



Anderida

Tomorrow House

Statement of Purpose

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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.

Tomorrow House

The Home

At Tomorrow House, we view residential care as a positive and meaningful opportunity, a place where young people can be supported through trauma in a safe, consistent and nurturing way. Our team are qualified in childcare and receives regular training and supervision in trauma-informed approaches, inclusive of Cognitive Behavioural Therapy (CBT) and Non-Violent Resistance (NVR).

The house offers a warm, homely environment that reflects family values and a strong sense of community. Our mentors work therapeutically, helping young people move away from self-defeating or destructive behaviours. Instead of trying to control behaviour, mentors increase their presence to safely resist harmful actions, creating space for emotional and social growth. Over time, young people begin to make positive, life-enhancing choices in how they cope, relate to others, and shape their future.

We support young people in crisis and guide them towards independence or reintegration into family life. Support plans are detailed, regularly reviewed, and centred on building independence, emotional resilience, confidence, and healthy routines, preparing young people with the skills and experiences they need for the next stage of their lives.

Tomorrow House is a single-occupancy home, generally providing a 2:1 staffing ratio to ensure safety, consistency, and strong therapeutic relationships. Where needed, staffing can be decreased to 1:5, pending risks.

The home is situated in a central part of Eastbourne, East Sussex, close to local amenities, transport links, and just a short walk from the seafront. Inside, the home includes two master bedrooms/office spaces, a cosy

lounge, a bright dining room, and a large modern kitchen. The young person has a spacious bedroom of their own and is given a generous decorating allowance to personalise it and make it feel like home. A sunny courtyard garden with plants and flowers completes the space, along with seating.

Safeguarding is taken extremely seriously. The home is equipped with door alarms that signal when anyone enters or exits the building; they are loud enough to alert mentors but not disrupt the home or neighbours. CCTV is placed at the entrances and exits and is used only when risk levels require it, such as concerns about neighbourhood safety, running away, or possible intruders.

Homes Core Team

Acting Manager:

Lacey Homewood (NCFE CACHE Level 3 Diploma in Residential Childcare, NCFE CACHE Level 5 Diploma in Leadership and Management for Residential Childcare - current).

Senior Mentors:

Georgia Blaber (Induction Training - completed).

Mentors:

Ben Milner (Induction Training – completed),

Barbara Basirika (Induction Training – completed),

Jade Smyth (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare – current).

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).

Clare Webb (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)

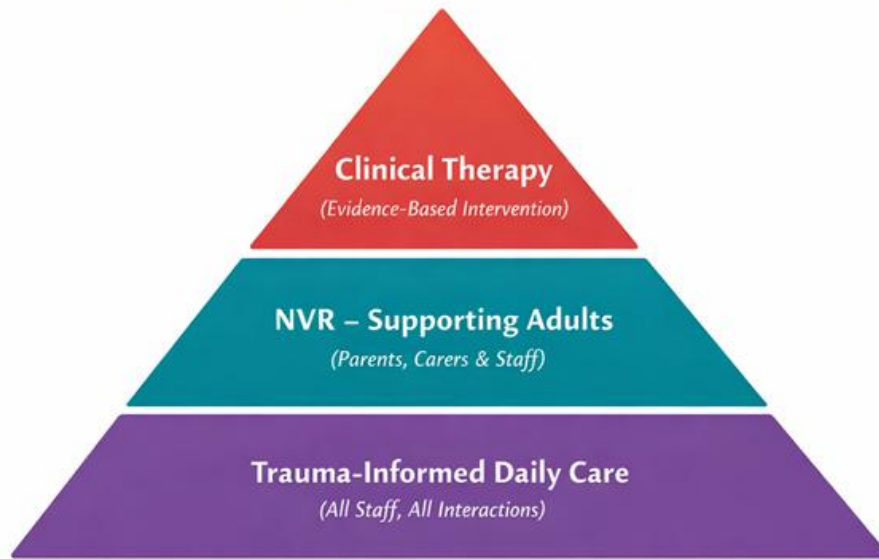
Where a young person presents with identified or emerging mental health needs, specialist therapeutic intervention is provided following clinical assessment.

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 Tomorrow House 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 Tomorrow House.

