



Anderida

The Willows

Statement of Purpose

Contents Table

STATEMENT OF PURPOSE	3
THE ORGANISATION	3
ANDERIDA'S ETHOS AND PHILOSOPHY	3
THE WILLOWS.....	4
.....	4
THE HOME	5
HOMES CORE TEAM	6
ROUTINE.....	7
PROMOTION OF RECREATIONAL ACTIVITIES.....	7
RELIGIOUS AND CULTURAL POLICY	8
<i>Young People</i>	8
CONSULTATION WITH YOUNG PEOPLE	8
CLINICAL LEAD	9
REATTACH.....	11
ARRANGEMENTS FOR CONTACT BETWEEN A CHILD AND THEIR PARENTS, RELATIVES AND FRIENDS	12
POSITIVE HANDLING POLICY	12
COMPLAINTS	13
EQUALITY, DIVERSITY AND INCLUSION POLICY	13
ORGANISATIONAL STRUCTURE	14
AREA LOCATION RISK ASSESSMENT	15

The following policies can be found on our website (click on the policy to read)

- [Behaviour Management Policy](#)
- [Safeguarding Policy & Procedure](#)
- [Missing Persons Procedure](#)
- [Anti-Bullying Policy](#)
- [Education Policy](#)
- [Health Policy](#)
- [Sexual Health Policy](#)
- [Admissions Policy](#)
- [Outreach Policy and Procedure](#)
- [Supervision Policy](#)
- [Recruitment Policy and Procedure](#)
- [DBS Procedure](#)

STATEMENT OF PURPOSE

Although Anderida Adolescent Care was established initially as a semi-independent resource primarily for young people aged 16+ to support their transition from care to independence, it has significantly evolved over the 25 years as a company, now providing residential homes for young people aged 11 – 18.

We support young people to achieve a significant range of longer-term plans. For example, working towards going back to their family home, semi-independent placements, and for some, into their own homes at 18.

Alongside this, our provision in Scotland has evolved from short holiday breaks to Crisis Intervention. These placements last 4, 8 or 12 weeks, in discussion with the young person's care plans.

On occasion, and following a period at the crisis home, some young people will move into our East Sussex pending availability and matching.

This Statement of Purpose provides a clear outline of our aims, objectives, and the function of our homes, serving as a living document that evolves alongside the growth and development of our organisation. It also applies to young people who move on, whether to independent accommodation or back to their home area.

THE ORGANISATION

We are committed to maintaining high standards of practice and actively welcome feedback from young people, their families, mentors, social workers, and local authority placement officers. Input on areas needing clarity or improvement helps us enhance the services we provide. Prospective residents, families, and professionals are encouraged to visit our homes and school.

While Anderida was initially focused on the 16+ age group, we have identified a wider need for specialist services across different age groups and the high need for ASC support for young people within social care.

Our homes and registered DfES SEMH School provide tailored resources and support for young people aged 11-18 years (school 8-18 years) with staff trained and experienced in working with those particularly at risk or vulnerable to Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE).

ANDERIDA'S ETHOS AND PHILOSOPHY

At Anderida, we believe every young person deserves the chance to feel safe, valued, and genuinely cared for, no matter what they've been through. We understand that many arrive with stories of loss, trauma and instability, and that 'traditional' placements sometimes just haven't worked. That's why our homes are designed to offer something different. A place of calm, consistency and connection, where young people can rebuild trust, confidence and hope for the future.

Our ethos is rooted in:

Community – Compassion – Opportunity – Respect – Empowerment

These values shape everything we do, from how we listen and respond to a young person's needs to how we celebrate their progress, no matter how small. We invest in our young people. We nurture change through patience, humour, honesty and relationships that last.

We believe family matters. This includes biological, chosen, or the one we help young people build here.

Where it's safe and appropriate, we work hard to maintain or rebuild connections with families and significant others, because belonging is key to recovery and growth. This is a big part of our therapeutic approach, to support the young person's family support network to be involved in challenging and praising

behaviours. This not only gives the young person a feeling of wrap-around love and support but also supports the family to learn how to support their child.

Many of the young people who come to us have experienced neglect, abuse, inconsistent care or repeated placement breakdowns. They may face emotional and behavioural challenges, struggle to form positive attachments, or be at risk of exploitation. Some live with learning differences or neurodiversity that make life even more complex. Whatever their story, we meet them where they are, without judgment, and help them find a way forward.

We work closely with families, professionals and local authorities to create flexible, high-quality care plans that are truly individualised. Every placement begins with understanding, not just what's gone wrong, but what's possible. With the aim of supporting the young person to reach their individual potential.

Our mentors provide stability, structure and the space to grow. They act as positive role models, guiding young people towards maturity, self-respect and emotional resilience. They model calmness, patience and empathy, even in moments of challenge, showing young people that it's possible to manage emotions safely and communicate with respect. Through consistency and authenticity, they demonstrate trust, accountability and compassion, helping young people learn by example what healthy relationships and self-regulation look like. Within a nurturing environment and clear boundaries, young people learn to take responsibility for themselves, rediscover their strengths and believe in their potential again.

Above all, we make sure each young person's voice is heard. We share a belief that all young people at Anderida deserve to be levelled up. We ensure they are given every opportunity to be empowered and become active participants in their care, not bystanders to it. When young people feel seen, respected and included, real change begins.

