

Penally



Statement of Purpose

July 2026

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Caring For Children

1. A statement of the range of needs of the children for whom it is intended that the children's home is to provide care.

- Penally may only provide care and accommodation for up to 3 children.
- Penally may provide care and accommodation for children with emotional and/or behavioural difficulties (EBD).

Penally has been established to provide a high-quality nurturing environment for children, for whom it is either confirmed or suspected to have been survivors of sexual abuse and who may subsequently have developed sexualised behaviour to varying degrees as a result of that abuse. Whilst this issue is the primary concern, these are often multi-troubled children and young people who may present a variety of unpredictable problems. We draw on local services and those of their placing authority and use their expertise to support the young person to deal with any specialist needs they may have. Further details can be read in our Recovery and Intervention Plan and therapeutic approach documents.

All staff are familiar with and implement an awareness of the PACE model (Playfulness, Acceptance, Curiosity, Empathy) of care as a generic model of practice. This is then built on additionally with our own therapeutic approach, developed over 35 years backed with a research paper by Dr Jack Kennedy and an our PHC assessment system is also covered within the research paper.

"PICNIC" is also an approach to aid children understand the impact of their behaviour or decision making, with POSITIVE / NEGATIVE immediate consequences of used for our children.

For further information please request our 'Reading List'.

Mission Statement

To provide the highest quality of care, the most appropriate resources, delivered with professionalism.

Aims

' To provide the highest quality care to enable children to overcome the difficulties and traumas of the past. Thereby providing a firm foundation from which they can grow through adolescence into adulthood as successful human beings, able to function in, and contribute, to society'

Ref: D. Bartlett 1991

- To stop the cycle of abuse continuing

- Avoid all kinds of offending behaviour
- Look after themselves - keeping safe from harm
- Maintain positive relationships
- To be engaged in meaningful daytime activities, i.e. education, training, voluntary work
- Free of services, i.e. not relying on social services
- To be employed and become a tax payer, contributing to society
- To become a good parent themselves

David Bartlett, Managing Director (2010)

Objectives

' To provide a safe, sympathetic and stimulating environment, together with a complex care programme appropriate to the needs of each individual child, delivered by suitable carers committed to re-parenting the children in our care'

Ref: D. Bartlett 1991

- To stop abuse of any kind
- To allow children/young people time to recover
- To allow children to be children and enjoy the remainder of their childhood
- To create a supportive learning environment
- To provide skills and increase general knowledge

David Bartlett, Managing Director (2010)

2. Details of the children home's ethos, and the outcomes that the children's home seeks to achieve and its approach to achieving them.

The home provides a therapeutic approach based on the following values:

- Environment - The home is designed to be a 'high' quality, positive and functioning environment staffed by experienced and competent carers. The layout and furnishings are in keeping with being, as much as possible, like a 'normal' home, with the emphasis on being un-institutional and helping young people reach a normal developmental pathway, living in and functioning within the community.
- Values - The staff running the home promote high expectations of presentation, behaviour, respect and attitude to others. Along with educational achievements and ambitions for the future. Along with celebrating achievements both educationally and personally and encouraging ambitions for their future.
- Activities - Young people are to be involved in a lifestyle that continually encourages engagement in a wide variety of activities of a social and leisure, educational and therapeutic basis.
- Assessment - Young people's progression is continually assessed and changes in arrangements made to meet their ongoing needs.
- Education – Young people are supported with everyday attendance of an education provision, either at Pear Tree School, another main stream school or further education and to achieve to the best of their ability. Celebrating all their achievements along the way.
- Independent skills – Young people learn day to day skills throughout their time at Penally

completing AQA Awards or Big Initiatives which help evidence their learning which help prepare them for adulthood and future relationships.

3. The arrangement for enabling children to enjoy and achieve, including how the children's home promotes their participation in cultural, recreational and sporting activities.

All children and young people are encouraged to experience a wide range of activities to explore aptitude and ability. This will include many that take young people out of their comfort zone. These may include the following, which is not exhaustive:

- Outdoor activities - Walking, camping, bike riding, climbing, fishing, bushcraft, map reading, and geo-caching.
- Farm activities - Horse riding, caring for animals, working on the farm, planting trees and gardening.
- Sports - Football, badminton, running and swimming.
- Social and leisure – the young people can attend clubs such as Guides or Scouts and theatre and dance clubs and use local resources, going out for meals, going to theatre, or cinema.
- Holidays - Visiting our holiday homes and whenever possible, on the occasion during their time with us we aim for a trip abroad to experience other cultures and broaden horizons.
- Education and cultural visits - Museums, art galleries, national trust properties and landmarks.

