



Anderida

Greenside View

Statement of Purpose

Contents Table

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

Greenside View



Manager – Kaz Erridge

L3 CYPW, L5 Diploma for Leadership and Management in Residential Childcare (L5 RCC), BA Hons in Art & Design and NVR Advanced Level Certificate.

I have been working at Anderida since August 2014. Prior to that, I worked as a Licensee and Manager in Hospitality. I have completed a degree in Art & Design at Staffordshire University.

I started at Anderida as a Bank Mentor, and after completing my Level 3 in CCYP, I went on to become a Key Worker and full-time member of the team. I then progressed through Senior and Deputy roles at Greenside View, as well as completing my Diploma Level 5. I became Manager of Tomorrow House in September 2019. In 2022, I returned to Greenside View as the Home Manager.

I am committed to creating and maintaining a warm and welcoming home where young people can expect to be given the highest standard of care and support. Using trauma informed care and partaking in NVR workshops with accredited practitioners,

The Home

Greenside View is more than just a place to live; it's a home where young people are supported to heal, grow, and build the foundations for a positive future. We provide a safe, stable, and structured environment where every young person is given the space, care, and encouragement to develop emotionally, socially, and physically.

Our focus is on helping young people build confidence, independence, and the life skills they need to thrive. We recognise that many of the young people we care for may have had limited choices in their past, so at Greenside View we make choice and voice central to everything we do. Young people are actively involved in decisions about their day-to-day lives and their plans, because when they feel heard and empowered, they begin to believe in themselves and their potential.

Our experienced and passionate staff team are dedicated to creating meaningful relationships built on trust, consistency, and respect. We model positive behaviours, promote emotional resilience, and work within clear and consistent boundaries that help young people feel safe and understood.

Located in a quiet residential area of Hailsham, East Sussex, just 20 minutes from Eastbourne. Greenside View is a bright, welcoming three-bedroom home for up to three young people. The house offers a calm and nurturing atmosphere with a spacious lounge, dining room, and kitchen/diner designed for shared experiences and connection. Each young person is encouraged to make their space their own, with a personal allowance to decorate and personalise their bedroom.

Outside, our large garden offers a sunny decked area with flower and vegetable beds and a BBQ space, a place for young people to relax, create, and take pride in their surroundings.

We take full advantage of our local area. Our mentors have in-depth knowledge of local activities and opportunities, from swimming, horse riding, and mountain biking to theatre, sailing, and exploring the nearby South Downs National Park and East Sussex's beautiful "Sunshine Coast." Every young person is encouraged to try new experiences, build confidence, and discover what inspires them.

Support at Greenside View is highly individualised. Each young person receives the right level of supervision and care to meet their needs, typically with 1.5:1 or 2:1 staffing ratios. Regular reviews ensure support remains responsive and flexible as each young person's confidence and independence grow.

Safeguarding is at the heart of everything we do. The home is equipped with discreet safety measures, including exit alarms and CCTV at entry points, which are used proportionately to manage risks and maintain security. These systems are regularly reviewed and always balanced with our commitment to providing a warm, homely environment where young people feel safe, respected, and valued.

At Greenside View, we don't just provide care, we invest in young people's futures. We offer a home where they can rebuild trust, develop resilience, and discover the confidence to take their next steps with hope and pride.

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:

Kaz Erridge (Induction Training, OCR L3 CYFw, OCR L3 Diploma for Leadership and Management in Residential Childcare (L3 RCC), BA Hons in Art & Design and NVR Advanced Level Certificate, Foundation Diploma in NVR, Partnerships project Advanced Certificate in NVR Practice, NVR IK Level 2 - completed).

Deputy Manager:

Roxhsanne Ghani - (CACHE QCF Health & Social care residential level 3 diploma, social care with children & families level 4 diploma, Diploma in leadership & management for residential care level 5, Therapeutic practitioner award distinction ACCPH chartered fellow, Sports Psychology diploma).

Senior Mentors:

Chloe Murphy (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare – completed),
Samantha Bignell (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare - completed),
Ben Ketch (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare - completed).

Mentors:

Nathan King (Induction Training – completed),
Claudio Corradetti (Induction Training, NCFE CACHE Level 3 Diploma for Residential Childcare - completed),
Nicki Gardner (Induction Training, NVQ Assessor, Preparing to Teach in the Lifelong Sector, EDI Level 2 in Employment Responsibilities, EDI Functional Skills in English Level 2, OCR Level 3 Diploma in CCYP - completed),
Esme Davis (Induction Training – current),
Francis Makoni (Induction Training – completed),
Glenn Giles (Induction Training – completed),
Sara Winter (Induction Training – completed),
Victoria Robins (Induction Training – current),
Millie Haynes (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 – 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.