The Willows



Manager – Stacey Armour

Level 3 Diploma in residential childcare, Level 5 Diploma management and leadership. NVR: Non-violent resistance/Partnership Projects. ReAttach Practitioner.

The purpose of The Willows is to create a nurturing, stable and healthy environment for our young people to feel safe within and thrive. A place where they are able to reflect on their life challenges and be supported and cared for while they find ways to cope with trauma and take steps moving forward positively and healthily. Our ultimate aim is providing our young people with the tools and support they require to cope effectively from now through until adulthood.

The highly trained team at The Willows are trained in trauma informed care and partake in NVR workshops with accredited practitioners, these models provide young people and ourselves with as much opportunity as possible in supporting all our resident with the opportunities they deserve to reach their full potential and help empower them as they embark on their journey to independent lives and positive futures.

“We as a team will continue to persist, resist and reconcile in the best interests of all the young people we care for. We will come together and resist harmful behaviours and draw in on significant others to influence positive change”.

The Home

The Willows is a large four-bedroom bungalow located in rural Burwash (Etchingham). It is equipped to house two residents plus up to four mentors, with two or three mentors sleeping overnight on a daily basis, depending on the resident's needs. It has two bathrooms and a large garden with a decking area at the rear, overlooking beautiful fields. Its location in a sleepy village provides an ideal environment for young people who require the space and time to work on overwhelming feelings and challenging patterns of behaviour, whilst still being within a 30-minute drive to the nearest large town. Our residents get a generous budget when they move in to decorate and personalise their bedrooms.

Our primary aim is to provide a safe environment in which young people in our care can develop both physically and emotionally, and to provide them with the opportunity to enjoy a level of nurturing into independence that might otherwise have been denied to them.

Our experienced team have an exceptionally high level of clinical and therapeutic supervision to aid them in delivering a service that is second to none, and the home benefits from leadership and guidance from therapeutic directors who have an excess of 15 years of experience working in this field at Anderida.

The team have a wide knowledge of the facilities and activities which are available in the local areas, such as youth clubs, leisure centres and sporting facilities. Our young people are encouraged to take full advantage of these activities. The train station is a short drive away, which is helpful in reducing any temptation which residents may have to cope with problems by running away from home.

Anderida also have a log cabin in the Highlands of Scotland, which is perfect for a summer holiday or respite. Some of our young people are encouraged to take advantage of a two-week 'getting to know you' activity holiday there before commencing their placement at The Willows, so that they can meet some of the staff team whilst having some fun.

All young people moving into the home will be supported with a 1.5:1 or 2:1 staffing ratio, and this will be assessed depending on the young person's needs.

Wherever possible, we aim to include the young people in mainstream education, but in the cases where this is not appropriate, we can offer a bespoke education package at our education centre in Eastbourne to suit the residents' needs, from GCSE to A-levels to vocational qualifications.

The assessment and reviews are an ongoing process; if continued support at this level is required, the placement can carry on until such a time as the young person is confident and ready to move on.

Anderida take their responsibilities to safeguard young people and mentors seriously. The home has an alarm system on all exits that will be triggered when adults and or young people exit or leave the building. This makes a low-level beep in the day and is put to a louder setting to alert mentors in the office at night. We also have CCTV placed on the entrance and building exits. During periods of low risk, this will not be turned on. If there are concerns about safety in the neighbourhood, young people running away, or intruders, CCTV will be left running. Sometimes, in order to keep the young person safe, it may be risk assessed as necessary to lock the internal doors at night. If this is felt to be required, the situation will be regularly reviewed in consultation with the young person's social worker.

INDEPENDENT REGULATION 44 VISITS



Natasha White

I have 6 years of experience working with NYAS as a Regulation 44 visitor. I love the opportunity to support homes develop their care and meet with young people to hear about their views and experiences.

I have over 16 years of experience working with children and young people with special educational needs, including Autism, ADHD, Attachment, FAS, MLD, SEMH, PDA, VI and SLCN. I have been the Head of Residential Provision for a special school for girls with Autism for over 11 years, where we have achieved 13 consecutive Outstanding Ofsted inspections.

Homes Core Team

Manager:

Stacey Armour (Induction Training, OCR Level 3 Diploma in CYPW, OCR Level 5 for Leadership & Management in Residential Childcare, Partnership Projects Certificate Course in NVR Advance - completed).

Deputy Manager:

Richard Barham (Induction training, NCFE CACHE Level 3 in Residential Childcare - completed).

Senior Mentor:

Ysabel Cook (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare - current),
Oluwaseun Oyebola (Induction Training – completed).

Mentors:

Sophie Dunkley (NCFE CACHE Level 3 Diploma for Residential Childcare - completed)
Milowska Kalahurska (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare – completed),
Wolfgang Weis (Induction Training – completed),
Maisie Lilley (Induction Training – completed).
Ashleigh Foyle (Induction Training, Enrolled on NCFE CACHE Level 3 Diploma),

Bank Mentors:

Cathy Tuica (Introduction Training, British Bachelor's Degree in Sociology and Psychology, NCFE CACHE level 3 Diploma in Residential Childcare - completed),
Danny Bennetts (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare - completed),
Andrei Morosanu (Induction Training – current).

ROUTINE

At Anderida, we recognise that many of our young people have experienced uncertainty and instability. At the cabin, creating a predictable and caring routine is not about control; it is about helping young people feel safe, grounded, and valued in their daily lives.

