



Management Plan

5 Cross Firs Street, Paddock, Huddersfield HD3 4EN

5 Cross Firs Street is currently a home for three children and young people. The home is managed by Meadows Care Ltd, a company which is totally committed and motivated to providing high quality, specialist therapeutic services for vulnerable young people.

Meadows Care is a specialist provider of care, therapy and education based in the North West, West Yorkshire and the Midlands, currently operating a series of 19 small homes - some rural based and many within the community. All homes are furnished and decorated to an excellent standard and are specifically selected in desirable areas to encourage our young people to take pride in their surroundings and to enable them to participate in activities within their community. Our multi-skilled staff team have a valuable contribution in ensuring the services we deliver are of the highest quality.

Meadows Care homes offer a relaxed nurturing environment, with staff adopting a holistic approach, developing bespoke packages to meet the individual needs of each young person. The majority of the young people cared for have experienced trauma and instability in their lives. Many young people have also experienced multiple placement breakdowns and Meadows Care feel it is our role to ensure our young people develop positive relationships, enabling them to flourish.

Meadows Care have been successfully providing care for vulnerable young people at 5 Cross Firs Street, Paddock, Huddersfield since 2013. In this time, 5 Cross Firs Street has successfully integrated well as a good neighbour and is now an established part of the community, offering a positive and homely environment to children.

5 Cross Firs Street has ample living and outdoor space for our young people to enjoy. Although available to the resident young people, much of this space is not used and we feel we are able to provide opportunity for an additional young person at 5 Cross Firs Street.

Purpose of Management Plan

This Management Plan has been developed to give the planning officers and relevant professionals a greater understanding of the work of Meadows Care and how our homes (*including 5 Cross Firs Street*) operate on a day-to-day basis.

The intended audience for this Management Plan includes all Meadows Care staff involved with operations at Cross Firs Street, relevant contacts within Kirklees (*e.g. planning department and commissioners*), and all immediate neighbours to the property. Throughout this document '*immediate neighbours*' will refer to all residents who were originally consulted by Kirklees planning department regarding the change of use.

This plan therefore includes the following sections:

1. Quality Management
2. Supervision and Support of our Children and Young People
3. Involving Children and Young People Within the Local Community
4. Impact on the Local Neighbourhood

This plan thereby covers the need for a method statement and code of conduct.

1. Quality Management

The home is currently registered and regulated by Ofsted. As part of this registration the home receives annual inspections and visits from Ofsted (*two visits per year*) to ensure the home is operating to a high standard. This governance from Ofsted drives and supports continual improvement for each young person and for the home as a whole. The ultimate aim being to improve the outcomes for the children who live within the home and ensure they receive the best possible care.

In addition, the home functions according to company policies and procedures. To maintain our continued commitment to the model of best practice, Meadows Care recognise the need to train and develop our staff. A comprehensive training programme is provided for all staff, both through professionally qualified in-house trainers and via our network of external training consultants.

2. Supervision and Support of our Children and Young People

Meadows Care instils in our young people a sense of belonging and ownership. We want young people to take pride in their home and enjoy living there. We also want young people to take pride in themselves, to achieve, build their strengths and develop positive coping mechanisms.

All children and young people in care should, where possible, be entitled to the same or similar opportunities of a child who lives outside of local authority care; they should be cared for within a home which resembles that of a family environment. We do however look after vulnerable children who sometimes require more direct care to meet their individual needs. At Cross Firs Street, there are staff on duty throughout the 24-hour period working 24-hour shifts (*10am to 10am the following day*). During the day, there are currently two staff supervising the three children, offering support and positive role modelling. The Registered Manager is also available daily to support the staff team. No increase in staff numbers would be required if the number of children was increased to four. This number of staff is the same during the night, and would remain the same should an amendment to the number of children being increased to four be granted.

During each weekday children are expected to attend education. This is either home tutoring whereby one tutor attends the home between 9am and 2pm or attend a mainstream school. Young people who attend mainstream education are either transported to school by staff or supported to get public transport. Once home from school the children are encouraged to complete homework and, following the evening meal, they are encouraged to access local social and sporting clubs within the area. Like children in any family home they are encouraged to make appropriate friendships with other children. We do not allow or encourage our children to roam the streets aimlessly causing problems for the neighbours.

How closely the children are supervised whilst out within the community depends upon their level of need, level of risk, their capability and what their care plan states; this is reviewed regularly in conjunction with social workers and other professionals involved within their care.



for them to be home, much like parents would with their own children. In the event of any young person not following procedures around independent time, the plan is reviewed with their Social Worker, and extra safeguards are then put in place.