4. The arrangements for supporting the cultural, linguistic and religious needs of children accommodated in the children's home.

At Pear Tree we have a robust admission policy that ensures we have all the elements in place to ensure that any young person gets the best care possible from us and their religious beliefs are given the utmost respect.

Nearly all the young people referred to our service have very little understanding, knowledge or exposure to a religion of any kind and, as many also have poor school attendance this has been missed within education also.

For young people residing at Pear Tree, importance is placed upon providing basic education of all faiths, with Christian beliefs and key events explained and celebrated, e.g. Christmas, Easter, which all young people at Pear Tree are encouraged to experience attending either a local church/school carol concert or Durham Cathedral.

In addition to this, all young people attend Remembrance Sunday Service, this is also supported by their own interests of Guides and Scouts, and by way of exposure to religious observance and to stimulate thought and discussion regarding events in history and current affairs. Key dates of other faiths are included on our year planner, which all young people receive and are encouraged to recognise and celebrate.

Theme nights from around the world are also celebrated and, gives opportunities to learn

about other countries, religions, beliefs and cuisine.

5. The arrangements for promoting contact between children and their family and friends.

For any child, living away from home can be difficult under the best of circumstances. It is Pear Tree's policy, whenever possible, to continue to promote family time between children, their parents and significant others. Carers should be reminded of their role in this process and be involved in reminding children of the options open to them in terms of telephone calls, video calls, arranging meetings, writing, sending cards, and texting if appropriate etc regular photos can also be shared with parents via devices and regular updates from ourselves also take place. The only time this situation should not be encouraged is if there are specific concerns raised by:

- The Local Authority Social Worker,
- Any form of psychological or psychiatric assessment,
- The Court, or
- When information from the child gives strong indication to the fact that family contact would undermine their sense of stability or security.

We should then, therefore, be seen to represent the child's views to the agencies concerned without either passing judgment or having preconceived ideas about the information that is presented to us. Actual arrangements for meeting parents and other family members are different for each child and made with the guidance of the local authority.

6. A description of children's home's approach to consulting children about the quality of their care.

As Penally is a smaller home for children and places as it does, such importance on positive relationships, programs and the running of the homes are regularly reassessed on the basis of feedback, positive or negative, from the children we are looking after. Whilst this is often sought through informal discussion and close working relationships with young people concerned, Penally has an expectation to hold their own house meeting on a monthly basis where issues such as this can be opened for discussion, and where appropriate, acted upon. In addition, someone independent of the running of the home inspects the provision on a monthly basis. The young people are also all allocated keyworkers and partake in a monthly feedback sessions discussing achievements or concerns of the month as well as further topics of interest.

A six monthly questionnaire is sent out from the Managing Director with a stamped addressed envelope. The replies are listened to and acted upon when necessary.

'You said -we did' are also completed capturing any other requests that the young people may have.

7. A description of the children's home's policy and approach in relation to –

- a) anti-discriminatory practice in respect of children and their families; and**
- b) children's rights**

Pear Tree does not tolerate discriminatory practice under any circumstances and always respects the rights of children, young people and adults in whatever capacity. Please see Guidance and Good Practice.

8. A description of the accommodation offered by the children's home including –

- a) how accommodation has been adapted to the needs of children cared for by the children's home;**
- b) the age range, number and sex of children for whom it is intended that accommodation is to be provided;**
- c) the type of accommodation, including sleeping accommodation.**

Penally is established to look after three children or young people of either sex between the age of 8 – 18. However, in exceptional circumstances a young person may stay slightly beyond their 18th birthday if an agreed plan is in place. The children / young people are selected on the basis of:

- a) Level of abuse experience (or suspected)
- b) The difficulties the child has experienced as a result of the known or suspected abuse, as well as emotional, behaviour and mental health difficulties.
- c) An Impact risk assessment is completed and care plan taken in to consideration and is suitable. Under no circumstances do children ever share bedrooms.

Penally is designed to be as normal and domestic like in nature as possible. Providing a sympathetic caring environment within a residential care context, but avoiding an institutionalised manner where the focus is on nurturing and providing high expectations in terms of values, a wide range of activities including educational activities and appropriate help and support when difficulties arise. Penally, has a living room, quiet room, music room, kitchen, three good-sized bedrooms, and a playroom/dance room up on the top floor, there is also a sleep-in room for the member of staff looking after the children.

