



ANDERIDA ADOLESCENT CARE

HEALTH POLICY

Anderida take well-being in the workplace seriously.

Anderida have formed a task force to address these issues and bring around positive change.

The purpose of the wellbeing task force:

- Feedback from the homes in relation to morale, resilience and well-being.
- Look at recruitment and retention in relation to well-being.
- Increase people's individual knowledge and a positive culture to taking care of psychological and physical well-being.
- Plan activities that enhance well-being.
- Look at mental health first aid (potential candidates, process, sign posting).
- Look at well-being sessions (process, value).
- Look at overall organisational strategy to well-being.
- Developing methods for reviewing/measuring value of approach (outcome measures).
- Meet bi-monthly.

At Anderida Adolescent Care, we strive to ensure that young people live in a healthy environment where their health needs are met, and good health is promoted.

We will:

- Endeavour to ensure that the physical, emotional and health needs of each young person or child are identified within their care plans and appropriate action is taken.
- Regularly update young people's care and support plans in all aspects of being healthy.
- Register young people with a doctor, dentist, optician and LAC nurse on admission and ensure that they have regular health and dental check ups and that a system of recording is in place to document these within our children's homes.
- Ensure all young people have a LAC health plan.
- Ensure that we have appropriate signed documentation to give consent for medical intervention and that, in the absence of this, permission from the appropriate body is sought prior to any agreement to medical services.
- Ensure that there is always a suitably trained staff member to administer medication and apply first aid available to the home.
- Ensure that a record of all medication received, administered and returned is signed and kept in the safe storage provided.

- Support young people in accessing sexual health services through the SAS nurse and sexual health clinic.
- Comply with procedures for notification of infectious diseases.
- Encourage young people to eat a healthy and balanced diet and ensure that any special dietary, cultural or religious needs are met by Anderida and, where necessary, seek specialist advice.
- Provide each young person with advice and support in relation to social issues including alcohol and illegal substance abuse, smoking, sex education, HIV infection, hepatitis and sexually transmitted diseases.
- Have available within each home child-friendly literature to enable young people to obtain information without seeking out adults.
- Keep a record of all significant illnesses, accidents or injuries to young people during their placement with Anderida.
- Actively discourage young people from smoking, drinking alcohol or using illegal substances and address these issues in conjunction with the education team and other relevant outside agencies.
- Ensure that young people at Anderida can choose whether they are accompanied by a member of staff when being seen by a doctor, nurse or dentist and, as far as practicable, enable young people to see a doctor of either gender if they wish.
- Encourage young people in all areas of their personal hygiene and ensure these issues are being dealt with sensitively.
- Ensure that any specific health needs of children and young people from minority ethnic and cultural groups are understood by staff and that specialist advice is sought when necessary.
- Ensure that young people have regular structured access to appropriate psychiatric / psychological support and therapeutic intervention and refer young people to the local CAMHS team where necessary/appropriate.
- Ensure that young people have the opportunity to see the most appropriate psychological support including the in-house Consultant Clinical Psychologist, CBT therapist or counsellor.
- Ensure close co-operation between local authority social workers, parents (if appropriate to do so), doctors, schools and other specialist services.
- Ensure immunisations are closely monitored, recorded and up to date.
- Ensure that all staff are trained in matters relating to sex, sexual health, sexuality, harm minimisation and how to approach young people about these issues.
- Ensure that young people are aware of statutory and voluntary agencies where they can discuss issues and access further help.