Anti-social behaviour has become a concern in many areas of the country and Huddersfield, as with any location, is not free from this. Any anti-social behaviour is taken seriously by the team at Meadows Care, and any disruption caused to neighbours is discussed, and rectified as soon as is appropriate to alleviate any concerns.

During the night, two staff are available within the home for the three-young people and would not increase for four. Much like a typical family dwelling, the home adopts the same procedures as most other residents, by ensuring all external doors are locked at night to maximise the safety of the children and staff.

3. Involving Children and Young People Within the Local Community

Cross Firs Street was identified as a Meadows Care home in much the same way as most families would select homes for themselves i.e. safety of location, community spirit, employability, local amenities, education, suitable transport links, schools etc. We want our children and young people to live as part of a flourishing community so this may help them with their future preparations for independence and adulthood. This is in much the same way as any other family would hope to provide for their child.

A spirit of openness, acceptance and valuing diversity is good for all communities to enhance residents' sense of belonging, and reduce any feelings of vulnerability and social isolation. Our young people have a great deal to benefit from this too, and are encouraged to contribute to and be part of this community spirit.

The young people who live at Cross Firs Street are encouraged to participate in activities and events in the community to make a network of positive friendships with others. This will include use of local outdoor spaces and involvement in local clubs, sports teams and societies.

4. Impact Upon the Local Neighbourhood

When considering the potential impact of the home on local neighbouring residents, four key areas are considered:

- Parking – Staff cars are parked on the driveway and private area to side of the private gated driveway. Parking rarely results in on-road parking. Staff always ensure cars parked on the roadside are not obstructing the pavement. When contractors are present to conduct works within the home there may be a temporary increase in parking. This increase in parking is absorbed in the private parking available and rarely is parking outside the grounds required. Staff and contractors work to ensure contractors vehicles are parked privately and do not cause obstructions to any public area. This is addressed in the *Contractors Code of Conduct (Appendix B)*
- Noise – Cross Firs Street is set within private grounds and in being so noise has never been a cause of concern. We function as a typical family and as such there is sometimes noise generated (*i.e. laughing, playing, talking, arguing and possibly crying from our young people*); this is similar to any other family and we do our utmost to limit any disruption and make ourselves available to our neighbours to discuss their concerns. Other potential sources of minimal noise may include: door alarms – when there is a need to utilise door alarms, the volume is reduced so as not to disturb neighbours; smoke and fire alarms – these are tested



- Privacy – The privacy of both the children within the home and the local neighbours is considered and monitored carefully at all times. Although, many properties on Cross Firs Street overlook neighbouring gardens, number 5 Cross Firs Street is extremely private and this is not a concern. We expect our young people to respect the privacy of their neighbours as parents expect of their own children.
- External contractors - When contractors undertake work at Cross Firs Street, they are provided with a copy of the *Contractors Code of Conduct (Appendix B)* and are expected to adhere to this always. Adherence to this will be monitored by staff and overseen by Meadows Care Property Manager.

5. Impact on the Highways

Cross Firs Street is a quiet adjoining B-road where traffic is of low density. Cross Firs Street has now operated as a residential children's home since 2013 and in this time, has not had any concerns raised regarding the impact on the highways.

We believe, that should the amendment to increase the number of children living at the home from three to four be granted, there would be no significant changes to the highways traffic. This is in main due to the same level of staffing required for four children as there is for three. The only slight increase in traffic may come from occasional visitors to see the additional young person. This could include family members and/or visits from social professionals. As with the young people who currently reside in the home, these visits are infrequent and on occasion may take place away from the home.

Appendix B - Contractors Code of Conduct

Meadows Care Limited

Whilst working at Meadows Care residential homes all approved contractors will adhere to the following code of conduct:

- Parking code of conduct
 - No parking in front of neighbour's properties
 - No obstructing of neighbours access including in the residential home's parking facilities
 - To take parking spaces on the allocated driveways first before parking on the road
 - Engines to be turned off on arrival
 - Consideration to be given with regards to volume levels within contractor vehicles
- Tools, equipment and working environments
 - Work to be carried out in line with the contractors risk assessment and relevant HSE codes of practices
 - No tools to be left outside at any time unless in secure area and away from staff, visitors and the public
 - Power tools are only to be used between the hours of 9am and 5pm.
 - All tools are to be tidied away at the end of each job and the working environment to remain in a clean, organised and presentable manner whilst performing work duties
 - All rubbish is to be disposed of in the designated area or taken away for disposal at the end of the working day
- Community code of conduct
 - All contractors will be considerate to the neighbours and surrounding community
 - Foul language and aggressive behaviour (including vocally) will not be tolerated and may result in being asked to leave the working environment
 - All contractors to behave in a professional and appropriate manner in both their work and within the community
 - All contractors to work in line with the contractors risk assessment and maintain the documentation required for the approved contractors list