We provide a warm, homely environment where young people know what to expect and are encouraged to take ownership of their routines. Mornings begin with getting up on time and preparing for their timetabled activities, while evenings focus on creating a sense of togetherness and connection.

Each evening, young people and mentors sit down together for a home-cooked meal at around 6:00 pm, sharing food, conversation, and time together. Evenings may also include activities such as film nights, pamper sessions, crafts, local walks, board games, or other shared interests. Bedtimes are agreed individually, typically between 9:00 pm and 11:30 pm, depending on the young person's age, needs, and commitments the following day.

At weekends, mentors support young people to choose from a range of enjoyable activities, from cinema trips to quad biking. These experiences are designed to encourage fun, strengthen relationships, and allow young people to experience being children again while building confidence, connection, and self-esteem.

Each Sunday, mentors and young people plan the week together. This helps create structure, encourages responsibility, and builds excitement for the days ahead, turning routine into something that feels supportive and secure rather than restrictive.

PROMOTION OF RECREATIONAL ACTIVITIES

We recognise that, for many young people who come to us, childhood has been overshadowed by instability, trauma, or responsibilities far beyond their years. Our activity-based programme is designed to give them opportunities to simply be young again: to explore, laugh, take safe risks, and experience the world in ways that build confidence, resilience, and joy.

Our focus is on immersive and meaningful experiences. Each young person follows a structured, yet flexible activity plan tailored to their interests, abilities, and care objectives. Activities can range from outdoor adventures in the Scottish Highlands to smaller everyday experiences such as playing pool or visiting local attractions. Every activity is chosen to encourage self-belief, resilience, and a sense of belonging.

Activities also serve as valuable therapeutic tools. They help young people develop trust, manage emotions, and form healthy attachments. Many activities provide calm, low-arousal environments that create natural opportunities for mentors to have meaningful conversations that may not happen in more formal settings.

Many young people have never had the opportunity to climb a mountain, paddle a canoe, or simply play freely without fear of judgment or consequence. Our mentors participate alongside young people, modelling encouragement, calmness, teamwork, and positive relationships while creating shared memories that help rebuild a sense of safety and connection.

When a young person moves into the home, the manager ensures that all necessary permissions are in place so they can fully participate in the activities offered. Achievements, whether big or small, are always recognised and celebrated, whether that means overcoming a fear, completing a challenge, or trying something completely new.

We support and encourage young people by:

- Creating a fun, adventure-led programme that builds self-esteem and life skills.
- Participating alongside young people in activities to strengthen trust and relationships.
- Exploring interests and preferences early and incorporating them into timetables and care planning.
- Providing weekly timetables with access to a wide variety of local and outdoor experiences.
- Offering taster sessions in new and exciting activities to encourage curiosity and confidence.
- Celebrating achievements through positive recognition and shared reflection.
- Ensuring all activities are risk-assessed, age-appropriate, and carried out safely.

RELIGIOUS AND CULTURAL POLICY

Young People

We identify each young person's cultural and religious needs during the referral and care planning process and continue to review these throughout their placement.

We work closely with young people to understand what is important to them and ensure their needs are met in meaningful and respectful ways. This includes supporting access to appropriate resources, places of worship, cultural activities, dietary requirements, and opportunities that reflect and promote their beliefs, values, identity, and heritage.

SUPPORTING POLICIES

- Equality and Diversity

CONSULTATION WITH YOUNG PEOPLE

Every young person is regularly consulted about the arrangements for their care. Care plans are collaborative working documents developed through meaningful conversations with young people, ensuring their views, wishes, and feelings are central to decision-making.

Young people are encouraged to share their opinions about how the home is run, and their feedback is recorded and reflected within the home's documentation and planning processes.

An Independent Regulation 44 Inspector visits the home each month and ensures young people are given opportunities to provide feedback about their care, experiences, and the running of the home.

Young people are also encouraged to share their views on the support they receive from mentors and are invited to contribute to staff appraisals and service development where appropriate.

CLINICAL LEADERSHIP AND GOVERNANCE

Clinical Lead

ABIGAIL WADE (Registered Mental Health Nurse RMN and EMDR Therapist; Clinical Lead for Anderida Adolescent Care)



Abigail is a registered Mental Health Nurse (NMC PIN: 07C1151E) with over 22 years of experience working across a range of settings within the mental health sector. Since qualifying in 2002, she has developed a strong clinical foundation and a deep commitment to delivering high-quality, person-centred care.

In 2012, she trained as an EMDR therapist and has since engaged in extensive supervision to support and enhance her therapeutic practice. Her clinical work is rooted in evidence-based approaches, with a particular focus on supporting individuals to process and recover from trauma.

Currently, she works as a Clinical Service Manager for Child and Adolescent Mental Health Services (CAMHS) within the NHS—a role she has held for the past four years. She is passionate about quality and compliance and dedicated to ensuring that young people have timely access to safe, effective interventions that promote emotional well-being and long-term recovery.

Abigail provides monthly clinical supervision to the entire Anderida team, ensuring that our care practices remain safe, effective, and responsive to the emotional and psychological needs of the young people in our home.

THE ANDERIDA THERAPEUTIC FRAMEWORK

The Anderida Therapeutic Framework is structured across three complementary layers, providing a clear, coherent and integrated system of support for young people and the adults caring for them.

1. Trauma-Informed Daily Care

Trauma-informed daily care forms the foundation of practice across all Anderida homes.