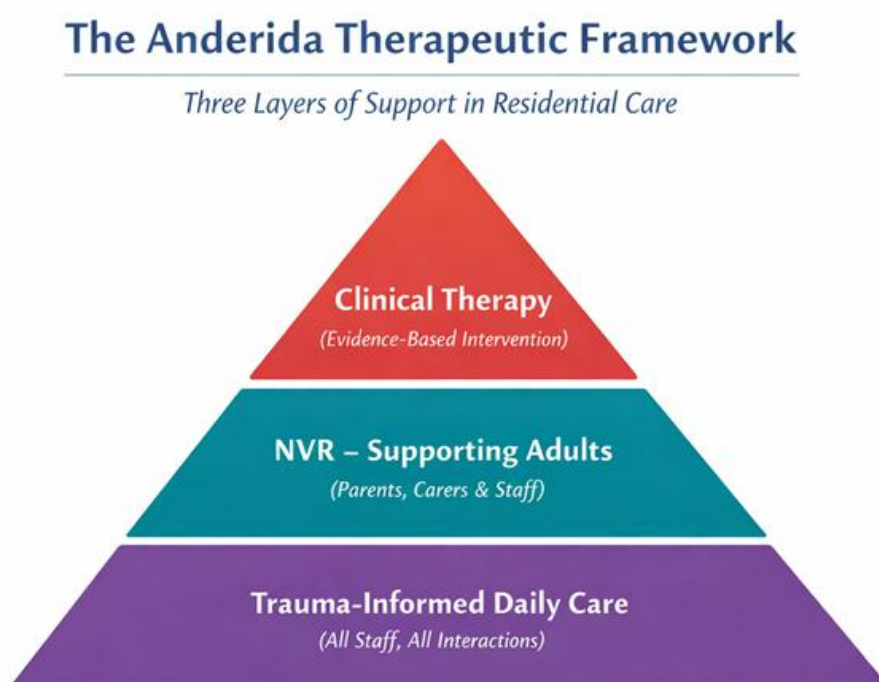
Within Anderida Care, NVR is embedded within residential practice, informs family interventions where appropriate, and is reinforced through training, supervision and consultation. All staff receive foundation training through Partnership Projects, with ongoing development supported via a structured 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.



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 Greenside View 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 Greenside View.

- 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 12.05.2026

IDENTIFIED RISK	TO WHOM	INSPECTION OF RISK OUTCOME	RISK	ACTION	TIMESCALE
Disruption in the community	Young people, neighbours and businesses behind	The home has the potential to disrupt the local community through activities within the home e.g. - fire alarms tests, young person's music, conflict with the young person inside and outside the home, police attendance especially antisocial hours. Contractors carrying out maintenance work could cause a nuisance to neighbours	LOW	Young people to sign a terms of residency which includes a contract for behaviour management. This sets out the rules and ensures that young people are aware of the risk of disturbing the neighbours and the possible consequence of this	Every young person signs this when they join Anderida
		Complaints from the neighbours could jeopardise the running of the home	LOW	Strategies to be put in place should the young person not follow the terms of residency guidelines	Ongoing
		Poor ongoing relationships with the neighbours that could impact multiple residents	LOW	Policies around excessive noise from stereos to be followed	Ongoing
		The police being called, and young people being criminalised	MEDIUM	Neighbours to be notified if fire tests are due or if contractors are expected to the home for maintenance work in order to prepare them for any disruption	Prior to test or works beginning
		Damage to neighbours and local businesses property	MEDIUM	Anderida to ensure that there is always a representative at community meetings	When required
				People to be encouraged to engage in restorative/reparation processes, carers to engage in NVR strategies	When required following an incident
		Young people outside of the home engaging in antisocial behaviour	MEDIUM	An anti-social behaviour log to be kept and any incidents to be reported to the police	Ongoing
					Ongoing

				In times where antisocial behaviour is a likelihood, the home is to keep a log of public disturbance involving young people associated with our young people so that the police/ASB team can build up a picture	
				Anderida Directors on 22.1.18 had a meeting with the police, MASH and missing persons team to promote NVR and Anderida working procedures to promote multi-agency working and to promote Anderida ethics	Ongoing