- 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

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AREA LOCATION RISK ASSESSMENT

Updated 21.10.2025

Access to Services

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
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Access to a range of services may be needed, such as hospitals, doctors, dentists, sexual health clinics, and YOT.	Young Person	There are all these services within two miles of the home; most of them within walking distance.	LOW	NONE REQUIRED	ONGOING
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Local Community

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Disruption in the community	Young people, neighbours, and local businesses.	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, and police attendance, especially during antisocial hours.	MEDIUM	Young people are to sign a term of residency, which includes a contract for behavioural 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 Anti-Social Behaviour incidents are logged in an ASB log on the computer desktop, which provides easy access to incident chronology and makes it easier to identify patterns of behaviour to help inform strategy/CBT/NVR sessions.	Every young person signs the Terms of Residency when they arrive at their Anderida home.
		Complaints from the neighbours could jeopardise the running of the home and ultimately result in the home being closed.	LOW	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.	ONGOING
		Poor ongoing relationships with the neighbours could impact multiple residents.	LOW	New flats have replaced the previous Simplantex business. Anderida will work with any resident to minimise risk or disturbance.	ONGOING
		The police are being called, and young people are being criminalised	LOW	Policies around excessive noise are to be followed. NVR approaches involve the community in a way that they can resist, reconcile, and be part of the support network.	ONGOING
		Damage to neighbours' and local businesses' property	LOW	Neighbours are to be notified, if necessary, should the fire testing prove to be a disturbance.	When required

				Anderida to ensure that there is always a representative at community meetings.	When required
		Young people were loitering outside the front of the home and engaging in antisocial behaviour.	LOW	Young people should be encouraged to engage in restorative/reparative processes. Mentors to maintain a high presence to minimise antisocial incidents of our residents or other young people in the community. 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 up a picture. The home should keep in regular contact with both immediate neighbours to keep apprised of any issues they are having with the resident or their peers that frequent the home. The residents' friends and peers are not to commune outside the front of the home if proving to be challenging - they are to be moved on if they gather, and the police are to be called if they resist moving away from the home.	ONGOING

Online Risk

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
The internet and online risk	Young Person	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 is to be monitored from within the home.	ONGOING
				Young people need to be educated about the risks of broadcasting their contact details through the media.	ONGOING
				Quastodio is put in place to minimise the risks of online risks and exposure.	ONGOING

				All staff are to have training on digital safeguarding and understand the risks online and the use of the dark web and social media in recruiting and exploiting young people.	ONGOING
				CSE and PREVENT work needs to be done with the residents to inform them of the dangers of grooming and exploitation.	ONGOING

Risk of Sexual Exploitation

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Sexual Exploitation	Our residents and other young people in the community	The risk is that our residents are exploiting or sexually grooming other young people and children in the community.	LOW	A point of referral would be to check the likelihood of a young person being sexually dangerous or being highly vulnerable to sexual exploitation.	ONGOING
		Risk of our residents being groomed for sexual exploitation or trafficking in the local community.	HIGH	Management to keep in regular contact with the local police and safeguarding teams, Wise and Misper Coordinator in the police and to stay up to date with where the high-risk areas are in town and places to avoid.	ONGOING
		There is a lot of soliciting activity locally, especially along Seaside Road and Susan's Road, Grove Road, Crawley Crescent, Gildredge Park, Italian Gardens, and Holly Well (identified by the WISE project, Missing Persons Police and CEOP), and these areas are known hotspots for trafficking and sexual exploitation.		Education is to be provided for each resident through online programs developed through CEOP, as well as educating residents on healthy relationships through available materials provided by the home and school.	ONGOING
		There is a local sex shop, which could also be a potential risk for exposing our young people to sexually explicit material, despite its being an age range of 18+. Several local operating brothels in the area are known to the police.		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 missing persons and safeguarding teams and use CSE soft intel reporting forms.	ONGOING
				The home is to follow stringent procedures around free time where possible.	ONGOING

				The mentors are to listen out and observe if our young people are visiting any of the known hotspots for CSE and drug-related activity. If so, talk to young people about the risks there, maintain a high adult presence visiting these areas if the young person is out with or without permission and form a parent patrol if the young person continues to frequent and we have concerns.	ONGOING
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Transport Links

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Access to public transport to abscond	Young people	The home is situated 10 minutes from a train station and bus stops, which are easily accessible. The platforms at the train station are barricaded most of the time, so a young person would need money or a ticket to board the train. However, the barriers are left open on occasion, and it is possible that the young person could jump the fence and gain access to the platform.	HIGH	Young people followed if they absconded and were deemed vulnerable mentors to board public transport with them.	ONGOING
				Mentors are to always carry appropriate ID cards so they can intervene and provide evidence of who they are.	
				The home will contact train station security guards to be on the lookout for missing young people and prevent them from boarding the train. We will work to build a relationship with the train station staff to educate them about what we do.	
				When following young people who do not wish to be followed and are making threatening allegations, liaise with on-call staff/colleagues so they can support you appropriately and provide evidence that you followed procedure.	
				If a missing young person boards the train, then the transport police should be contacted to remove them and hold them until they can be collected by their home.	
				YP's photos are to be shared with transport police and security at the train station if a young person is particularly at risk/regularly responding.	
				Strategies to be in place in advance with the police for young people who are at risk of absconding.	