Staff are trained to understand behaviour as a form of communication and to respond in ways that prioritise emotional safety, relational connection and consistency. Practice emphasises curiosity over judgement, avoidance of power struggles, and the use of co-regulation to support young people during periods of emotional distress.

This approach is embedded within daily routines, team culture, leadership practice and supervision, ensuring young people experience stable, nurturing and relational care environments.

2. Non-Violent Resistance (NVR): Strengthening the Adult Network

Non-Violent Resistance (NVR) is a key organisational framework used to support parents, carers and professionals to respond to behaviours of distress in calm, consistent and non-escalatory ways.

NVR is not delivered as therapy to the young person. Instead, it strengthens the adult system around them, promoting relational authority, reducing conflict and creating opportunities for repair, consistency and emotional safety.

Within Anderida Care, NVR is embedded within residential practice, informs family interventions where appropriate, and is reinforced through training, supervision and consultation.

All staff receive foundation training through Partnership Projects, with ongoing development supported via a structured supervision, governance and quality assurance framework.

3. Evidence-Based Clinical Therapy (Where Indicated)

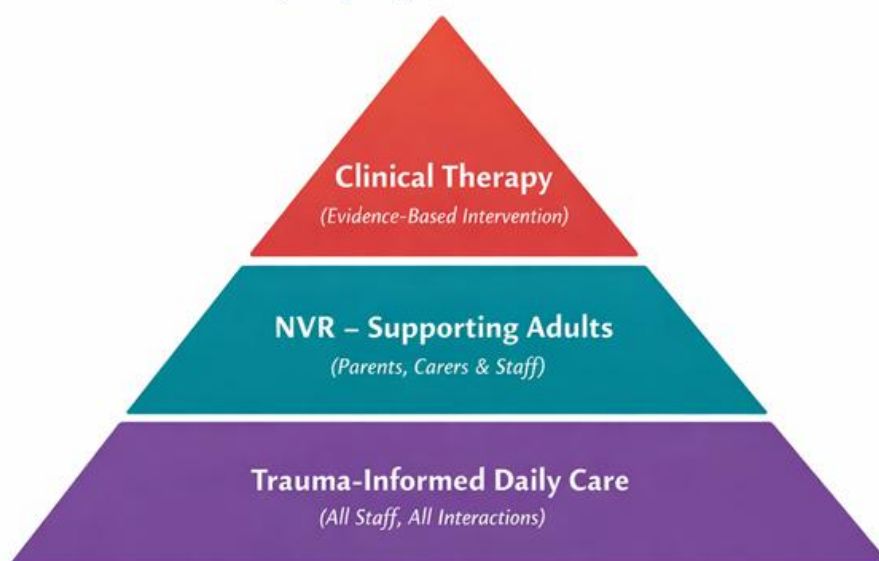
Where a young person presents with identified or emerging mental health needs, specialist therapeutic intervention is provided following clinical assessment.

This may include trauma-focused therapies, Eye Movement Desensitisation and Reprocessing (EMDR), Cognitive Behavioural Therapy (CBT), attachment-informed approaches and other integrative models, as indicated.

All therapeutic input is delivered by appropriately qualified clinicians, aligned with the young person's care plan, and subject to ongoing clinical oversight to ensure effectiveness, safety and consistency.

The Anderida Therapeutic Framework

Three Layers of Support in Residential Care



Clinical Oversight

Clinical governance within Anderida Care ensures that all therapeutic and relational care practices are evidence-based, ethically applied and consistent across residential homes and education settings.

This includes:

- Ongoing clinical supervision for staff teams
- Oversight of care planning and risk management
- Coordination of internal and external therapeutic interventions
- Monitoring of progress, outcomes and quality of practice

OUR APPROACH

The Anderida Therapeutic Framework is designed to provide:

- Relational, trauma-informed care as standard
- Targeted interventions to strengthen the adult network
- Specialist clinical therapy where clinically indicated

This integrated approach supports reduced escalation, increased relational stability and improved emotional wellbeing, ensuring young people experience consistency, safety and understanding while adults are supported to respond with confidence and clarity.

COMMITMENT

Anderida Care is committed to delivering a therapeutic model that:

- Places relationships at the centre of care
- Maintains robust clinical leadership and governance
- Promotes positive emotional well-being and sustainable long-term outcomes for young people

REATTACH

Introduction

ReAttach, developed by Dr Paula Weerkamp, is a transdiagnostic intervention for children and young people with mental health difficulties. It can optimise emotional and cognitive development, helping young people process information and form new brain connections to change unhelpful patterns. Therapy involves gentle tactile stimuli, such as hand tapping, to increase or decrease arousal, allowing young people to engage effectively. Many of the Willows team members are trained in this accessible, non-verbal therapy.

How ReAttach Can Be Helpful

ReAttach can:

- Improve emotional regulation and self-control
- Reduce fear and psychological distress
- Enhance focus, confidence, and motor skills
- Support young people with ASD and other complexities through multi-sensory integration
- Promote personal growth and wellbeing

WARA For Young People

A sub-element of ReAttach, WARA supports young people experiencing emotional dysregulation. It helps them manage negative emotions by pairing distressing thoughts with positive concepts, acting as a distraction and promoting emotional self-regulation.

ARRANGEMENTS FOR CONTACT BETWEEN A CHILD AND THEIR PARENTS, RELATIVES AND FRIENDS

At Anderida, we recognise that safe and meaningful contact with family and significant others is vital for every young person. Given the short-term nature of our placements, we ensure visits are arranged promptly and frequently. Families may require financial support for visits, which the local authority should provide; Anderida will advocate for this and ensure it is considered when placing a young person at The Willows.