9. A description of the location of the children's home.

Penally is set on the edge of Bishop Auckland, with fields to the front and rear, but only a ten minute walk into Bishop Auckland Town Centre, where young people can access shops, and leisure facilities.

The library is in the Town Hall, which dates back to 1862, this is somewhere we use regularly and is a multipurpose cultural venue, situated in the heart of the market town, and only a 5 minute walk from Penally. Inside it offers a diverse and thriving environment with Art Exhibitions, Theatre performances, live music events, films and concerts.

Penally is situated close to The Bishop's Palace, residence of the Bishop of Durham. The palace is surrounded by a huge deer park which is open to the public, and is host to many

community events, including the now well known Kynren.

From Bishop Auckland railway station you can catch a train to Darlington or Durham, from where you can travel to almost anywhere in the country. You can also travel up into Weardale, an opportunity to escape to the country.

Penally is on the main bus route and offers the young people who live at Penally the opportunity for independent travel.

10. Details of the children's home's policies for safeguarding children, preventing bullying and the child policy.

Pear Tree does not tolerate bullying of any kind and always takes steps to a) prevent bullying from occurring b) deal with issues that may lead to, or regretfully result in, bullying taking place. The ethos and culture of the home is continually managed and monitored to ensure unambiguous messages are made that bullying is unacceptable, and only respect, consideration and care for others is. A household Bullying Risk Assessment is in place to ensure all possible scenarios have been thought about.

Pear Tree has detailed and comprehensive Policies to deal with disclosures of abuse and to ensure bullying does not take place. These Policies are robustly enforced and Pear Tree ensures that in every event it liaises with the Local Authority, either the home's Authority from where the young person has come from or, the host Authority in the area in which the home resides, and recommendations acted upon.

Ofsted are also notified of any significant safeguarding incidents.

In the event that a child protection issue is identified this is always brought to the attention of the House Manager and Head of Service. In the event that the issue includes the House Manager or Head of Service, the staff are instructed to notify the child's Social Worker and the Local Safeguarding Children's Board directly. In every event the Local Safeguarding Children's Board and the Local Authorities Social Worker are to be notified.

Should a missing-from-home incident occur we will look to understand this behaviour, identify triggers and develop children's abilities to reduce this behaviour in time. We also endeavor to educate our young people in terms of the risks that they present during such occasions and risk assessments are carefully considered when young people are identified as maybe being vulnerable to others, or they represent risks which may affect others. In the event that young people are missing, a detailed procedure is in place which members of staff follow to ensure that all relevant people are notified of their absence and, where necessary, the police are advised to look out for. This runs in line with the Philomena Protocol in place and used by Durham Police.

On return, the young person is always visited by somebody independent of the home, to try and ascertain the reasons why they were missing from home. A safe and well check will also be carried out, this is undertaken by someone allocated from their Local Authority. If a young person continues to go missing frequently it may result in a possible review of placement due to the impact on the home and the other young people who reside there.

To access the home's child protection policies please contact Lesley Holywell, Registered Manager 01388 451398 or Pear Tree Head Office 01388 776799.

11. Any criteria used for the admission of children to the children's home, including any policies and procedures for emergency admission.

Pear Tree primarily cares for children that fall within three categories:

- Survivors of sexual abuse.
- Sexually reactive children, who are responding with sexualised behaviour without understanding why.
- Young people with sexually harmful behaviour.

Of course, this range of children present varying needs and degrees of risk and it must be noted from the beginning that we can offer places in a number of different homes.

Emergency admissions.

Whilst it is regretful that we are unable to take emergency admissions as we can only take children and young people in a planned way after thorough assessment as highlighted above. However, on occasions this can be done promptly, in some circumstances within 24 hours.

12. The arrangements for dealing with complaints.

Pear Tree operates a very clear Complaints Procedure where young people, other Agencies and members of the public are encouraged to make complaints, where appropriate, which can be dealt with either formally or informally. In every event it is the organisations policy to record these complaints and take action when required. Staff are to encourage young people to make complaints when there is good reason and help them to record their feelings, concerns or anxieties. When necessary an investigation will be carried out and recorded with the findings and outcome explained to those concerned.

Pear Tree takes all complaints seriously and endeavours to provide a robust system to ensure that complaints are dealt with effectively and actions taken, where necessary.

In the first instance the Registered Manager, Lesley Holywell or the Managing Director, David Bartlett may take steps to try to resolve the complaint at an early stage.

If the person is the manager of the home and is the subject of the complaint the issue should be referred to a colleague of the same management level or higher.

In the event that you wish to make a complaint regarding the Head of Service, this should be referred to Ofsted and LADO.