Crime in the area. Info taken from Police UK crime figures	Residents	Residents could be the cause or at risk to crimes in the area	MEDIUM	The latest reported crime figures Jan 2026 shown on Police.net and Sussex Police website show a slight fall in crime from last seen in April 2025. The majority of crimes that are committed in the area have been reports of Violence and sexual offences. Followed by Anti-social behaviour and Public orders. In general, the area where the home is located is quiet and safe.	Ongoing
The internet and online risk	Young people	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 is included in the statement of purpose	Ongoing
		Young people could give the address of the home away through networking sites such as Facebook	HIGH	Use of networking sites to be monitored and restricted from within the home	Ongoing

				Young People to be educated about the risks of broadcasting their contact details through social media such as WhatsApp, Facebook and other sites on the internet	Ongoing
--	--	--	--	---	---------

Sexual Exploitation	Our residents and other young people in the community	Risk from our residents 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 vulnerable to sexual exploitation	Ongoing
		Risk of our residents being groomed for sexual exploitation or trafficking in the local community	MEDIUM	Management to keep in regular contact with the local police and Safeguarding teams, WISE and MISPER coordinator in the police and stay up to date with where the high-risk areas are in town and places to avoid	Ongoing
				Education to be provided for each resident through online programmes developed through CEOP as well as educating residents on healthy relationships through available materials provided by CEOP	Ongoing
				Mentors to be trained in spotting indicators of sexual exploitation and therapeutic approaches to helping young people identify concerns	Ongoing
				Mentors to report all concerns to local CEOP and safeguarding teams and also WISE project	
					Ongoing

				Follow stringent procedures around free time	
				Net nanny's to be installed on all devices within the home using Wi-Fi and monitoring of the use of all devices used by young people	Ongoing
Access to public transport	Young people's access to public transport	The home is situated in a small town with no train station, therefore restricting travel	LOW	Mentors to be aware of the restrictions and therefore hold up to date bus timetables in order to enable young people to be able to get from a to b	Ongoing
	Young people attempting abscond	There is a main road close to the home with a regular bus route. The town centre is a 10 min walk, where there are frequent buses. There is also a 24hr Bus Route between Eastbourne and Gatwick Airport, via Hailsham, Uckfield, East Grinstead and Crawley.	MEDIUM	Young people to be risk assessed for the possibility of absconding. Mentors to follow clear guidelines in respect of individual young people to include following young people and getting on buses and trains with them if they abscond	Ongoing
				The home to have a car to be used to transport young people to leisure activities, appointments, family contacts etc	Ongoing

Illegal drugs being sold in the area	Our residents	There is a well-known housing estate close to the home, referred to as 'Town farm', where illegal drugs are known to be sold	MEDIUM	Mentors to remain vigilant and report any suspicious activity in the area	Ongoing
				Residents are to be given the drug policy and mentors are to follow procedures following any suspicion that the young person is using illegal drugs	Ongoing
					Ongoing

				The home is to hold details for drug support groups and make referrals where appropriate to CAMHS or in-house therapist as well as local groups	
				Mentors to be trained in substance misuse and to spot the signs and symptoms of substance misuse	Ongoing
				For the home to liaise with other agencies. Including the police, local schools etc	Ongoing
				For the home to liaise with other agencies. Including the police, local schools etc	Ongoing
				Mentors to educate young people in the dangers of substance misuse, through key sessions and general conversations.	Ongoing
				Substance misuse literature to be available to all young people with in the home	Ongoing
Risks from local businesses	Our residents	Late opening businesses such as takeaway shops provide a place for young people to spend time after curfew	MEDIUM	The home to keep up to date with which businesses are flagged up as hotspots for criminal activity	Ongoing
		Some local shops have been known to sell cigarettes and alcohol to underage young people		Mentors to report any concerns regarding local business to the police/safeguarding teams	Ongoing
		The local Cost Cutter in the high street has and continues to, serve under age young people cigarettes and alcohol		The police are aware	Ongoing
Weather conditions	Staff and Young people	Heavy snow could impact on public transport which could become a problem for staff getting to work	LOW	Organisation to provide a 4 by 4 pickup service for staff affected by weather conditions	Ongoing

				to drop and collect staff to/from the units	
	Weather causing power cuts	No power to the home		The home will ensure it has a stock of torches and batteries	Ongoing