- Where safe, appropriate, and in line with care orders, we facilitate contact by:
- Supporting and advocating for travel or financial assistance for family visits.
- Planning and facilitating in-home and external visits, including supervised arrangements.
- Ensuring access to telephone, email, and virtual contact where appropriate.
- Inviting significant others to care reviews and meetings.
- Providing regular updates, weekly summaries, and six-month overviews of the young person's progress.
- Offering family mediation and support for young people to manage thoughts, feelings, and behaviours around relationships.
- Advocating for young people where contact arrangements are not being met or require review.
- Ensuring young people understand their legal rights and access to advocacy services.

Visits need to be agreed with the local authority and Anderida. Anderida will not, under any circumstances, use a young person's time with their family as a form of punishment. However, there may be some situations where a young person/significant other's behaviour is deemed unsafe, therefore affecting their time together. In these circumstances, Anderida will act in accordance with the 'Children's Homes Regulations 2015', which state:

'No measure may be imposed by the registered person pursuant to paragraph unless—

(a) The child's placing authority consents to the imposition of the measure; or

(b) The measure is imposed in an emergency, and full details are given to the placing authority within 24 hours of its imposition.

This regulation is subject to the provisions of any relevant court order relating to contact between the child and any person.'

POSITIVE HANDLING POLICY

See link below for full policy:

POSITIVE HANDLING POLICY

All Anderida staff are trained in de-escalation, positive holding, and restraint using the PRICE model (Protecting Rights in a Care Environment). Training includes theory, de-escalation techniques, and practical sessions, updated annually, with a minimum six-monthly refresher session. Staff competency is assessed throughout training and rated as: Competent, would benefit from more frequent training, or requires additional training, in line with BILD guidance.

Physical interventions are a last resort and must always be proportionate, minimal, and safe. Mentors follow underpinning principles, including:

- Using restraint only after all other methods have been exhausted.
- Considering the young person's risk assessment, health, disability, and previously suggested de-escalation strategies.
- Maintaining the young person's rights, dignity, and safety.

- Avoiding pain, joint holds, sexual connotations, harmful techniques, and ground restraints where possible.
- Applying minimal force for the shortest duration, with phased escalation/de-escalation as necessary.
- Using individual and team approaches at all times.

Record Keeping and Debrief

All restraints are logged on a restraint form and checklist, saved securely, and shared with the young person, social worker, and PRICE instructor. Debriefs provide young people the chance to express their feelings within 24 hours (or up to 5 days if needed). Records are reviewed by the home manager to monitor effectiveness and ensure practice meets individual needs.

All mentors receive physical intervention training during induction, with refreshers every 3–6 months. Any lapsed training beyond six months must be immediately updated. Mentors apply training to minimise the risk of assault. If a young person strikes a mentor during restraint:

- While harming themselves or property, this is generally not considered assault.
- While harming others, this may be considered an assault, and the manager and team will decide on appropriate action.

ANDERIDA PRICE CONTACT:

Will Williams – Lead PRICE Instructor

COMPLAINTS

In the event of a staff complaint, please contact Amy Bettley, who will provide you with our complaint procedure: 01323 410655 / Amy Bettley, amy.bettley@anderidacare.co.uk

In the event of a young person's complaint, please contact Emma Parslow, who will follow the procedure for young people: 01323 410655/ Emma Parslow, emma.parslow@anderidacare.co.uk

EQUALITY, DIVERSITY AND INCLUSION POLICY

See full policy linked below:

EQUALITY, DIVERSITY AND INCLUSION POLICY

At Anderida, we are committed to fostering an inclusive environment that respects all individuals. We actively challenge discrimination of any kind, including nationality, gender, ethnicity, sexual orientation, disability, religion, culture, age, and marital or parental status, and take meaningful action to remove barriers to participation and opportunity.

We ensure equality in recruitment, training, career development, and promotion, aiming for a workforce that reflects the community we serve. We support young people, staff, and service users to recognise their potential, overcome obstacles, and access services equitably.

Key Commitments:

- Promote respect, dignity, and inclusion in all interactions.
- Challenge stereotypes, inappropriate humour, and discriminatory behaviours.

- Facilitate equal access to employment, training, and services.
- Ensure compliance with the Equality Act 2010 and uphold the nine protected characteristics: age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, and sexual orientation.
- Support ethnic minorities, women, older/younger staff, people with disabilities or health issues, and LGBTQ+ individuals through fair policies, training, reasonable adjustments, and flexible working arrangements.
- Address harassment, personal or institutional racism, and all forms of discrimination promptly and effectively.
- Monitor practices to ensure equality outcomes are achieved, including confidential data collection and regular reporting.
- Provide staff with training on discrimination, inclusion, and working with diverse cultural groups.
- Embed NVR principles and legal obligations in responses to discrimination.

Anderida pledges to oppose discrimination in all forms, support those affected, and maintain accountability by reviewing policies and service provision continuously. A copy of this policy is available to all staff and applicants.

