



Statement of Purpose

**Juno New Brighton
2025**

URN: 2823771

Last updated: 16/11/2025



This Statement of is written in accordance with the regulatory requirements of the Care Standards Act 2000, The Quality Standards, Regulations for Children's Homes 2015, and fully incorporates the Amendments to the Children's Homes Regulations January 2014.

The Statement of Purpose is regularly reviewed considering changing practices, new legislation, and inspection recommendations.

A copy of this statement is provided to:

OFSTED

Piccadilly Gate

Store Street

Manchester

M1 2WD

A copy is available to: -

- Employees of Juno New Brighton
- Each child/young person residing at Juno New Brighton
- Parents/carers of any child/young person resident at the home.
- The placing authority/agency of any child accommodated at the home.

Welcome to Juno New Brighton, the third of a planned network of high-quality, not-for-profit children's residential homes being developed across the Liverpool City Region by We are Juno Community Interest Company.

1. THE QUALITY AND PURPOSE OF OUR CARE

Promoting Positive Outcomes

At Juno New Brighton, our aim is to provide brilliant care for children who are looked after. We aim to provide a home environment where children feel safe, well supported, and loved. To that end, we focus on two important objectives:

- Children should feel physically and psychologically safe in our care.
- Children should be supported to develop meaningful relationships with our team, as well as their friends, family and people who matter to them most.

We focus on providing safety, supportive relationships and a nurturing environment to give children the foundations in order for them to thrive, grow, and recover from experiences of trauma and loss. Our team are warm and emotionally intelligent, with a good understanding of attachment theory and trauma-informed practice that helps them be consistent, considerate practitioners.

The outcomes we work towards for children in our care are:

- The ability to make, maintain, and develop positive attachments and relationships
- Improvements in mental health and emotional well-being
- A positive self-image and enhanced self-esteem
- The highest possible level of academic and/or vocational achievement
- The ability to recognise risk and make safe, positive choices.
- The pursuit of hobbies, talents, and wider interests.

The effectiveness of how our services support children to achieve positive outcomes are measured by using the Outcome Star™. This evidence-informed relational tool is designed to track the child's journey, finding out what their strengths and needs are and enabling us to understand their journey of change. It will specifically support service leaders and managers to see what impact our service and its interventions have had on the child.

Juno New Brighton is a mixed gender home and can accommodate up to 3 children aged 8-17 years with Emotional and Behavioural Difficulties (EBD). This wide age range is intended to allow for sibling groups to be placed together where appropriate.

A commissioned Psychotherapist works alongside our Registered Manager to guide practice and strategies for supporting children's emotional wellbeing, making this a suitable home for children experiencing emotional and behavioural difficulties.

Decisions about the admission of new children are made by the Registered Manager, in partnership with the Responsible Individual, following discussion with key adults in the child's

life and careful consideration of the child's needs, strengths, challenges and wishes. We ensure that our staff team's skills are a good match for a child's particular needs and discuss pre-admission plans with the social workers for children who are already in the home. We have a robust Location Home Assessment and pre-placement Planning Process which is completed prior to children moving in and shared with all appropriate stakeholders. We do not accept emergency placements but will expedite decisions about matching as quickly as possible.

2. CARE PLANNING

A careful, and individualised suitability process is completed for each child to ensure that the service is able to meet the child's needs any current children living at the home will be matched with the referred child. We ensure that the team at the home has the required training and skills to be able to offer appropriate, targeted support before any placement is offered.

Each child living at Juno New Brighton has a Dare to Dream Placement Plan, which clearly sets out their hopes and dreams, as well as how their assessed needs are to be met by the placement on a day-to-day basis. This plan is written in consultation with the placing Local Authority and the child. Monitored by the child's chosen worker/s and approved by the Registered Manager, it is a live document that is regularly updated and takes into account any changes approved at the Child's Statutory Review, in discussion with the Local Authority social worker. The Children have access and input into these plans.