The address for Ofsted is:
Ofsted

Piccadilly Gate
Store Street
Manchester
M1 2WD

Telephone No: 0300 123 1231

Details for the LADO can be provided upon request from Pear Tree Head office.

Pear Tree's full complaints policy if applicable can be requested from Pear Tree head office:
Contact details - Head office: 01388 776799 info@peartreeprojects.co.uk

Children's Behaviour

13. A description of the children's home's approach to the surveillance and monitoring of the children accommodated there.

In homes that care for children who display sexualised behaviour or present a risk to other children, a specific risk assessment for the use of a sensor on the landing between the children's bedrooms or individual bedroom door alarms is carried out. It is explained to children at the point of admission that:

- It is there to reassure children that no-one will be able to enter their bedrooms without a member of staff being made aware,
- As some of our children have been victims of malicious allegations, that they cannot be accused of entering another child's room without a member of staff being made aware of this fact, and
- The measures taken are by no means there to inhibit any child's movement. Children may come and go freely to use the toilet etc. and be encouraged not to feel inhibited by the noise of the sensor. The sensor should only be used on an evening or at a time when it is felt that a child or children may be particularly vulnerable.

Carers should also be reminded that young people are not permitted to frequent other children's rooms for any reason. Should children choose or attempt to do so, this will be deemed a safeguarding concern and the appropriate steps taken from this.

A consent form signed by the Local Authority Social Worker is to be in place for each young person.

14. Details of the children's home's approach to behaviour support, including information about –

- a) the children's home's approach to the use of restraint with respect to children accommodated there;**
- b) how persons working in the children's home are trained in the use of restraint and how their competence is assessed.**

Whilst the organisation has high expectations in terms of behaviour and expects carers to implement boundaries, control and physical restraint of young people is only used as a last resort. All staff within the home have been trained in the 'TEAM TEACH' system of holding young people when necessary. In all occasions it is expected that carers will use the minimum amount of force necessary and only when necessary. Following any restraint the young person is given a welfare check by a member of staff not involved in the incident and is given the opportunity to speak to someone independent if they wish.

Team Teach training is refreshed every year, if a young person needs regular physical intervention this is discussed regularly at staff meetings to ensure all other strategies are being utilized.

Following every restraint, a review of the incident takes place by the Registered Manager and Managing Director.

To access the home's behaviour management policies please contact Lesley Holywell, Registered Manager 01388 451398 or Pear Tree Head Office 01388 776799.

Contact Details

15. The name and work address of-

- a) the registered provider (including details of the company owning the children's home);**
- b) if nominated, the responsible individual;**
- c) if applicable; the registered manager.**

The home is run by Pear Tree Projects Ltd under the guidance of David Bartlett, Managing Director, Toy Top Farm, Houghton Bank Heighington, Darlington, DL2 2UQ, and the Registered House Manager Lesley Holywell, 15 Durham Road, Bishop Auckland. DL14 7HU

Education

16. Details of provision to support children with special education needs.

Please see Pear Tree's policy for Special Education Needs and Pear Tree School Curriculum.

17. Where the children's home is dually registered as a school, details of the curriculum provided by the children's home and the management and structure of the arrangements for education.

N/A. - Please see 18.

18. Where the children's home is not dually registered as a school, the arrangements for the children to attend local schools and the provision made by the children's home to promote the education attainment of children.

On admission, in liaison with other agencies an assessment of a young person's educational needs takes place, this also includes and is dependant on the young person's individual risk assessment and in some cases their current school provision. In the event that they are able to attend mainstream school or college a suitable place is sought in liaison with the local education authorities looked after young person's advisor. In the event that a young person's risk assessment considers this unsuitable then an admission into Pear Tree School is automatically provided.

Throughout their time at Pear Tree School if it had not been identified prior we will ensure an EHCP is requested and support the process to implement this.

Young people above school age, who can't attend independent work or training, are provided with on-going education and training as part of the Pear Tree School Curriculum.

In September 2005 our school was registered, and the overall Ofsted Award was 'Outstanding' since then the school has maintained this award. In September 2022 the school transitioned over to The Independent School Inspectorate body. In 2023 the school received its first initial inspection and not only met all requirements but exceeded in them.

In addition, within the home there is a quiet room set aside for reading, homework etc and computer facilities are also available.

Health

19. Details of any health care or therapy provided, including –

a) details of the qualifications and clinical supervision of the staff involved.

b) information about –

i) how the children's home measures the effectiveness of its approach; and

ii) the evidence referred to by the children's home to demonstrate the effectiveness of its approach, and how this information can be accessed.

