

## **Pathfinders Care Services Limited Good Neighbours Policy**

### **Policy**

The purpose of this policy is to provide advice to the neighbours of Pathfinders Care Services Limited. The policy is also a reminder to the staff and residents of children's homes about their responsibilities to the local community as well as their responsibilities to the childcare task. The policy is intended to assist and guide and has been produced by the efforts of neighbours and staff from the residential home. We acknowledge that a document such as this can only assist and is not a substitute for the establishment of good relationships between a home and its neighbours.

### **Introduction**

It is the duty of Local Authorities to 'look after' children who are assessed as being 'in need' for a variety of reasons. Whilst children are 'looked after' their care should be of the highest standard and they will be returned to their families whenever it is practicable and safe to do so. In following this duty, we will ensure that children 'looked after' are given the opportunity to reach their full potential in respect of education, health, and social attainment. Every aspect of this service is governed by the Children Act 1989 and 2004, Quality Standards and Children's Homes Regulations that guide the way staff look after children.

In respect of 'looked after' children and young people who reside in children's homes, the objective will be to ensure that the homes are seen as part of the community rather than separate from it. Residents and staff should enjoy the same opportunities, choices, and access to facilities as any other citizens but should also try to make a positive contribution to the local community.

Pathfinders Care Services is committed to ensuring that whilst children and young people are in our care, as well as protecting their welfare, we will do all in our power to encourage and teach them how to be responsible members of the community.

This reflects an important point; that all members of local communities, including the staff and residents of children's homes, have rights themselves, but these rights are equally matched by responsibilities to others. In particular, the adults responsible for the care of the children must act as good parents and present positive role models. Our aim is to promote the safety and welfare of the children in our care and to achieve this we appreciate support and observations from members of the local community.

Above all else it is essential that staff listen to and respond to the concerns of neighbours in the spirit of being a good neighbour themselves. This should not be done in a way which takes away from the staff responsibility to their childcare task but should be done as part of that childcare task.

In managing the home, Pathfinders Care Services and its staff are committed to the following standards. We will:

### **Establish positive links with the local community.**

- Staff will be expected to help the children 'looked after' accept and respect the rights of others and in particular the immediate neighbours and local community.

Staff should:

- Know the local community.
- Obtain information on local facilities.
- Present good images in the local community.
- Have good and appropriate communication systems, such as greetings cards, point of contact and follow-up process.

### **Be aware of the impact of the building within the community**

The look of the building needs to reflect a positive cared for image.

Staff will:

- Be mindful of how the building and grounds look, keep rubbish under control.
- Maintain good boundaries and fences.
- Keep noise to a minimum (e.g., by installation of double glazing, controlling stereos, T.V. and computer games and advising visitors to the home).
- Keep gardens maintained.
- Draw curtains as appropriate.
- Put lights on or off as appropriate.
- Ensure visible supervision of children's activities.
- Ensure appropriate parking.

### **Manage how staff and members of Pathfinders Care Services present themselves.**

It is vital that staff and others accept the importance of their role in relation to the children's home and the community within which it is situated.

Staff will:

- Present as good role models for the children and young people.
- Be ambassadors for the home and company, this includes both during working times and outside working times.
- Be accountable for the children's behaviour outside the home in the grounds, in the locality and in community facilities.
- Be careful of combinations of young people going out.
- Be mindful of the numbers of young people out together.
- Use and support local facilities.
- Respond to complaints appropriately.
- Act as competent parents by being consistent and offering appropriate structures and boundaries.
- Help young people accept and respect themselves and others.

### **Care for how children and young people present themselves.**

To assist with their feeling of self-worth, children and young people should:

- Wear good clothing and where appropriate school uniform.

- Appear well cared for and wear clothes suited to the weather conditions.
- Present acceptable behaviour.
- Accept that they are accountable for their behaviour outside the home.

### **React quickly and properly when incidents occur.**

To respond quickly to concerns and complaints, accepting that each situation is unique.

Staff will:

- Receive training to deal effectively with incidents as part of a core programme of training.
- Receive clear guidance to enable them to respond effectively.
- Identify a person who will take responsibility and co-ordinate action.
- Respond as immediately as possible thereby preventing an issue becoming bigger.
- Advise the manager who will respond personally or follow up on actions
- Ensure more senior managers are made aware.
- Inform the community and or individual of action taken as appropriate.
- Advise neighbours of the use of the complaint's procedure where appropriate.
- Check if satisfied with outcome/action taken.

### **Address on-going practices.**

Maintaining good relations with the community is a never-ending process.

Staff and managers should:

- Keep practices in relation to public relations on staff meeting and supervision agendas.
- Keep in touch with local neighbours.
- Check on their views and well-being.
- Keep them informed of developments that may affect them.
- Be a good neighbour.
- Consider becoming involved in neighbourhood watch schemes etc.
- Assist in times of crisis.
- Encourage liaison groups.
- Be aware of local community issues.
- Involve staff, children and young people in local community events and resources.

### **Address training issues.**

To improve staff confidence and attitudes when tackling the issues presented to them.

Managers will provide training which:

- Deals with incidents/complaints.
- Enables positive working with the local community.
- Tackles behaviour management in relation to the local community.
- Promotes the role of the corporate parent.

## **Maintaining community links following an incident**

The following is staff guidance to enable staff to deal effectively with matters which may affect the local community. The most senior person on duty will be responsible for ensuring that the following guidance is implemented.

### **Incident**

- Immediately assess the situation (depending on the seriousness it may be necessary to contact a manager).
- Consider any aspects that may cause adverse reaction from the community.
- Take details to assist with the matter being dealt with effectively.
- Inform those involved of the complaint's procedure.

### **Identify person to co-ordinate - (within 30 minutes)**

- Take positive action.
- Liaise with neighbours.
- Demonstrate that you are in control.
- Take a balanced approach, avoid taking an aggressive or defensive stance.
- Manage your own feelings.

### **Inform of action taken (as soon as appropriate, but by end of shift)**

- if young person has been abusive or caused damage - be proactive.
- Inform neighbour of sanction to be imposed or get young person to apologise / make amends (put yourself in their place, how would you feel?).

### **Inform manager at earliest opportunity**

- Depending on the seriousness it may be necessary to contact them in their 'off' time.

### **Manager to follow up (within 7 days)**

- The manager or senior member of staff should visit in person to ensure the neighbour is satisfied with the way that the situation was handled.
- This should be followed up again at a point in the future.
- Remind those involved of the complaint's procedure.

### **Advise senior managers**

- If the nature of the incident is particularly serious, ensure that senior managers are briefed at the earliest opportunity.
- Neighbours are entitled to contact senior management directly.

## **Complaints and representations**

- Where a neighbour is unhappy with the response/outcome, they should again be advised of the complaint's procedure.
- In addition, they should be informed of how to access senior management.