The team at Juno New Brighton always work in line with all children's Local Authority placement plans. All our working practices are in accordance with individual needs and in partnership with placing authorities. The needs of individual children are likely to change and there will be an ongoing assessment to facilitate changes, working with all relevant agencies.

Staff develop a comprehensive knowledge of each child and be aware of their own responsibility in ensuring each child or young person's social, emotional, educational and health needs are met.

Each child will choose key practitioners to work with them. These key people play a significant part in supporting all aspects of their care, championing them, and pushing for whatever is needed to support them to thrive. The Chosen Practitioners will complete an Outcomes Star™ regularly with a child to measure progress towards positive outcomes.

The management team work with children to review the care received, allowing children to tell us what we need to do, what they like, and any requests regarding the support at the home.

Our Team

The staff team working in the home includes a Registered Manager and a Deputy Manager, and up to 6 Social Care Practitioners working 32-hour shifts (with sleep-ins). A detailed list of all our current staff and managers is in our Workforce Development Plan. We also have a commissioned Psychologist who supports the team, and the children as mentioned above. If

the staff team we recruit is of one gender or mainly one gender, the home will promote gender equality by ensuring the children have access to youth groups where male/female/non-binary care staff are represented, for balanced and inclusive gender support. When selecting during the recruitment process, we will endeavour to recruit a staff team that, where possible, has an equal gender balance.

Our experienced Registered Manager, Paula Swindells-Walsh, spends the majority of her time at the home, building relationships with children and supporting and supervising staff. Sarah Dimmelow, Juno's Responsible Individual, oversees the management of the home to ensure that children are receiving the standard of care outlined in this Statement of Purpose, our Children's Guide, and in line with the regulations and quality standards.

New Brighton Regulation 44 Independent Visitor

Joanne Booth – Graham Consultants

Joanne has worked with Children and Young people for ten years. Initially, Joanne worked in residential care, and then she moved onto working within a Local Authority as a social worker within a Children in Care team for the last seven years. Joanne is passionate about working with children and young people and her work is always child focused and led by the child to improve outcomes for children.

Joanne is currently working within a Fostering Team supporting children and young people to remain within their extended family. The wishes and feelings of the children and young people are paramount and she is working with families to ensure the children are being provided with the level of care that promotes their well being within a safe and secure home environment.

The Home Environment



Our home is located in New Brighton, a quiet and historic area close to Wallasey and on the River Mersey. We are right next to a bus route and within walking distance of the amenities at New Brighton. Less than one mile away are Merseyrail Stations that provide connections to the rest of Wirral, Liverpool, and North Wales. Local secondary schools are within a mile. The wider local area also contains the Pyramids shopping centre and a Youth Hub. The Wirral peninsula's natural and free resources include 16 leisure and wildlife beaches, 2 rivers and the Irish Sea, and more than 30 parks and nature reserves.

The home itself is a large, renovated building over three floors. We have two lounges and a good-sized kitchen with an adjacent dining area and refectory style table, bi-fold doors to the back courtyard, plenty of room for shared cooking, plus a large pantry/utility room.

There are three ensuite bedrooms for children at Juno New Brighton that are personalised for each child with bedding, soft furnishings, rugs, throws, and posters. Once a child is settled, we discuss painting or wallpapering walls in their bedroom. Each child is given a TV for their room, so that they can stream films/shows, using Wi-Fi access that is turned off at bedtime.

Outside in the back patio, we have a potting shed room. This building serves as storage for children's toys and garden furniture.

3. CHILDREN'S VIEWS, WISHES AND FEELINGS

The team and managers at Juno New Brighton create an environment where children develop positive relationships with them, taking part in daily interactions where they promote and invite children's views, wishes, and opinions to be expressed in the safety and knowledge that they will be listened to, taken seriously, respected, and always valued.

In addition to statutory reviews that take place, the Registered Manager has an informal monthly session with each child. Here, with people they have chosen to invite, children can discuss their wishes, and we offer praise, support, and acknowledgment of the young person's month. Together, we make plans for the month ahead, agree on reachable targets, and identify any specific wishes or needs the child may have. This information is recorded and becomes the basis of our plans, helping the team to achieve positive outcomes for children.