The Recovery Programme described earlier demonstrates a "Therapeutic Approach". We do not provide any therapeutic techniques and try to keep our approach as simple as possible. We have a long lasting and well-established working relationship with the Child and Adolescent Community Forensic Service (formerly known as Kolvin Unit), part of Newcastle N.H.S Trust,**, and good working relationships with the local CAMHS team.

- All of the children within the first month of admission are registered with the local GP, Auckland Medical Group, Watling Road, Bishop Auckland, DL14 6RP. 01388602728
- Their eyes are tested by the opticians Specsavers, 45 Newgate St, Bishop Auckland, DL14 7EW, 01388606080
- *Since Covid, registering at a local dentist has become more difficult and so we now use wherever we can get a place for the young people locally
- In every case children have a care plan agreed with other agencies and work is undertaken to comply with this.

Regular check ups are always maintained.

The effectiveness of this approach is monitored in each young person's Care Plan and Looked After Review Form.

Staffing Matters

20. Details of the experience and qualifications of the staff working at the children's home, including any staff commissioned to provide education and health care.

All staff have either completed or are working towards the following mandatory qualifications:

- Advanced Safeguarding Children Level 2 Online Safety and Harms
- Prevent Duty
- Child Sexual Exploitation Awareness and Criminal Exploitation Awareness
- HSE Emergency First Aid at Work
- QCF Level 3 diploma for residential childcare/Children, young people and families practitioner (residential) Level 4
- QCF Unit - Administration of Medication Control & Administration of Medication or Opus Safe Handling of Medicines Foundation Level 2 Course for Children's Services
- Food Hygiene Level 2
- Health & Safety - Including Manual Handling for Employees Fire Safety Awareness
- Team Teach
- Information Governance (GDPR)

Pear Tree Training

- Managing Sexually Harmful Behaviour
- Safeguarding
- Who Care's Training
- Recovery & Intervention
- Join Up
- Pear Tree School Curriculum
- Care Plans and Risk Assessments

Please refer to our training matrix which shows a full list of all training for each member of staff.

All staff are encouraged to complete further training as necessary and as other areas arise, such as a young person's health issues i.e. epilepsy, or other trauma such as Domestic abuse.

The introduction gives an outline of Pear Tree's history; the Managing Director is David Bartlett.

In 1986, David Bartlett, like many other young people, through circumstances, was forced to make his own way in the world, and as such, with the help of the Princes Trust, and Enterprise Allowance Scheme, became self employed as a professional painter and sculpture. Although only 20 years of age, this occupation brought him to the attention of a number of establishments and David began teaching as a lecturer within Darlington Arts centre, Bishop Auckland Technical College, and then later, for Further Education in Cleveland, which also included St Luke's Psychiatric Hospital in Middlesbrough, and the

regional secure Unit. Although unqualified, David became a full time lecturer in Art 3-D Design at Bishop Auckland Technical College in 1988, and later as a result of successful workshops operated by Northern Arts, was recruited by Aycliffe Young People's Centre, where he was to spend 2 ½ years within the secure unit. In 1989 – 1990 he completed his first year Certificate of Education.

Although teaching began to provide a regular income, David also continued to run a successful business and in 1989 he purchased a number of properties that were later to be used by the organisation to become known as Pear Tree. During his time at Aycliffe Young People's Centre, it became abundantly clear that there were many young people for whom it was felt institutional settings were not the most positive and productive. The staff room was full of ideas from teachers who had been involved for years, wishing that they could start their own organisation. It was of a direct result of these experiences and working with a number of children in particular, at Aycliffe Young People's Centre, that the idea of developing a school on a farm where therapeutic activities coupled with sensitive caring environment could be most productive. This idea was floated by David and taken up by a number of people with contacts within the Local Social Services Department.

Subsequently, the first Summer schemes were started in the summer of 1990 as described within the introduction, and in the spring of 1991, at the age of 24, David left Aycliffe Young People's centre to work full time on developing the organisation, that would become known as Pear Tree and has been 'on duty' ever since.

The following members of staff are fixed staff members for Penally:

Lesley Holywell

Position: Registered Manager Date of employment:
30.03.15

I left school uncertain of what career path to take, I spent some time in the catering industry and working in a very busy tourist pub in the Yorkshire Dales, which I very much enjoyed, working hard to produce excellent food that people always enjoyed. I then spent some time at Orange Customer Service just as the mobile phone industry took off, but I knew I wanted more of a career in something that would feel worthwhile and started to look in to careers working with children which had always been at the back of my mind since I had done my work experience at school working in a primary school.

