



Anderida

Green Fields

Statement of Purpose

Contents Table

STATEMENT OF PURPOSE	3
THE ORGANISATION	3
ANDERIDA'S ETHOS AND PHILOSOPHY	3
GREEN FIELDS	4
.....	4
THE HOME	5
HOMES CORE TEAM	6
ROUTINE.....	7
PROMOTION OF RECREATIONAL ACTIVITIES.....	8
RELIGIOUS AND CULTURAL POLICY	8
<i>Young People</i>	9
CONSULTATION WITH YOUNG PEOPLE	9
CLINICAL LEAD	9
REATTACH.....	12
ARRANGEMENTS FOR CONTACT BETWEEN A CHILD AND THEIR PARENTS, RELATIVES AND FRIENDS	12
POSITIVE HANDLING POLICY	13
COMPLAINTS	14
EQUALITY, DIVERSITY AND INCLUSION POLICY	14
ORGANISATIONAL STRUCTURE	15
AREA LOCATION RISK ASSESSMENT	16

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.

Green Fields



Manager – Will Williams

Will Williams is an experienced and dedicated childcare professional with over 20 years of experience working with children and young people, including those with complex emotional and behavioural needs.

Will began his career in residential childcare and has progressed through a range of roles, gaining extensive frontline and leadership experience. He has held positions including mentor, Senior Mentor, and Manager, developing a strong understanding of safeguarding, behaviour management, and therapeutic care approaches.

In his current role as Manager, Will is responsible for the overall leadership and management of the home. He ensures that the service operates in full compliance with all relevant legislation, including the Children's Homes (England) Regulations 2015 and the associated Quality Standards. He is committed to creating a safe, nurturing, and structured environment where young people feel valued, supported, and able to achieve positive outcomes.

The Home

Green Fields is a spacious dormer bungalow set on the outskirts of Little Common, a small town near the sea in East Sussex. The large garden with a range of fruit trees backs onto open farm land and then the sea.

The home has 4 bedrooms and can support two young people from the age of 11 years to 18 years, each young person has their own room and has a generous budget to personalise it to their own taste, a large lounge diner looks out onto the garden as do the conservatory and sun room with views over the marsh to the sea, with the larger town of Eastbourne in the distance.

At Green Fields, we believe that all young people should have a safe environment in which to grow, socially, emotionally, physically, academically and economically, and we will provide our children with every opportunity to enjoy a high level of nurturing and care.

Non-Violent Resistance is embedded in our therapeutic lives, which develops relationships and includes the wider community in our support of the children. Our experienced team have an exceptionally high level of clinical and therapeutic training and supervision to aid them in their support of the children.

We are extremely ambitious for our children and believe that they should, wherever possible, attend 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.

Our ambitions extend beyond academic and vocational qualifications for our children, we believe that all children should have a full life packed with opportunity in all areas, we offer and encourage a wealth experiences to widen the children's engagement in the community, introducing them to extensive teams, groups and activities in order for them to identify pastimes which they had previously not been open or possibly not had access to. Where a child has an interest, we, where required, attend activities with the child experiencing things together until they are able to or want to attend alone.

Where a child is resistant to engage in activities outside of the home, the team are inventive in their approaches to engage the child, to build on their self-esteem and lessen their anxieties, to gently, side by side experience new things, and to grow and achieve.

We believe that all children need interaction with a wide social network of peers and will support them to identify who and what are safe relationships, through education and role modelling.

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.

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.

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.

At times, door alarms may be used on bedroom doors to support the management of identified risks within a group-living environment. Their use is not routine and is informed by an individualised risk assessment, taking into account the specific needs, vulnerabilities, and risks of each young person, alongside the safety of others in the home. The use of door alarms on bedroom doors is kept under regular review and balanced carefully with a strong emphasis on dignity, privacy, and relational support.

Anderida recognise and prioritises the cultural, linguistic and religious needs of children, from the point of referral, impact analysis and support planning. We identify the needs of the child and ascertain where within the organisation, external agencies and communities the needs of the child can be met. When meeting a child and throughout their time living with us, we consult, discuss, assess and review where needs are met and where further exploration or resources are required to meet a child's needs. Full training is given to the staff team to ensure they are skilled and able to explore with children their identities, showing curiosity, interest and understanding in all aspects of their lives.