Any child being cared for at Juno New Brighton or any stakeholder, team member or visitor can make a complaint about any aspect of our practice. Children are given information about how to complain through our two children's guides (one for younger children and one for teenagers), which are made available to them before they move in. Complaints should be

addressed to the Registered Manager (or the Responsible Individual if the complaint is about the Registered Manager). Children will have the opportunity to go through any issue that may be concerning them with a member of our team, our managers, independent advocates, Local Authority Social Workers, the Children's Commissioner for England, or whomever they choose. They will be given information about Ofsted our regulators as well. We will always respect complaints, act, and give explanations on updates and decisions made. Complaints can help improve our practice and guide present and future policy, improve knowledge, and show everyone invested in the success of the home that we will always listen and respond to their views and needs.

Religion and culture are a personal preference; we will always respect them in the home. Children will be able to pursue their religious and cultural beliefs by being supported in attending appropriate services and receiving the relevant instruction if this is something important to them. As an organization, we will work hard together to welcome all differences and ensure that no one feels excluded by our practices. The team will always help and support our children to increase their awareness of their identity and culture. Difference and diversity will be embraced and celebrated. Everyone working in the home will be trained, monitored, and supported by managers to ensure equality of opportunity.

4. EDUCATION

We are not a registered school. However, we do support all children in our care to make measurable progress towards achieving their educational potential whilst living with us.

All children will, wherever possible, continue to attend the educational establishment that they were attending prior to coming into our care. We recognise that a young person will be undergoing major changes in their life and their education should not suffer because of this.

By staying in the same school, a child can maintain some level of continuity in a period of change. If it is not possible to remain at their previous school, then our team will work to obtain the most suitable new school, alongside other agencies. Some children might need additional specialist educational support via SEND services. If an additional need is identified, it can mean they can need extra support from the teacher or a classroom assistant. Some children might need a smaller-sized classroom or a specialist school to support their educational needs. The Registered Manager and the team work together with the school, the Virtual School and other professionals, to identify how best to support those needs and to identify the appropriate learning environment for them so they can achieve academically.

The team offer to transport all children to their respective schools. We work closely with a child's school to ensure that they are able to work to their maximum potential and that any barriers to learning that the child may face are supported appropriately. We work closely with

the CLA Educational Support Team including the Virtual School to ensure that we are kept up to date with all aspects of the young person's education.

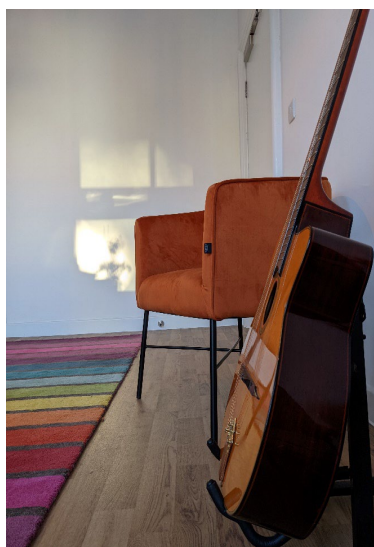
We hold copies of young person's Personal Education Plan and EHCP and attend and make an active contribution to reviews of these plans. Informal learning is embedded into the structure and routines in place at the home. This supports children to embrace learning in a positive manner and help our team to work alongside them to enrich their learning opportunities, in an informal and creative way.

In the absence of parents' involvement, we always take the role of attending parents' evenings, school meetings and progress discussions on behalf of the child.

We are ambitious for our children. Juno New Brighton ensure that children are aware of how important their educational achievement is and how invested we as a team are to helping them achieve their targets. Staff will reiterate the message that their education is important through meetings with the child, and we work hard to be involved and become educational advocates for all at the home. Attendance at schools, colleges and other educational facilities is promoted by all at Juno and encouragement and support are given to all children in relation to homework tasks and researching relevant projects. Children have access to a designated firewalled computer where they can have quiet time to complete schoolwork or research studied materials.