It was then that I first started working for Pear Tree in 2003. I worked for Pear Tree for over 5 years gaining valuable knowledge and experience and very much enjoying the 'every day is different' aspect about this field of work. There is always so much to learn about the young people we care for and so many different ways to work with them and hopefully bring out the best in them and help them learn as many skills as possible as well as some good old-fashioned values. It is a very fulfilling carer to watch young people grow in to confident young adults who hopefully then have goals of their own, and who you can encourage with the ethos that hard work does pay off.

In 2009 I was then given an opportunity of becoming a manager of a completely new residential home which I took and worked extremely hard to get up and running and achieve some good outcomes for young people placed with us and for the company. As manager I really enjoyed all that you had to learn and put in to practice, supporting my team to deliver the best care and giving the children the opportunity of a better future. During 2014 I became unsettled within my role and started to look for alternative options and in February 2015 was made aware of an available position back with Pear Tree which I applied for and was offered the job as deputy manager, in October 2019 I was given the opportunity to take over as House Manager at Penally, I have worked hard to ensure that as much as possible Penally is a family home for all of the young people who come to live here, our placements are long term and I have a very consistent well supported team of carers. The home is maintained to a high standard, and we work hard to ensure the young people are given the opportunity to experience a full and varied childhood, enabling them to make many happy memories and supporting them to move on from previous childhood trauma through our therapeutic approach.

Management Certificates:

- NVQ Level 4 Health and Social Care NVQ Level 4 - Leadership and management for care services
- CMI Level 5 Extended Diploma in Management and Leadership (QCF)

Megan Bostock

Position: Deputy Manager Duty Manager / SRSCW

Date of employment: 21.03.16

After completing my A levels, I went on to higher education and attended Northumbria University, where I studied Sociology. I enjoyed this course but struggled to know what to do next after completing my 3 years at Northumbria. After my time at university, I worked within various roles such as care in the community, classroom support, Netball coaching, DofE Walk Leader, website design and project support. At the age of 23, I still didn't have a clear outline of what I wanted to do as a career. In September of 2015, I volunteered with the VSO ICS in Kenya and the small town of Loitokitok. here I spent time in a school and a rescue centre. Whilst spending time at this school and within the community of Loitokitok, I found myself. I focused my energy on fundraising for the rescues and boarders of the school and threw myself into projects and teaching. This was hands-down the best 3 month of my life. On returning from Kenya, I then decided that I wanted to work with young people who may have had similar experiences to those I had worked with in Kenya. In March 2016, I joined Pear Tree, and I've never looked back. In the time I have worked at Pear Tree, I have progressed my way through the various roles, RSCW, SRSCW, Key Worker, and then progressed to Duty Manager and onto Deputy Manager at Penally in 2020.

I feel extremely settled at present, probably for the first time in my whole life. I ask myself all the time, why? And what has changed in the ten years I have worked at Pear Tree? I think now that I have two children of my own and a stepdaughter, it's shifted my outlook again on life and what is important to me. Also, home life is so fast paced that I never have time to be bored! When you combine a happy home life with a happy work life, the person I am today is the outcome. I mean it when I say I thoroughly enjoy my role here at Penally spending time with the children, supporting the manager and the staff team and doing the best possible job we can for the children and young people we care for. Who knows what the next ten years have to offer?

Management Certificates:

- Level 5 – Leadership and Management

Amanda Thickett

Position: Senior RSCW

Date of Employment: 05/06/00

After completing a BTEC in Caring (Nursery Nursing) course at Darlington College in 1993, I have worked as a nanny, caring for children of preschool age, and a nursery nurse, caring for 0-2yrs. Although I enjoyed working in the nursery I felt I needed a more challenging role which I found working at Pear Tree.

Each day at Pear Tree is different, there can be child-centered tasks, household chores to be met, admin tasks to complete, meetings to attend. While I have worked here, I have come across many different children with differing degrees of problems. I work as part of a team to help each child grow and develop and have good positive memories of their childhood by

finding out and participating in various activities that the children are interested in and what they may be interested in i.e. train journeys to various places of interest, boat trips, high ropes, high wires, body boarding, skating, Nordic skiing to name but a few. I make sure I have something planned for each shift, so the children are meaningfully occupied. In my spare time I enjoy keeping fit by doing Thai boxing training twice a week and occasionally going for a run. Also, when shifts permit, I like visiting cultural cities, i.e. York, Durham, Edinburgh and London on the train.