INDEPENDENT REGULATION 44 VISITS

Heather Rollings



I am a registered social worker with over thirty years' experience, mainly within Children's Services. I have extensive experience in child protection and court work. I have worked in a community home with young people with learning/physical disabilities, a community home for adults with mental ill health and a day centre for adults with learning difficulties. I have worked for NYAS since 2015 and undertake a variety of roles, including regulation 44 visits, issue-based advocacy, residential advocacy, mental health patient advocacy, return interviews and court work. I work as an appropriate adult and supervise and complete foster carer assessments.

Homes Core Team

Manager:

Will Williams - (Induction Training, C&G-NVQ 3 in Health & Social Care-CYP, OCR Level 4 in Management, C&G-NVQ 4 in Health and Social Care-CYP, OCR Level 3 Award in Assessing Competence in the Work Environment, NCFE Level 3 for Education and Training Award - completed).

Deputy Manager:

Nick White (Induction Training, NCFE CACHE Level 3 Diploma Residential Childcare, NCFE Level 3 Certificate in Assessing Vocational Achievement - completed).

Senior Mentor:

Ellis Holman (Induction Training, Bachelor of Science Hons in Psychology, NCFE CACHE Level 3 Diploma for Residential Childcare - completed),
Molly Mcloughlin (Induction Training – completed).

Mentors:

Brett Lawrence (Induction Training, Pre AAC-BSc Honours in Diagnostic Radiography, OCR Level 3 Diploma in Residential Childcare - completed),
Juliet Kelly (Induction Training – completed),
Jake Delea (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare - current),
Ella Iheagwam (Induction Training – current),
George Bone (Induction Training – completed),
David Middleton (Induction Training – completed),
Jordan Beeney (Induction Training – completed).

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 – completed).

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)

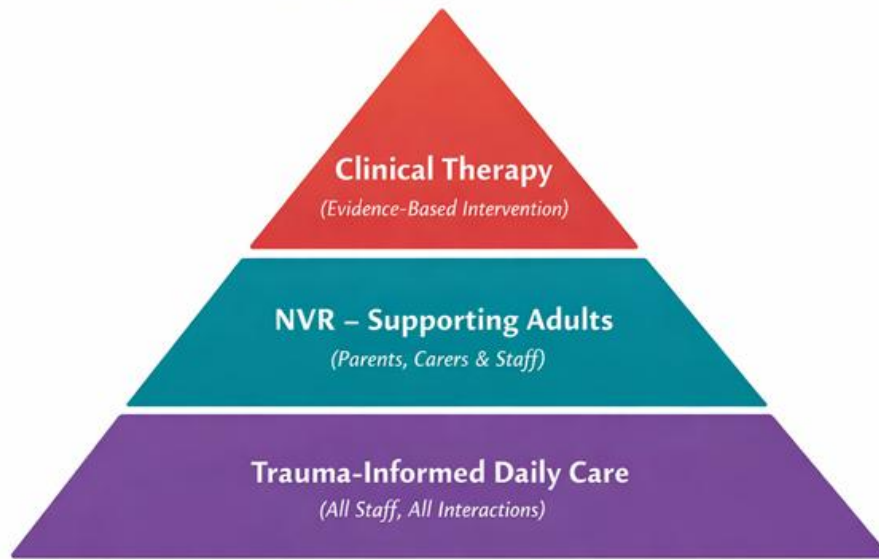
Where a young person presents with identified or emerging mental health needs, specialist therapeutic intervention is provided following clinical assessment.

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 Greenfields 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 Greenfields.