Availability of youth clubs	Young people	There is a high availability of youth clubs and other youth services in the area that the young people have access to	LOW	Staff to keep informed of available youth services such as youth clubs, scouts, guides, sports clubs etc	Ongoing
				Staff to have details of young people's drop-in services & support groups	Ongoing
				Information of all groups and clubs to be available in the home	Ongoing
				Mentors to support young people to identify barriers that block their engagement in activities and develop strategies to overcome these	Ongoing
				Mentors to support young people to identify positive local groups that would widen their group of friends	Ongoing
Licensed premises	Residents	There are several local pubs and other licensed restaurants in the area that could serve the young people	MEDIUM	Staff to inform licensed premises that their young person is underage if they find that this young person has been served there. If the behaviour continues then staff are to report the establishment to the police	Ongoing
				Mentors to support young people to find age appropriate pastimes	Ongoing
				Mentors to educate young people on the dangers of alcohol	Ongoing

				use in key sessions and ensure that literature is available in the home	
				Cash in hand ban to be put in place if a young person is found to be drinking	Ongoing
Access to a range of services may be needed, hospitals, doctors, dentist, sexual health clinic, YOT	Young people	There are a number of services locally, these are either in the town centre, or in the neighbouring town of Eastbourne	LOW	None required	Ongoing

Risk of radicalisation via grooming either online and/or in the community Radicalisation may be instilled by individuals, community groups and/or peer groups People with radicalised views may communicate their message in the name of a particular cause i.e. against mainstream society, particular groups of people, in the name of a religious or cultural cause, against the government etc	Risk to young people and those in the wider community Particular risk to vulnerable adults and young people	There is no known major risk of radicalisation in the local area. However, the internet is a hotspot for grooming activity and there are many social media apps that pose differing levels of risk to young people's safety. Internet access is generally available anywhere; however, risk may be reduced where internet access for the young person is prevented or restricted. 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 Hour chats with young people on this issue and to refer the right support. Mentors to prepare young people in order 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	Ongoing
				Mentors to have access to a resource folder to help explain and share ideas with young people around radicalisation	Ongoing
				Anderida Learning Centre curriculum to cover religions/culture and radicalisation	Ongoing
					Ongoing

				Mentors to stay aware of local influences and extremist groups	
				Mentors to use PREVENT resources and refer young people to MASH if they are noticing the signs/risk factors around radicalisation	Ongoing
				Mentors to monitor young people's internet use and check browser history regularly	Ongoing
Risk of contracting COVID-19	Young people, staff 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 High risk of adverse health effects dependent on the individual	Ensure that all mentors adhere to the new Coronavirus Policy and to 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 or the young people become unwell, become exposed to the virus or if they have been in contact with a confirmed case of COVID-19	Ongoing
The home is situated near a sea side town	Young person and mentors, visitors	The home is situated in a seaside town, The beach is within a 20-30 min car journey and over 1.30-2 hours walk away.	LOW	Mentors to make sure the young people are aware of the danger if 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 get separated, like back at the car. Mentors to ensure all take appropriate clothing and	Ongoing

				footwear, have sun protection with them, towels and change of clothing.	
--	--	--	--	---	--

Swimming in the sea	Young people and mentors	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 than can swim, weather conditions, and other safety measure like lifeguards on the beach.	MED	Pevensey and Normans Bay beaches are unsupervised; Mentors would take a non swimmer where there are lifeguards available. the closest lifeguarded beach is located at Eastbourne or altenratively Bexhill.	Ongoing
		Cuts, bruises and breakages. You're most at risk when walking to or into the water or if you jump or dive in without checking the depth. Sharp stones or broken glass are common hazards.	LOW	Mentors to encourage all to wear flip flops to the water's edge and consider neoprene socks. Pay attention where you put your feet and always look before you leap. Be careful of waves breaking onto rocks.	
		Cramp 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	LOW	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	

		you've been running before swimming.		cramp, they can help you. Consider using a tow float to rest on in case of emergency.
		Seaweed Getting 'dragged down by seaweed' is a common fear for beginners but is extremely unlikely. Nevertheless, sea weed and other plants can impede your swimming and possibly induce panic, which may result in drowning.	LOW	Mentors and young people to 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.
		Getting stuck in the water. It's not unheard of for people to start swimming and only later realise they can't get out – for example, if they have swum from one place to another without checking their exit point.	LOW	Mentor to be aware of their exits, Always plan 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 you planned exit becomes unavailable.
		Waterborne illnesses Any time we enter the water we run the risk of picking up a parasitic, viral or bacterial infection. In the UK, the most common are bugs that cause vomiting and diarrhoea. These are usually mild and self-limiting.	LOW	Mentors who take the young people swimming in the sea, to use beaches that meet bathing water standards. Mentors to avoid taking young people near beaches that are close to contaminants or sewage into the water.

		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 to 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.
		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.
		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 not to take young people for a swim where sharks feed (e.g. next to seal breeding colonies).