



ANDERIDA ADOLESCENT CARE

HOMES STAFFING POLICY

Anderida ensures each home has core team of staff who will be made up of full-time and bank staff. These staff will be dedicated to the home and supervised by the management team within that home. However, Anderida recognises the benefits of all staff having worked across all the organisations home and having supported all the young people whom we are responsible for.

These are as follows:

- Standardisation of organisational practice
- Ensuring young people have access to a full and diverse mix of role models/adults
- Minimising situations where young people may be cared for by unfamiliar staff, without the support of key staff (e.g. when there is sickness/team training etc.)
- Development of good practice/networking
- Improved team morale

Anderida approaches this in a safe, structured and meaningful way, this includes:

- A planned small number of shifts on the rota at other homes (usually not more than 20%)
- Attendance of staff meetings at other homes
- Attendance of group supervisions/ CBT sessions
- Guidance for staff regarding working in other homes, i.e. reading support plan/care plan etc.
- Staff working with the core staff members in the home