- 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 01.10.2025

Population Demographic

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
The Local Population/ Demographics	Young People	August 2024 - Jun 2025 Data reviewed over the last 12 months for the Little Common area. Violence and sexual offences: 99 Antisocial behaviour 36 Criminal damage and arson 23 Public Order 22 Other theft 20 Vehicle crime 10 Burglary 9 Drugs 8 Other crime 5 Robbery 3 Possession of weapons 2 Bicycle theft 1 Theft from the person 1		Crime figures to be checked regularly and updated/actioned when needed. www.police.uk	Immediate and Ongoing
Social deprivation in the area:		The area has low social deprivation; it is an affluent area with a large number of detached houses. There is little integration due to the main road and the detached nature of the houses.	LOW	There is a good proactive community policing team, and there is good communication between the house and the police.	Ongoing

Online Risk

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Online Risk	Use of the internet by YPs	The location of the property could be discovered from 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 and Instagram. Young people may take photos on Snapchat, which may include outside of the building, street name/number, for others to see.	high	Use of networking sites is to be monitored from within the home. Young people need to be educated about the risks of broadcasting their contact details through media such as WhatsApp, Snapchat, Instagram and sites on the internet.	ongoing
				Qustodio is to be put in place on young people's mobiles with Wi-Fi to monitor the use of the internet. All staff to have training on digital safeguarding, understand the risks online and the use of social media in recruiting and exploiting young people. CSE and PREVENT work is to be done with the resident to inform them of the dangers of grooming and exploitation.	ongoing and to be completed
				Qustodio activity to be monitored by the independent internet monitor.	Ongoing

Transport Links

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Transport Links	Residents and the mentors.	The nearest Train Station (Little Common) is 25 minutes' walk away from the home and can be accessed through the main road or alleyways that lead down. It links East towards Hastings - Ore - Ashford, or West to Eastbourne, Brighton and London routes.	HIGH	Mentors to maximise knowledge of the train station and complete a full risk assessment and strategy for the young person if they abscond. See individual support plans.	Immediate
		The nearest train Station (Collington) is tucked away between houses, and Bexhill station is around an hour's walk from the home.		Immediate liaison with the police on the young person's arrival if they are frequently missing. Philomena form shared with the police, and a photo to be handed over of the young person, with the consent of the LA in high-risk cases, to train staff.	Immediate

		The road is on a bus route (99) to either Eastbourne or Hastings.		Young people need to be made aware that we follow them when they are trying to abscond, so they know that we are trying to keep them safe and prevent harm or unsafe behaviours.	Ongoing
Busy main road		The home is located on a busy main road. There are big footpaths on both sides of the road, with street lighting in place, and there are several Zebra crossings along the road for crossing over. The speed limit is 30 mph outside the home and right towards local shops in Little Common, but increases to 40 and 50 left from the home.	HIGH	Young people are to be made aware of how to cross the road safely and shown where the nearest crossings are	Ongoing

Local Community

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Disruption In the Community	Neighbours and Young People	The home has the potential to disrupt the local community through 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. However, it is a detached home with an alleyway and large driveways and gardens, which can block a lot of the noise.	MED	Develop a Procedure for low impact in the neighbourhood through risk assessment and planning for a support plan.	At the point of referral through impact analysis, considering the potential risk assessment
		There can also be concerns of noise pollution from loud music, shouting from young people inside and outside the home, conflict with the young persons both inside and out of the home and abuse of the neighbours and others.	LOW	The young person to sign a contract of residency when arriving with AAC that adheres to respecting noise levels in and around the home and the risk of disturbing neighbours.	Immediate on YP Arrival
		Police Attendance through incident/ anti-social behaviour.	MED	Mentors will use the available strategies to de-escalate incidents where possible without Police involvement. NVR approaches involve the community in a way that they can resist, reconcile and be part of the support network.	Ongoing

		Complaints from the neighbours could cause the young person to be removed and/or the home to be closed down. The home has not had any complaints from the neighbours.	LOW	Appointed a liaison person to meet the neighbours regularly if there are concerns or complaints. Strategies to be put in place should the young person not follow the terms of residency guidelines. NVR approaches build on a community approach and understanding. Home to maintain the homes and grounds to show pride in the community.	On-Going
		The inability to keep positive relationships with the neighbours due to disturbing behaviours/music/noise		Neighbours to be updated if there is any planned disruption in or around the home.	On-Going
				YPs to be encouraged to engage in Reparation/Restorative work with the neighbours.	On-Going
				Regular liaisons with the PCSOs' ASB team with the young people.	On-Going
				Looking at the YP's needs and background to match the suitability of the area	On-Going
				Moving the young people on before there is too much disruption that may result in criminalisation.	On-Going
				If the YP is consistently disrupting the neighbours/neighbourhood, then a log should be kept to help when liaising with the PCSO for the area.	When needed
		Young people loitering outside the front of the home and engaging in antisocial behaviour.	MED	Young people should be encouraged to engage in restorative/reparative processes	ongoing
Neighbours' outdoor swimming pool		The neighbour to the left has a swimming pool in their back garden. There is no easy access to their back garden, and it cannot be seen from the home's location.	LOW	Young people should be encouraged not to go onto the neighbour's property.	Ongoing