If there are any delays or problems with providing education for children, we will set up informal learning opportunities by our staff and if necessary use sessional teachers to help with specific subjects. We will also consider the commissioning of tutors for exam preparation when needed.

5. ENJOYMENT AND ACHIEVEMENT



Children living in Juno New Brighton are supported to take part and benefit from a variety of activities that meet their needs and develop and reflect their cultural, creative, intellectual, physical and social interests and skills. We do this to help each child develop their interests and hobbies, expand their interests and make a positive contribution to the home and the wider community.

Children are encouraged to arrange activities for themselves, meeting their friends and using local community resources. Our team also organise activities on an individual basis and as part of a group. We support children to take measured and managed risks in line with their placement plan, and try to allow

for a degree of spontaneity, recognising that this is a natural part of life – e.g. trying sports activities or visiting venues such as indoor climbing facilities.

Children are encouraged to choose and take part in activities that make them feel happy, relaxed, and more confident, as part of our “Social Prescribing” wellbeing initiative. Choices might include gym membership, singing lessons, horse riding, or DJ equipment; whatever the child feels will speak to their interests and hobbies. We check that partner staff are suitably qualified and vetted and support the child to attend regularly.

6. HEALTH

Each child has a written Health Plan as part of their overall Placement Plan, which outlines the specific details of their health needs, and ensures that all staff working with the child are aware of the strategies adopted to meet these needs. Relevant information is completed for each child regarding their health which is held in the child’s individual health file. A written record is kept of all illnesses, accidents, and injuries to the young person during their placement. First Aid, minor illness treatment and medication are only given by competent, suitably trained designated staff and written records are kept of these.

Staff are trained in the use of First Aid and there is access to a First Aid box both within the home and in the home’s vehicle. With regards to nutrition, menus are planned with the children, which provide meals that are nutritionally balanced, attractive in appearance, and taste good. All children will be registered with a local GP, optician, and dentist. All children are supported to attend health care assessments annually. Dental and optical assessments form part of this initial healthcare assessment. If a child needs some support to attend, we will work with other agencies to support this to happen.

Juno New Brighton also offer in-house emotional health and wellbeing support, which will be provided within the standard placement fees. The main nurturers in Juno homes are the social care practitioners.

Therapeutic Care

Juno New Brighton has access to bMindful Psychology’s Clinical Team to support children with earlier adverse experiences and developmental trauma. This is led by the Clinical Director who is supported by a team of Clinical, Forensic and Educational Psychologists, Psychotherapists, Creative Psychotherapists, Occupational Therapists, Assistant Psychologists and Psychological Practitioners. The care team liaises with the clinical team for guidance when working in areas of need with each child. This ensures there is a whole team approach to supporting the best outcomes for the children in our care. Juno New Brighton have access to an Art Psychotherapist, Amy Williams, who has experience providing Art therapy for children needing therapeutic interventions.

Art Psychotherapist - Amy Williams

Amy is a registered HCPC Art Psychotherapist. She has a BA Hons Degree in Graphic Design and a Master's in Art Psychotherapy. Amy has worked with children and young people across the continuum of care for the last 4 years. Prior to this, she was based in education, working with neurodiverse pupils and their families. Amy's work with commissioned services for local authorities has given her experience providing 1:1 therapy and group work to children with social care involvement. She has also provided carer support and consultations for the systems around families. She is passionate about nurturing creativity and instilling a safe and open space to access therapeutic interventions. Since 2023 Amy is also Level One trained in Theraplay, and she is enjoying facilitating these sessions with looked after children and their carers addressing their attachment styles and supporting the stability of relationships within placements.

7. POSITIVE RELATIONSHIPS

At Juno New Brighton, we believe that children should be able to maintain positive contact with their families, friends, and other people who matter to them. We actively promote good quality family time between parents, extended family, and friends, and the child being looked after, unless prohibited by a Court Order or if there are indications that a relationship may hinder a child's positive development.