Please also see:

[Code of Conduct](#)

ORGANISATIONAL STRUCTURE

Managing Director:

Mathew Thompson

Strategic Director:

Annabel Lilley

Responsible Individual:

Emma Parslow

Management Team:

Will Williams - Manager

Kaz Erridge - Manager

Stacey Armour- Manager

Susan Baitup – Manager

Office Manager:

Amy Bettley

Anderida Adolescent Care Ltd, 225-227 Seaside,
Eastbourne BN22 7NR

Company No: 2722183

Tel: (01323) 410655

admin@anderidacare.co.uk www.anderidacare.co.uk

AREA LOCATION RISK ASSESSMENT

Updated 09.04.2025

Location Near Sea

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
The home is situated near a seaside town	Young people and mentors, visitors	The home is situated near a seaside town. The beach is within a 30-minute car journey.	MED	Mentors are to make sure the young people are aware of the dangers when visiting the seaside. Mentors to make sure that all young people have contact numbers to phone if they get separated or need help. Mentors should arrange for a meeting place if they get separated, like back in the car. Mentors to ensure all take appropriate clothing and footwear, have sun protection with them, towels and a change of clothing.	Ongoing
Swimming in the sea		The young person will have an individual RA done around being able to go swimming in the sea. This will look at the ability of the young people, whether they can swim, the weather conditions, and other safety measures like lifeguards on the beach.	MED	Cooden and Normans Bay beaches are unsupervised. Mentors would take a non-swimmer where lifeguards are available. The closest lifeguarded beach is located at Bexhill Central, by the De la Warr Pavilion, during July and August. Mentors can get advice by speaking to our Coastal Team for further information at 01424221407 or by emailing bexhillcoastaloffice@rother.gov.uk.	Ongoing
		Cuts, bruises and breakages. You're most at risk when walking to or into the water or if you jump or dive in without checking the depth. Sharp stones or broken glass are common hazards.	LOW	Mentors to encourage all to wear flip-flops to the water's edge and consider neoprene socks. Pay attention to where you put your feet and always look before you leap. Be careful of waves breaking onto rocks. First aid kit to be taken with mentors.	Ongoing
		A cramp occurs when your muscles go into spasm. It can be very painful and disabling. Some people are more prone to it than others, and it seems to be more likely if your muscles are tired, for example, if you've been running before swimming.		Mentors to minimise the risk by learning what triggers cramps (e.g. sudden changes of pace, swimming butterfly). Swim with other people, so if you do get cramps, they can help you. Consider using a tow float to rest on in case of emergency.	Ongoing
		Seaweed Getting 'dragged down by seaweed' is a common fear for beginners, but it is extremely unlikely. Nevertheless, seaweed and other plants can impede	LOW	Mentors and young people should be made aware that if they swim into seaweed, to stay calm. Seaweed does not try to pull you down. In most cases, you can gently extract yourself. It is usually preferable to swim in deeper water where you have less contact with plants.	Ongoing

		your swimming and possibly induce panic, which may result in drowning.			
		Getting stuck in the water. It's not unheard of for people to start swimming and only later realise they can't get out – for example, if they have swum from one place to another without checking their exit point.	LOW	Mentor to be aware of their exits, always plan their exit before they get into the water. Be aware of local conditions and how tides and changes in water level might affect your exit from the water. Before you enter the water, check for ladders, steps or alternative exit routes if your planned exit becomes unavailable.	Ongoing
		Waterborne illnesses Any time we enter the water, we run the risk of picking up a parasitic, viral or bacterial infection. In the UK, the most common are bugs that cause vomiting and diarrhoea. These are usually mild and self-limiting.	LOW	Mentors who take the young people swimming in the sea, to use beaches that meet bathing water standards. Mentors should avoid taking young people near beaches that are close to contaminants or sewage in the water.	Ongoing
		Collision / being run down. Swimmers are hard to spot in the water, especially if the light is poor and they are wearing black wetsuits. Rowers, kayakers, jet ski riders and boat pilots often don't expect to come across swimmers and may not particularly be looking out for them. A collision will almost certainly be worse for the swimmer.	LOW	Mentors should stay alert and know where young people are at all times. Consider swimming where there's less traffic. Consider swimming in areas that don't allow rowers, kayakers, and jet skiers. Wear a bright-coloured cap. Drag a tow float behind you if swimming in busy traffic areas.	Ongoing
		Jellyfish. Beautiful Sea creatures that can give you a nasty sting. Usually, painful rather than dangerous, but multiple stings can be debilitating, and some people have allergic reactions.	LOW	Avoid if you can. Some sun creams include an anti-jellyfish ingredient. The initial pain usually eases after a few minutes if you keep swimming. Mentors to seek medical help if you sense any difficulty in breathing.	Ongoing
		Sharks Beautiful, intelligent, endangered, deadly. Very few species of sharks are dangerous to people, and many more sharks are killed by people than vice versa. Shark attacks are extremely rare but still preferably avoided.	LOW	Mentors are not to take young people for a swim where sharks feed (e.g. next to seal breeding colonies).	Ongoing