Sexual Exploitation

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Risk Of Sexual Exploitation	Young People	Risk of sexual exploitation or grooming by the resident of other young people in and around the home.	HIGH	Ensure that young people are not a significant risk to other young people, both in and around the home, through risk assessments at the point of referral. Mentors to be present in communal areas of the home at all times.	On-Going
		Risk of adults/others in the area sexually grooming/exploiting the young people within the home.	HIGH	We would be regularly monitoring the young people, where they are going and who with. We would need information (name, address, contact number, age) before a young person goes off with them, before we would let them go unsupervised.	On-Going
		Local gangs are known for their sexual grooming.	MED	Robust missing person procedures.	On-Going
				Contact with missing persons before the arrival of a new young person.	On-Going
				Connections with services for sexual exploitation.	On-Going
				Management to stay in close contact with the local police and Safeguarding teams regarding information in the high-risk areas.	On-Going
				Make sure that young people are educated through information sessions using CEOP handouts/websites.	On-Going
				Mentors to be regularly trained in CSE and the indicators for this.	On-Going
				Report all concerns using the CSE referral form and forward it to the relevant authorities.	On-Going
				Work with the police and the Missing Persons co-ordinator and Wise when working with YP's that have been sexually exploited.	On-Going

				Raise the presence of mentors when the young person is meeting with anyone.	On-Going
				Raise the presence of mentors when the young person is with someone or missing without permission.	On-Going

SOP Registered Provider

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Statement of Purpose	Risk to the residents	The location of the home could be discovered from outside agencies and the public through the Statement of Purpose having the details on.	LOW	No details of the home are to be included in the SOP	Ongoing

Substance Misuse

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Substance Misuse	Young People	We are not currently aware of any drug-related issues in the area, but are aware of the potential in all areas.	LOW	Close liaison with the Police and PCSO's in the area to ascertain risk.	Ongoing
		There are currently no known hotspots in the area for drug dealing.		Links with substance misuse through the local YOT team	Ongoing
				All mentors to be up to date with the Drugs policy within the home.	Ongoing
				Young people to be educated on the effects of drug use	Ongoing
				Relevant use of consequences in the home in response to the use of illegal substances.	Ongoing
				Residents have a copy of the drug policy and sign a residency agreement when they arrive at the home, which contains the actions for illegal substance use and substances in the home.	Immediate

				Drug support leaflets to be available within the home and online for the young people to access.	Always
				Mentors are to remain vigilant and report any suspicious activity in the area.	Always
				Report on a soft intel report to the police if anything is seen and what has happened.	Always
				Skillz work to be done with all Young People in the house in this area.	On-going
		We currently have a young person in the home who uses aerosols to inhale solvents.	HIGH	Local shops have been made aware of young people and told not to serve them. Mentors are to regularly check in with shops in the local and surrounding area. Mentors to follow support and safety plans. Local MP contacted to change the rules on minors buying aerosols.	Ongoing

Local Business

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Local Businesses	Young People	The nearest local shop is a 15-minute walk away	MED	Mentors will make their presence known at the shops, and the connections have been made with the Police regarding this.	Ongoing
		The same local shop is open late into the evening	LOW	Mentors should be vigilant when looking for young people who are hanging out at these businesses.	Ongoing