				Mentors to ask bus drivers not to take young people when they do not have permission to go out unsupervised/travel; however, to board the bus if the bus drivers do not help support our request. Use NVR tailing methods - this is when we accompany a young person who is going out without permission - not to prevent them from running away but to meet their network, familiarise ourselves and put faces to us and others, gain the info, etc. Mentors are also to post at the train station when a young person is out with permission, but we have reason to be concerned that they may travel further afield without permission.	
Unlicensed Taxi Drivers	Young people	It has become known that some taxi drivers share the same license. It could, therefore, be difficult to track the individual.	LOW	Mentors to provide young people with contact numbers of reliable local taxi companies. If a young person is getting taxis from unknown companies, a cash-in-hand ban could be needed.	ONGOING
uber Ride	Young People	Young people have access to mobile phones and could therefore arrange pickups without mentors knowing.	LOW	Mentors are vigilant when YP voices that she wants to leave the premises. Mentors are always ready to leave with YP should they leave the home. Uber is not in Eastbourne.	ONGOING

Substance Misuse

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Illegal drugs are being sold in the area	Our residents	There are several known hotspots in the area for drug dealing, including local kebab shops and street dealers on Langney Rd, Susans Rd and Pevensey Rd, Bourne St, Ceylon Place, Gildredge Park, Holywell Gardens and accommodation in Grove Road.	HIGH	Mentors are to remain vigilant and report any suspicious activity in the area. Mentors to keep a high presence if our young people are frequenting those areas, using tailing and parent patrol methods. Mentors to complete a soft intel report for the police if they witness any drug dealing.	ONGOING
		Young people are being pulled into drug dealing or running for local drug dealers.	HIGH	Residents are to be given the drug policy, and Mentors are to follow procedures following 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 in-house therapists, as well as local groups.	ONGOING
				The home is to notify the police of any suspicions that members of the community are dealing or selling drugs to residents.	ONGOING

Local Business

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Risks from Local Businesses	Our residents	Late-opening businesses such as takeaway shops provide places for young people to spend time after curfew. There are a few businesses in the area which have been flagged up by police as drug/sexual exploitation hotspots.	MEDIUM	The home to keep up to date with which businesses are flagged up as hotspots for criminal activity.	ONGOING
		Some shops have been known to sell cigarettes, vapes and alcohol to underage young people.		Mentors to report any concerns regarding local business to the police/safeguarding teams and complete CSE soft intel forms.	
		Some local newsagents have been known to sell paracetamol and other over-the-counter medicines to young people. Once 16+ young people can purchase these legally.	HIGH	Mentors are to report such incidents to the police and make the newsagents aware that they are selling to an underage person.	ONGOING
Air B&B/Flats opened next door.	Our residents	The building behind the home is now an Airbnb/Flats. There has been one serious incident involving guests and some incidents of guest smoking cannabis. This has been addressed, and no impact on the young person at present.	LOW	The back door is to have an alarm, should this become high-risk. The back sleep room window should be kept closed when the home is empty due to easy access.	ONGOING
In the past, some local shops have been suspected of dealing drugs	Our residents	Currently, there are no known shops to us dealing drugs	LOW	Home to monitor shops and speak to residents if they suspect they are using it to deal drugs	ONGOING

				Mentors will work closely with the police and Local businesses to protect young people.	
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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 become a problem for Staff getting to work. Snow and icy conditions could make it more dangerous for the young person to walk to school or to the town/shops.	LOW	Organisation to provide a 4 x 4 vehicle pick-up service for staff affected by adverse weather conditions to drop and collect staff to/from the homes. Driver Discretion. Mentors accompany the young person when it is icy and difficult to walk and provide lifts when needed.	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 the area that the young person has access to.	LOW	Staff to keep apprised of available youth services such as youth clubs, Scouts, Guides, Sports clubs, etc. Risk assessments and liaisons with clubs are to be in place before young people attend unaccompanied.	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, which could serve our young people.	LOW	If residents are found to be going to local pubs, then staff are to inform licensed premises that their young person is underage. If the behaviour continues, then staff are to report the establishment to the police. A cash-in-hand ban is to be put in place if a young person is found to be drinking.	ONGOING