Prevent

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Risk of radicalisation via grooming either online and/or in the community. Radicalisation may be instilled by individuals, community groups and/or peer groups. People with radicalised views may communicate their message in the name of a particular cause, i.e. against mainstream society, particular groups of people, in the name of a religious or cultural cause, against the government, etc.	Risk to young people and those in the wider community. Particular risk to vulnerable adults and young people.	There is no known major risk of radicalisation in the local area. However, the internet is a hotspot for grooming activity, and there are many social media apps that pose differing levels of risk to young people's safety. Internet access is generally available anywhere; however, risk may be reduced where internet access for the young person is prevented. However, this would not prevent grooming via non-internet-based communication (i.e. texting/phone calls/non-internet-based apps). Recent research into radicalisation suggests it often occurs in a similar process to grooming, with young people being befriended via social media, and radicalised into developing extreme views which may lead to harmful activities that put themselves and others at risk.	LOW	Mentors to be aware of risks or indicators that a young person is being groomed and/or developing radicalised views. Mentors to be able to have Key Hour chats with young people on this issue and to refer the right support. Mentors to prepare young people in order to help them recognise suspicious behaviour relating to this issue, either from another individual or a group, and to have confidence in reporting it.	ONGOING
			LOW	Mentors to all complete PREVENT training. Mentors are to report to the police, prevention or community safety East Sussex, should they have concerns directly or indirectly in relation to radicalisation.	
			LOW	Mentors to have access to a resource folder to help explain and share ideas with young people around radicalisation.	
			LOW	Anderida Learning Centre curriculum to cover religions/culture and radicalisation.	
			LOW	Mentors to stay aware of local influences and extreme groups.	
			LOW	Mentors to use PREVENT resources and refer young people to MASH/SPOA if they notice the signs/risk factors around radicalisation.	
			LOW	Mentors to monitor young people's internet use and check browser history regularly through Qustodio.	

Access To Services

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Access to a range of services may be needed, such as hospitals, doctors, dentists, sexual health clinics, and YOT.	Young Person	Although the home is relatively rural, there is a hospital within 30 minutes of either Hastings or Tunbridge Wells.	LOW	NONE REQUIRED	ONGOING
		There are doctors and dental services within 15 minutes of the home.			
		Mentors have direct Contact with CAMHS regarding YP who reside here if needed.			
		YOT and sexual health clinics in Hastings/Eastbourne are approximately a 35-minute drive away. Sexual health nurses and YOT can sometimes come to the home.			

Local Community

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
		U			
Disruption in the community	Young People, neighbours and businesses behind	The home has the potential to disrupt the local community via activities within the home, e.g., fire alarm tests, young person's music, conflict with the young person inside and outside the home & police attendance (especially during antisocial hours)	MEDIUM	Young people are to sign a terms of residency which includes a contract for behaviour management. This sets out the rules and ensures that young people are aware of the risk of disturbing the neighbours and the possible consequences of this. All ASB incidents are logged in an ASB log on a computer desktop to provide easy access to incident chronology and make it easier to identify patterns of behaviour to help inform strategy/CBT/NVR sessions.	Every young person signs this when they join Anderida.

		Complaints from the neighbours could jeopardise the running of the home and ultimately result in the home being closed down.	LOW	Strategies to be put in place should the young person not follow the terms of residency guidelines. Community meeting to take place in 2021 with no attendance; however, the home does everything it can to repair and respond to any community complaints. Many complaints came through from neighbours, who also attacked the character of those living in the home, making the home feel discriminated against. The NVR announcement was written on June 22 to neighbours, and since then has settled incredibly. Many neighbours have offered gestures, chats and kindness. The 2025 Manager has found a parish meeting where would like to be able to attend and is looking into this. The manager often networks in the area, going to local coffee shops, etc., to build relationships.	ONGOING
		Poor ongoing relationships with the neighbours, which could impact multiple residents.	MEDIUM	Policies around excessive noise from stereos are to be followed.	ONGOING
		The police are being called, and young people are being criminalised.	MEDIUM	Neighbours are to be notified, if necessary, should the disturbance prove to be a disturbance.	Before the test, when done in an antisocial house.
		Damage to neighbours' and local businesses' property.	MEDIUM	Anderida to ensure that there is always a representative at community meetings.	WHEN REQUIRED
				Young people should be encouraged to engage in restorative/reparative processes.	WHEN REQUIRED (following an incident)
		Young people loitering outside the front of the home	MEDIUM	The police are to be called each time an antisocial incident occurs.	ONGOING

		and engaging in antisocial behaviour.		In times where antisocial behaviour is a likelihood, the home is to keep a log of public disturbances involving young people associated with our young people, so that the police/ASB team can build a picture.	ONGOING
--	--	---------------------------------------	--	---	---------

Online Risk

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
The internet and online risk	Young People	The location of the property could be discovered by outside agencies through the statement of purpose.	LOW	No details of the location of the home are included in the statement of purpose.	ONGOING
		Young people could give the address of their home away through networking sites such as Facebook.	HIGH	Use of networking sites to be monitored from within the home Via Qustodio if there are any concerns.	ONGOING
				Young People to be educated about the risks of broadcasting their contact details through media such as social media, messaging and sites on the internet. SNAP CHAT, WHATSAPP, TikTok ETC Staff to have training in being safe in a digital and online world, if not understand being safe in cyberspace, which is available on the home computer.	ONGOING
				Qustodio is to be put in place to minimise risky use of the internet. And to be monitored if needed by the independent internet use monitor.	ONGOING
				CSE workshops are to be carried out with all new residents where appropriate. Covered in the school curriculum and discussions in the home.	ONGOING