	Young People, mentors	There is a working farm nearby which also has a static caravan park. There are livestock and heavy-duty farm machinery on site, there is a mains electric fence on some fences around the farm, and a foot path through some of the land. It has been known that sometimes doors are left open on some of the caravans on site.	LOW	The farm has to have safety measures in place around any hazards and must comply with these. High safety fencing around any open lagoon and dung lumps. The young people will be told about the dangers of a working farm. The Young people do not have easy access to the farm, and all fencing on the property is over 6ft. If anyone has contact with the livestock, mentors should ensure that all wash their hands. Mentors are not to let anyone go near any machinery. Mentors are to remain present if a young person enters the caravan site and encourage them not to try to tamper with or open doors in caravans.	On-going
	Young People, mentors	There is a new building site in the local area.	LOW	Mentors will make sure the Young People are made aware of the dangers of a building site, and that they are not allowed on the site by law.	On-going

Weather Elements

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Weather Elements	Residents and their mentors.	The home is on a busy road, which is likely to be affected little by the weather due to 'gritting'. So little likelihood of affecting car travel or affecting buses running to and from the area.	LOW	Mentors will look at the weather forecast to make sure they are able to get to work on time.	Winter Months
		Access to the home from outside and trips to the town centre can be made more difficult by the bad weather.	LOW	Correct footwear is to be worn by Mentors and supplied to the young person when the weather is bad.	Winter Months

				Mentors to educate the young people on looking after themselves in these circumstances.	Winter Months
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Licensed Premises

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Licensed Premises	Licensed Premises	The nearest local pub is a 15-minute walk away	LOW	If the young person is known to be served anywhere, then this information will be made available to the Police.	Immediate
				If the young person is known to be on the premises or has returned home drunk, a new safety plan should be put in place.	Ongoing

Youth Services

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Access to Services	Availability of Youth Clubs	There are known youth clubs in the immediate area. There are several scouting and Girl Guide groups. There are several cadet groups, drama groups, all sorts, etc.	LOW	Details to be made available to the young people on arrival at the home.	Immediate and Ongoing
	Sports Clubs	Many known clubs for various sports in the area. Hastings Wanderers FC are very accommodating and has said, "Hastings Wanderers isn't about ability, it's about having fun and learning." Also, Hastings athletic groups, Bexhill boxing groups, etc.	LOW	Mentors to work with young people to highlight their interests and find the appropriate clubs for them to try to join. Mentors encourage young people to join these clubs.	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 many social media apps 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. Although 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 chats with young people on this issue and to refer the right support. Mentors to prepare young people to help them to recognise suspicious behaviour relating to this issue, either from another individual or a group, and to have the confidence in reporting it.	Ongoing
				Mentors to all complete PREVENT training and management advanced training on radicalisation.	
				Mentors to all complete Radicalisation and Terrorism training and understand the signs and risks.	
				Mentors to all complete FGM training and understand the signs and risks.	
				Mentors to have access to a resource folder to help explain and share ideas with young people around radicalisation.	
				Anderida Learning Centre curriculum to cover religions/culture and radicalisation.	
				Mentors to stay aware of local influences and extreme groups.	
				Mentors to use PREVENT resources and refer young people to MASH if they are noticing the signs/risk factors around radicalisation.	

				Mentors to monitor young people's internet use and check browser history regularly.	
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Coastal Town

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
The home is situated in a seaside town	Young person and mentors, visitors	The home is situated in a seaside town; The beach is within a 5 min car journey and about 25 minutes' walk away.	MED	Mentors are to make sure the young people are aware of the dangers when visiting the seaside. Mentor to make sure that all young people have contact numbers to phone if they get separated or need help. Mentors to arrange for a meeting place if we get separated, like back at 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 there are lifeguards 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 on 01424221407 or by emailing bexhillcoastaloffice@rother.gov.uk.	Ongoing
Paddleboarding in the sea		A young person may wish to paddleboard in the sea	MED	Mentors to ensure that they are at a lifeguarded beach so that if the young person is out too far or gets into a bit of trouble, they can be collected by a lifeguard	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	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.	Ongoing

		glass are common hazards.			
		Cramp Cramps occur 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 cramp (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 your swimming and possibly induce panic, which may result in drowning.	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 fewer contacts with plants.	Ongoing
		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, there is a strong tide or current.	LOW	Mentor to be aware of their exits, always plan your exit before you 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	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

		mild and self-limiting.			
		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. Swim 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. Actually, 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