The Local Population

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Crime in the Local Area	Young Person	There have been 103 reported crimes shown on https://www.adt.co.uk/crime-in-my-area in the centre area of Eastbourne in the last 12 months, down from 165 national average.	LOW	The home will check the local crime figures regularly to evaluate risk. The house is alarmed and has CCTV front and back. Mentors check doors and windows. Mentors will work with local police.	ONGOING
Violence and Sexual offences make up the majority of crime in the local area.	Our residents		LOW	There is a general team available on either 101 or 999 for any queries/reporting of incidents in the local area. However, for a specific enquiry, ask for the Duty Sergeant.	ONGOING
		There is ongoing monitoring of the street drinkers in the town centre by the police, who have been known to use our young people to commit petty crimes to fund their alcohol and drug problems (although this was several years ago). There is also a danger of young people becoming involved in the frequent fights that break out between street drinkers. There are no concerns here regarding our current resident.		All concerns are logged with the police and Child Protection. Young people considered at risk will have their personal time away from home monitored. The manager and team will keep apprised of ongoing investigations by looking at crime figures on www.police.co.uk and liaising with the local town centre police contacts - either the general police team at any one time for the local area or the Duty Sergeant.	
There are three primary schools in the vicinity and two mainstream senior schools.	Primary school children at school in the area	Pupils at these schools could be at risk from some of our residents due to their age, especially those of our residents who have been known to be sexually harmful to other young people. <i>(Not applicable for current residents)</i>	LOW	Risk is to be assessed for each resident at the home individually.	ONGOING
Local hotspots for CSE and drug use	Young person	There are a few hot spots related to drug use in a few areas of the town centre (train station, Hyde Gardens and Gildredge Park) where drug gangs are working, possibly involved in county lines. There have been a few incidents of guests in recently built Airbnb smoking cannabis, and the home smells of this. This has	MED	The home is to monitor residents and report to the police if they suspect that they have become involved in the local drug scene. Any intel to be passed to the police/mash teams. Mentors are to inform the police immediately should they smell or suspect cannabis use from Airbnb.	ONGOING

		been addressed with the manager of the property.			
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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; 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 refer the right support. Mentors to prepare young people 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
				Mentors to all complete PREVENT training and management advanced training on radicalisation.	
				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, identity, and the PREVENT agenda.	
				Mentors to stay aware of local influences and extreme groups.	
				Mentors to use PREVENT resources and refer young people to MASH if they notice the signs/risk factors around radicalisation.	
				Mentors to monitor young people's internet use and check browser history regularly.	

Infectious Disease

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Risk of contracting COVID-19 or another Infectious Disease	Young people, mentors and visitors to the home	Anderida Adolescent Care will endeavour to manage the risk or possible impact of Coronavirus by taking precautions within the home to ensure minimum disruption to the service we offer	high risk of contagion, medium risk of adverse health effects	Ensure that all mentors adhere to the new Coronavirus Policy and actively encourage all young people to do the same. (Please see Coronavirus Policy for detailed action taken) This policy also includes actions to take if employees become unwell or become exposed to the virus, or if they have been in contact with a confirmed case of COVID-19	Ongoing daily

Beach

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
The home is situated in a seaside town	Young people and mentors, visitors	The home is situated in a seaside town. The beach is within a 10 min car journey and over 30 minutes' walk away.	MEDIUM	Mentors are to make sure the young people are aware of the danger of visiting the seaside. Mentors to make sure that all young people have contact numbers to phone if they get separated or need help. Mentors are to 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	Young people and mentors, visitors	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 to swim, weather conditions, and	MEDIUM	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 at 01424221407 or by	Ongoing

		other safety measures like lifeguards on the beach.		emailing bexhillcoastaloffice@rother.gov.uk Email: The general inquiry email for the Maritime and Coastguard Agency (MCA) is infoline@mcga.gov.uk Phone: The general contact number is 0203 817 2000.	
	Young people and mentors, visitors	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.	Ongoing
	Young people and mentors, visitors	Cramp 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
	Young people and mentors, visitors	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 less contact with plants.	Ongoing
	Young people and mentors, visitors	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	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	Ongoing

		have swum from one place to another without checking their exit point.		alternative exit routes if your planned exit becomes unavailable.	
	Young people and mentors, visitors	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 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
	Young people and mentors, visitors	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 always. 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
	Young people and mentors, visitors	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 it 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
	Young people and mentors, visitors	Sharks Beautiful, intelligent, endangered, deadly. Very few species of sharks are dangerous to people, and many more sharks are killed by people than	LOW	Mentors are not to take young people for a swim where sharks feed (e.g. next to seal breeding colonies).	Ongoing

		vice versa. Shark attacks are extremely rare.			
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