Denise Farr

Position: Senior RSCW

Date of Employment: 27.09.04

Prior to working at Pear Tree, I worked as a support worker with young adults with LD & mental health problems.

My role was to support the young adults in everyday life to reach their full potential, to gain employment and maintain relationships.

For most of the young people it was their first independent time away from families. They needed support and it was my task to help them with bank accounts, paying utility bills, food shopping, doctors 'and healthcare appointments, preparing food etc.

The aim was to increase their levels of independence until they reached the stage where they could function in the work place. I would then help them to fill in application forms, through the interview processes and then to maintain the job.

This work gave me an immense sense of satisfaction, seeing people who had virtually no life skills, eventually being able to function in the work place.

I feel that the skills I learned in my last position have transferred well into my current position at Pear Tree.

Louise Beaumont

Position: Senior RSCW, Duty Manager

Date of Employment: 12.02.07

Working with children and young people was something that when growing up I always wanted to do and I have been fortunate to have been able to work with children and young people for most of my adult life.

After school I worked supporting teachers in a primary school with children who have special needs and behaviour difficulties. Then in nurseries with children aged from six weeks upwards both jobs, which I enjoyed but when an organisation asked me to manage their indoor play area I accepted.

When, however, an opportunity arose to move in to work in residential settings working with children in a capacity in which I could be more hands on, I readily moved. For a short

while I worked for a company called Arronbeth these were very challenging young people and at the time I felt that there must be a better way of providing residential care for challenging young people. I heard about Pear Tree and that they did things differently and that the outcomes for the young people were better.

I've now worked at Pear Tree since Feb 2007; I enjoy all aspects of the job but feel that accompanying the young people to Toy Top farm and helping them to experience and enjoy that environment is something which I am very good at. I also enjoy gardening, encouraging the young people to help me grow flowers and vegetables for us all to enjoy. I like to cook with young people, teaching them how to prepare nutritious meals using fresh ingredients which will help them when they reach independence.

I feel that I have grown a lot with the organisation, and that I have found my niche. I now feel that I have established myself in Pear Tree and that I would like to develop a career with the organisation.

Leanne Bostock

Position: RSCW

Date of employment: 9.1.23

I'm an adaptable, enthusiastic, and self-motivated individual with experience of working with adults in female mental health hospital, adult supported living and with children from the ages of eight years to eighteen years; I have supported children within residential homes, respite and transitional housing. During my time supporting children on respite and outdoor activity weekends, I have also gained experience in outdoor activities such as climbing, canoeing and abseiling.

While staying focused on giving a high standard of care to every individual and constantly maintaining and demonstrating a positive attitude towards the individuals, their families and visitors. I focus on the children's welfare, needs, wants, and interests.

I attended the British racing school not long after I left school and in-between working in the care sector I have worked in racing for many years, my job as a work rider in horse racing involves exercising racehorses on the gallops, attending to all around care of the horses, first aid needs and taking them to the race meetings around England.

I love doing nice things for others and helping people progress whether it's while working in racing, at home or supporting the individuals emotionally and physically.

My hobbies include spending time with my young family, watching boxing and horse racing; exercising racehorses on gallops, walking, sea kayaking and paddle boarding. I also get involved in my family's activities such as football, triathlons, dressage and show jumping as well as looking after the pony. As a family we enjoy going away in our caravan and visiting new outdoors places and discovering long walks.

I will be able to utilise my varied life and work experiences within Pear Tree to the best of my ability to inspire the young people to grow into caring and self-motivated individuals.

Mobile Staff Team

The following members of staff cover holidays and sickness absences throughout all Pear Tree homes. However, we do look to offer consistency in our care, and as such we look to utilize the following staff members from the mobile team on a more regular basis. Other members of this team can and will be used when needed.

All details for members of the mobile staff team can be found in the document entitled 'Details of the mobile staff team', with all points from this statement of purpose applicable to this team also.

Ashleigh Walton

Position: SRSCW

Date of employment: 9.1.18

I left school in 2008 after completing my GCSE's. I was working in a part time job as a waitress at a local pub and attending college completing a uniformed services course. I did not complete the whole course as I applied for the army and began the selection process and training. I completed the process and training and was selected to start. I was very glad I had completed the process but found that the timing to leave for the army was not right and I left.