We work hard to make all forms of agreed and permitted family time a meaningful positive experience for children. When a child's family time has to be supervised, we try to carry this out in a discreet manner, whilst still supporting the child's wellbeing and meeting the arrangements made by the local placing authority.



We are committed to ensuring that we all work in an inclusive and relational way. We are particularly attentive to ensuring positive relationships with the children's families to ensure that family bonds and relationships are maintained and supported.

All of our team are encouraged to develop links and networks with the wider community and build partnerships that enable children to feel part of their community.

RISK-TAKING

In addressing the issue of risk-taking, the team at Juno New Brighton acknowledges that all children take risks as a normal part of growing up and it is a tool they use to discover, define, and develop their abilities and identity.

However, it is important to appreciate the difference between positive or healthy risk-taking (e.g. sports, outdoor pursuits and making new friends) and negative or dangerous risk-taking, e.g. smoking, going missing from care and inappropriate friendships). In promoting an appropriate balance in relation to risk-taking, staff, have an important part to play in supporting our children in respect to risk. Our team:

- Help children learn how to evaluate risks and anticipate the consequences of their choices.
- Help children identify healthy opportunities for risk-taking. Experience of healthy risk-taking can itself prevent unhealthy risk-taking.
- Are aware of their own patterns of risk-taking. Children watch and imitate the behaviour of adults around them, so it is key that we model good choices at all times. We also recognise that staff will risk assess on an ongoing basis, whether on or off site, and make decisions on the basis of those assessments. A full and comprehensive set of risk assessments has been developed covering all aspects of our work including the use of premises, equipment and company vehicles, on-site activities, and off-site visits. All staff are expected to familiarise themselves with these as part of their induction and training and as changes are made.

8. PROTECTION OF CHILDREN

We create a safe and caring environment in which everyone, children, members of the team, relative or professional, is aware of their responsibilities in keeping others safe.

In order to promote the safety and wellbeing of children, the home has an identified Designated Safeguarding Officer, details of which are posted within the home and communicated to staff, children, parents/carers (where appropriate).

Allegations of abuse, mistreatment or neglect, whether current or historical, are taken seriously and promptly reported to statutory partners. This includes any allegations involving Juno staff.

Structure and routine are important to provide consistency and stability to a child; we recognise that structure must be clear, fair and consistently applied. A climate of mutual respect between the team and children will help to nourish relationships and have the potential to diffuse heightened situations.

At Juno New Brighton, we believe that behaviour is a form of communication of an emotional need and should be responded to accordingly. Not all behaviours are a matter of conscious choice, and not all factors linked to the behaviour of children are within their control. We will always work around the ethos of de-escalation and only use restraint as a protective measure and last resort.

We devise clear and concise behaviour support plans to give them team consistent strategies on how best to support children when they feel low, upset, or angry. Children participate in the creation of these plans to ensure they experience consistency and feel safe. Children are given every opportunity to air their views, opinions, and thoughts in relation to behaviour and how to support it.

Situations resulting in the use of physical intervention (restraint) will be recorded accurately and in full in the Restraints Log. Only members of the Juno team who have completed extensive Team Teach restraint training will be permitted to use these techniques, which must be proportionate when no other de-escalation techniques have been successful. Team Teach Level 2 training is repeated every two years, alongside interim refresher sessions.

Restraint records must provide a step-by-step account of the procedures followed. These records are open to independent scrutiny and must be able to stand up against any complaint made against team members. Managers will also check and sign off any recorded restraint, with a focus on discussing these incidents afterwards with the child(ren) involved and checking whether they wish to have medical attention or make a complaint about the physical restraint.

In terms of surveillance, there are no security cameras within the home. We have alarm sensors on the front and back doors which are activated at night for security. There are also landing sensors so that staff would be alerted if a child is out of their bedroom at night and would be able to offer assistance and support. Again, these only operate at night.

