stability.

Wherever possible, transitions into the home are planned and gradual. Young people are supported to become familiar with the environment, routines, and adults before moving in. This may include visits, introductions, and clear, honest conversations about what to expect. The focus is on helping young people feel prepared, welcomed, and emotionally contained from the outset.

Transitions out of the home are equally well planned. Whether a young person is moving to another placement, returning to family, or progressing towards independence, the process is managed in partnership with placing authorities and relevant professionals to promote continuity of care.

Adults support young people to understand and process endings in a way that reflects their age, needs, and level of understanding. This includes providing opportunities to reflect on their time at Cherry Blossom, recognise progress, and prepare for what comes next.

The impact of transitions on other young people living in the home is also considered. Adults provide support to help them understand and manage changes within the home, ensuring that stability and emotional safety are maintained.

Where appropriate, young people are supported to leave the home in a planned and positive way, with recognition of their achievements and experiences. The aim is for each young person to move on with a sense of stability, understanding, and confidence in the next stage of their journey.

Complaints

Young people living at Cherry Blossom are supported to raise concerns, make complaints, and express dissatisfaction in ways that feel safe, accessible, and taken seriously. Being able to speak up is recognised as an important part of feeling respected, listened to, and safe.

Adults encourage young people to share concerns through everyday conversations and trusted relationships. Where concerns cannot be resolved informally, young people are supported to use the formal complaints process in a way that reflects their age, understanding, and emotional readiness.

Clear and accessible information is provided to young people about how to make a complaint. This includes how to raise concerns within the home, how to contact their placing authority, how to contact Ofsted, and how to contact the Children's Commissioner. Adults take time to explain these options and ensure that young people understand their right to make a complaint without fear of negative consequences. This information is also available within the Children's Guide and the young person's version of the complaints policy.

Young people are also supported to access independent advocacy services where appropriate. Where a young person is reluctant to engage with advocacy, this is revisited regularly to ensure they continue to have opportunities to access independent support.

All complaints and representations are taken seriously and are managed in line with the home's staged complaints procedure, which includes clear timescales for response and escalation. Where required, complaints are subject to senior leadership oversight, including review at Director level to ensure fairness and accountability.

Where concerns relate to the school, the home works in partnership with the school to ensure that issues are addressed consistently and in line with the complaints process.

All complaints are clearly recorded, monitored, and reviewed by the Registered Manager to ensure appropriate oversight, timely responses, and identification of any themes or learning. Feedback is provided to young people in a way that is clear, respectful, and appropriate to their level of understanding.

Adults recognise that some young people may express dissatisfaction through behaviour rather than words. These expressions are taken seriously, and adults work to understand the underlying concerns and respond in a way that supports the young person to feel heard and supported.

Information about how to access the home's complaints procedure and relevant policies is available to young people, families, and professionals on request.

Monitoring, Review, and Quality Assurance

Cherry Blossom maintains high standards of care through clear monitoring, review, and quality assurance processes. These ensure that care remains safe, effective, and aligned with regulatory requirements and the needs of young people.

The Registered Manager is responsible for the ongoing monitoring of practice within the home. This includes oversight of care planning, risk assessments, safeguarding concerns, incidents, complaints, and outcomes for young people. Monitoring enables patterns, themes, and areas for development to be identified and addressed.

Weekly oversight meetings take place involving the Responsible Individual, Registered Manager, and Deputy Manager. These meetings review the home's risk register, including high-risk assessments, current safeguarding concerns, and serious incidents. This provides a structured forum to review actions, ensure appropriate follow-up, and confirm that risk management strategies remain effective.

Independent oversight is provided through Regulation 44 visits. These visits review the quality of care, safeguarding arrangements, leadership, and the experiences of young people. Feedback is used to inform reflection, learning, and service development, with identified actions monitored through to completion.

Regulation 45 reviews are completed in line with statutory requirements and evaluate the effectiveness of the home over time, including outcomes for young people and the quality of leadership and care.

The home also uses an outcomes framework completed three times a year. This focuses on progress across key areas of development and informs care planning and target setting.

Feedback from young people, families, and professionals is actively sought and used to inform ongoing development of the home.

Learning from incidents and review activity is embedded into practice through supervision, team discussions, and training.

The Responsible Individual provides oversight and works closely with the Registered Manager to ensure appropriate challenge, support, and accountability across the home.

Appendix A

Appendix A: Staff Qualifications and Development

Cherry Blossom is staffed by a team of adults with a range of qualifications, experience, and ongoing professional development to support the needs of young people.

The Registered Manager, Lauren Fenton, holds a Level 5 qualification in Children and Young People Health and Social Care.

The Responsible Individual, Wayne Grey, also holds a Level 5 qualification in Children and Young People Health and Social Care, providing experienced leadership and oversight of the home.

The Deputy Manager, Jack Wilson, is currently enrolled to complete his Level 5 qualification.

Within the senior team, Anna Love is working towards a Level 4 qualification in Children and Young People Health and Social Care, and Susana Varela holds a Level 3 qualification in Children and Young People Residential Care.

All adults working within the home who do not already hold a relevant Level 3 or Level 4 qualification in Children and Young People Residential Care will be enrolled onto the appropriate qualification following successful completion of their probationary period. Adults are expected to achieve this within two years.

Where adults are appointed to management roles and do not already hold a Level 5 qualification, they will be enrolled to complete this qualification following successful completion of their probationary period.

All adults are supported through induction, supervision, and ongoing training to develop the knowledge and skills required for their role. This includes safeguarding, behaviour support, and safe care practices, alongside regular reflective opportunities and continued professional development.

Further detail relating to the wider workforce, including roles, structure, and ongoing training, is set out in the organisation's Workforce Development Plan, which is reviewed and updated regularly and is available for inspection.