Transport Links

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Access to public transport to abscond	Young people	The home is nearly an hour's walk from the nearest train station, which has links to London Charing Cross and Tunbridge Wells. The distance from the train station should act as a deterrent for young people absconding. There is a second train, Stongate, which is about a 90-minute walk away.	MEDIUM	Young people were tailed if they absconded and were deemed vulnerable. Mentors to board public transport with them.	ONGOING
The roads around the area are narrow and windy in places	Young people and mentors	There was significant danger when YP was violent towards Mentors whilst trying to run off down the narrow country lanes. This was a danger due to oncoming traffic, and at times, there was a requirement for restraint due to the young person being violent towards mentors and trying to push them into oncoming traffic.	MEDIUM	Mentors have been advised not to follow young people to the Archway leading to Burwash High Street or train station in high-conflict situations in future and are asked to just call the police if they warrant the risk to be high enough for the young person.	ONGOING

Risk of Sexual Exploitation

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Sexual exploitation - Risk from our residents exploiting or sexually grooming other young people and children in the community	Our residents and other young people in the community	The community is relatively small, with a village feel to it. This makes it easier to network with the local community and keep tabs on the activities of our young people. The risk is lower than it would be towards a town centre.	LOW	The imperative at the referral of a resident is to check the likelihood of a young person being sexually dangerous or highly vulnerable to sexual exploitation so that the appropriate monitoring and strategies can be put in place.	ONGOING
		Risk of our residents being groomed for sexual exploitation or trafficking in the local community. The Willows are relatively rural, so there is unlikely to be the same level of risk in the area for children being groomed into	LOW	Management to keep in regular contact with the local police and safeguarding teams, Wise and Misper coordinator in the police and stay up to date with where the high-risk areas are in town and places to avoid.	ONGOING

		trafficking or exploited, as there are fewer people.		Manager and team to liaise with all professionals, including those such as therapists, who will express any concerns around CSE.	
				CSE workshops and details of CEOP are to be made available to all residents. Through online training and or Discussions on KM.	ONGOING
				Mentors are to be trained in spotting indicators of sexual exploitation and therapeutic approaches to helping young people identify concerns.	ONGOING
				Mentors are to report all concerns to the Safeguarding team and can also ask for help and support from the Catch-22 and WISE project.	ONGOING
				The home is to follow stringent procedures around free time where possible.	ONGOING

Substance Misuse

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Illegal drugs are being sold in the area.	Our young people	In a rural setting, there is less likelihood of residents meeting up with known drug users or dealers, compared to in a town centre. Although staff have suspicions of a local drug ring influencing our young people. Mentors have upgraded the risk from Low to Medium due to the increased presence of drugs in the area and due to social media influences.	Medium	Mentors are to remain vigilant and report any suspicious activity in the area.	ONGOING
				Residents are to be given the drug policy, and Mentors are to follow procedures and act on any suspicion that the young person is using illegal drugs.	ONGOING
				The home is to hold details for drug support groups and make referrals where appropriate to CAMHS or an in-house therapist, as well as local groups and the substance misuse team, if any concerns.	ONGOING

Local Businesses

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Risks from local businesses	Our Young People	There are only a few shops in Burwash. One is a Londis, and there is a small chance that they could sell our young people alcohol or tobacco products.	LOW	The home is to monitor this and build up relationships with the people in the small local shops, so that they know any young people with mentors will be underage.	ONGOING
				Mentors are to report any concerns regarding local businesses to the police/safeguarding teams.	

Weather Elements

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Weather Conditions	Staff and Young People	Heavy snow could impact public transport, which could cause problems with staff getting to work. The rural setting could prevent mentors and residents from being able to access the local towns with ease. There is the risk of significant power cuts in storms, leaving the home out of action and vital needs such as showering and or cooking to be completed.	LOW	Organisation to provide a 4 x 4 pick-up service for staff affected by weather conditions to drop and collect staff to/from the units, should this situation arise. Should there be significant and lengthy power cuts, managers and directors should be called, and the Contingency policy should be actioned.	ONGOING

Licensed Premises

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Licensed Premises	Residents	There are several local pubs and other licensed restaurants in the area that could serve our young people.	LOW	Staff are to inform licensed premises that the young person is underage if they find that this young person has been served there.	ONGOING

Youth Services

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Availability of youth clubs	Young People	There is a high availability of youth clubs and other youth services in Hastings, which is approximately 30 minutes away from home by car. There are also youth clubs held in Heathfield, which is approximately 15 minutes down the road from the home - they have extensive youth programmes and activities that would be suitable for our residents. There is also a leisure centre and sports grounds in Heathfield.	LOW	Staff to keep apprised of available youth services such as youth clubs, scouts, guides, sports clubs, etc.	ONGOING

The Local Population

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Using the ADT webpage, there have been 34 crimes within a mile of the home this year. This is way below the national average.	Young Person	The crime rate in Burwash is very low. These numbers were again very low last year, 2023, and will continue to be monitored through 2024.	LOW	The home will check the local crime figures regularly to constantly evaluate risk.	ONGOING
				The police have restructured again, and they currently have a Police Liaison Officer for the area. The team are working with the police and has great relationships with Missing Persons and points of contact there.	

				All concerns are logged with the Police and Child Protection and MASH/SPOA (if risk is specific to young people). Any Young People considered at risk will have unsupervised time closely monitored. The Home Manager will keep apprised of ongoing investigations by looking at crime figures on www.police.co.uk and liaising with the local Missing Persons and police.	
There are three primary schools in the vicinity of the home	Primary school children at school in the area	There is one primary school close to the home, so there could be a risk if our residents are assessed to be sexually or physically dangerous to other young people.	LOW	Risk to be assessed for each resident at the home individually	ONGOING