Room searches are sometimes carried out, only if there is a concern of future risk to a child or others. The reasons for a room search are clearly explained to a child, with them being present wherever possible. A child's views about a room search are clearly recorded, with support offered if a child wishes to complain.

No form of bullying, either of a child or a fellow staff member, is tolerated. We address bullying at an early stage to prevent potential victimisation, to limit the negative impact on those who have previously experienced bullying and to reduce the chances of bullying behaviour becoming the norm in later life.

All observed and/or reported incidents of bullying are fully recorded. This record provides details of the team intervention and its outcome, it may be necessary for the team to complete an Accident/Incident form in circumstances where the victim has suffered significant harm.

The team have a responsibility to provide support for the victim of bullying by.

- Taking reports of bullying seriously and treating them with respect
- Reassuring them that they are not to blame.
- Providing information and explanation on Complaints Procedures
- Giving consistent messages that bullying is unacceptable.
- Creating systems for early identification

Missing from Care

A child will be deemed Missing from Care after the team have tried to locate them (including going out to look for them). The Police and Local Authority Social Worker are notified that the child is missing from the home. Should the absence occur outside of normal working hours the appropriate Emergency Duty Team will be notified. Each child has an individual MFC protocol.

Upon the child's return, they will be welcomed back and given the opportunity to talk to a member of our team. They will also be supported to attend their Welfare Return Interview. This is to try and establish any underlying issues that may have led to the absence and to look at ways of resolving these. All missing events including unauthorised absences will be carefully recorded. Parents and relevant persons are kept fully informed and consulted as necessary. All people who have been made aware will be notified immediately that the child has returned. If this becomes a regular occurrence the team will advocate to arrange a risk management/strategy meeting with the relevant agencies to increase the child's safety.

We are committed to working with parents, carers, Local Authority representatives, the Police and other interested parties in a positive and constructive relationship to support children who may be at risk of going missing from care. In defining our approach to dealing missing incidents it is important to acknowledge that different circumstances necessitate different responses – e.g. if a child has gone missing and is experiencing low mood.

In addition to the level of risk associated with the individual child's needs, background and presenting behaviours is always taken in to account in any instance of them going missing. As a children's home we work in partnership with Children's Social Care in our locality. Any duplication or inconsistencies between locally agreed MFH procedures and those of other placing authorities will be discussed and addressed as appropriate and an agreed individual protocol will be established for each child. Children's safety is promoted through all that we do in the home and focussed work is carried out with the children in order to prevent missing

episodes. The home ensures that the placing authorities understand and commit to their responsibilities to ensure children receive independent interviews within a 72-hour period and challenge appropriately in any event that this does not occur. A full copy of the MFC policy is available on request.

Child Criminal Exploitation, Child Sexual Exploitation Radicalization are robustly tackled by Juno New Brighton, in conjunction with Police and Local Authorities. All staff will be trained in local and regional protocols, identification, disruption, and protection.

9. LEADERSHIP AND MANAGEMENT

- The Registered Provider is We Are Juno CIC 3A Queen Insurance Building, 24 Queen Avenue, Liverpool L2 4TZ
- The Responsible Individual is Sarah Dimmelow, at the same contact address
- The Registered Manager is Paula Swindells-Walsh, at the same contact address.

Paula Swindells-Walsh (Registered Manager) has a BA Hons in Social Work and is working towards being qualified to Level 5 in Leadership and Management (Children's Homes). Paula has had extensive training in therapeutic parenting and trauma-informed practice. Paula has had experience working as a registered children's home manager, having managed a team within an EBD home for almost 2 years.

Paula takes great pride in all aspects of her work and always leads by example, shows empathy to others, uses her initiative, and has developed her skills accordingly.

Sarah Dimmelow (Responsible Individual) is Juno's Director of Operations and Responsible Individual. Sarah joined Juno in January 2024 and supervises the Registered Managers. Sarah has developed and led services supporting children, families, and individuals for approximately thirty years, mainly within commissioned services in both the voluntary and private sectors. She has been a Responsible Individual for regulated services, including adoption and fostering. She is an experienced social care leader and holds a Certificate in Social Care Leadership and a Certificate in Psychoanalytic Psychotherapy.

Kelly Martin (Deputy Manager) Kelly has over 10 years of experience working with children across a range of different settings. She has previously worked in a good-rated home that supported children with EBD, Kelly worked for a large organisation and held the position of a Deputy Manager.

Robbie Wilks (Senior SCP) Robbie has worked with children and young people in a residential children's EBD home for two years, and whilst at his previous position, completed the Level 3 Diploma in Children's Residential Care. Robbie strives to create a safe and

nurturing environment for children to grow, whilst assisting them in learning important life skills and independence.

Colette Irving (SCP) Colette has been working with children for 13 years and has a wealth of experience working in education, residential children's homes, and fostering. Colette is currently working towards level 4 in residential children's homes. Colette has the ELA qualification for supporting children with mental health as well as the BSL level 6 in special education.

Jaqui Lammont (SCP) Jacqui has over 20 years' experience working with children both in an educational setting and more recently with an EBD children's residential home. She feels she works well as part of a team and is keen to learn new skills and strategies from other members of staff. Jacqui is looking forward to completing L3/4 Apprenticeship in Children residential care.

Emma Armstrong (SCP) Emma is relatively new to residential care, having started her journey this year. Emma wished she had found this career path sooner and loves the role. Emma is enrolled in the Level 4 apprenticeship in children's residential care.

Samantha Smith (SCP)

Samantha is an experienced residential care worker. She has a particular interest in therapeutic approaches which support children who have experienced trauma.

Our highly skilled team are a diverse group, including professionals who have changed careers to join us – foster carers, educationalists and social workers. Our recruitment processes include rigorous safer recruitment interviews. All staff are screened during assessment by care-experienced young adults. We have clear protocols in place for checking their references, employment history and qualifications. The Core Team consists of 8 social care practitioners. Their names and qualifications are also available as an Annex to this statement.

Staff undergo a one-month induction, which includes mandatory aspects such as Safeguarding and online safety, Emergency First Aid, Food Hygiene, Fire Safety, Administration of Medication, and Team Teach. They are additionally trained in the Juno Practice Model, which includes PACE, Attachment, Contextual Safeguarding, relational practice, Trauma-informed practice, exploited and Missing Children, and Professional record keeping.

There are continuity plans for caring for the children, which include using management on call support and time-limited locum agency staff, should staffing levels require this as a last resort.

The team receives monthly individual supervision sessions with their manager, at which a range of issues will be discussed. The Registered Manager and Deputy Manager consider every aspect of the practitioner's current role, expectations, targets and focus on their responsibility in relation to meeting the needs and outcomes for children. The team are encouraged to recognise their strengths and weaknesses and to evaluate their own working practices. It is vital that the team understand that their own development is ongoing, and effective changes will be crucial if we are to provide brilliant care to children. The team are encouraged to attend any additional training needs and staff debriefs are used after incidents in the home to provide space to review, reflect, and make any changes required in the home or to children's plans.

We are committed to continuous learning and development and each member of staff has a Personal Development Plan that details their individual training and career development needs. The team undergo annual appraisals as part of their ongoing developmental process. This entire Workforce Development Plan is reviewed on a regular basis to ensure that the team is operating at the highest level of professionalism and can provide the best experience for our children.

Juno also provides regular clinical supervision to practitioners to help them manage the emotional impact of the role. The organisation providing this support is bMindful, an EHWP Service. All clinical supervisors are appropriately qualified, experienced, and themselves receive clinical supervision.

All policies and procedures are available to the staff on ClearCare case management system and via hard copy. Staff are always made aware when policies have been reviewed or updated and reference to policies is made during monthly supervisions and team meetings.

For anyone outside of the Home, all policies and procedures are available through written contact with the Responsible Individual – sarah.dimmelow@wearejuno.org