After not joining the army, I had a few part time jobs for a couple of years including working as a waitress/cleaner at The Carlbury Arms, volunteering work at a local racing stable yard, also working in Morrison's for four years on the kiosk department. Once I left Morrison's I started working at a local primary school as a lunchtime supervisor, while in this employment I also covered caretaker roles and supervision of a child with autism on a one-to-one basis in breakfast club and cleaning duties. While working at Montalbo primary school I started working a second job at Staindrop academy as a cleaner, working afternoons after school finished and working some mornings before school to cover shifts. Over the Christmas periods of 2013 and 2014 I worked a seasonal employment on The Polar Express at Weardale Railway as a dancing chef. I really enjoyed working on the train with the children, reading stories, dancing, serving hot chocolate and cookies and singing before they met Santa.

Working with the children I helped them with their daily learning, including using cutlery correctly and supporting children on the playground with bullying issues or injuries. I made sure that all children's needs and safety were met with high standards. I really enjoyed working with children, which led me to look for full-time employment with children. My sister works at Pear Tree as a Groom and told me about the company. I applied for Pear Tree and was successful with my application. I am excited about progressing my experience throughout my career.

Lauren Patterson

Position: RSCW

Date of employment: 27.8.2024

Since leaving Secondary school I have always been excited and determined to have a job where I could meet new people, be independent and help people where I can. I have worked in several customer assistant roles, since I was 16 years old, such as working on the perfume counter at Boots, waitressing at my local pub and working as a customer assistant at Lidl.

Alongside working, I have also completed a professional policing degree at Teesside University with the intention of going on to join the police, which I successfully did back in 2022. I wanted to join the police as I wanted to help people and be a support network for someone who needs it. During my time as a police officer, I had to deal with many challenges, often involving children and other types of incidents that have happened, so it was important that I have good time management skills and the ability to quickly build trust with people in the community.

Whilst with the police, I fell pregnant with my daughter who is now 15 months old and quickly realised that the shift patterns and demand for the job were not suitable for me and my family, so I decided to leave. Some of the activities I love doing in my spare time include going for walks with my daughter and partner to discover new places and spending weekends up in our family caravan by the sea to relax and unwind.

I've always wanted to care for others and make a difference in people's lives, and I knew that providing help to children who have experienced disadvantaged starts to their childhoods was the sort of job I wanted to do after the police, and this is when Pear Tree was recommended to me. When looking into the values and work that Pear Tree does with the children in their care, I knew that I wanted to be a part of it, so I applied to be a residential social care worker. Thankfully I got the job, and I am extremely excited to start my journey here at Pear Tree.

Laura Hendsbee

Position: RSCW

Date of Employment: 23.09.2024

I grew up as a child of the British Army, moving all over the country to whatever base my dad's job positioned us in- I attended 4 primary schools and 2 secondary schools! At college, I did Psychology, Criminology and English Literature. My choice of A-levels and subsequent University degree was inspired by my grandma. She was an incredible woman who lived with ill mental health and the stigma it brought, yet she remained caring, selfless and determined despite it. I began University, doing BSc Psychology with Criminology, at the height of Covid in 2020; my freshers were spent cooped up in student halls playing Scrabble and reading books which I did not mind one bit. I also experimented with some new hobbies at this time and some I have kept up with include ice skating, playing the guitar,

weightlifting and baking. I really enjoyed my time at university and particularly enjoyed the modules pertaining to individual differences and development, I ended up graduating with honors after doing my dissertation on the topic of victim blaming attitudes toward women where participants were grouped by individual differences.

Interested in development, I decided to enter a role as a teaching assistant at a SEN school in Morpeth for my first job as a post-grad. I enjoyed working with the children at this school very much and I gathered some valuable experience working with children across year groups with a variety of learning differences and behaviours. My favourite thing about that job and working with the kids was the moments of connection when an area of shared interest was discovered, and then I'd go on to spend whole lunchtime discussing the most interesting shipwrecks or extinct animals. I left that position recently after a year due to a change of address, yet I knew I wanted to remain working with children due to the confidence and knowledge I built up over that time. I was drawn to Pear Tree because of its trauma-informed approach; this is an approach I feel passionate about because of my studies and experience.

During my time here, I hope to bring a blend of sportiness and craftiness to the homes I look after. I think that group activities are an excellent way to build connections, and I hope that I can introduce the children to some activities that are new and interesting to them to build as varied experiences as possible. Ultimately, I aim for the kids to see me as a trusted, reliable and consistent caregiver.

I live with my two cats, Pixie and Duke, alongside my partner. My favourite colour is orange, and my favourite animal is a pigeon! Someday, I'd like to travel to Nova Scotia to meet the other half of my family.

Jennifer Lavelle

Position: RSCW

Date of employment: 19.11.2024

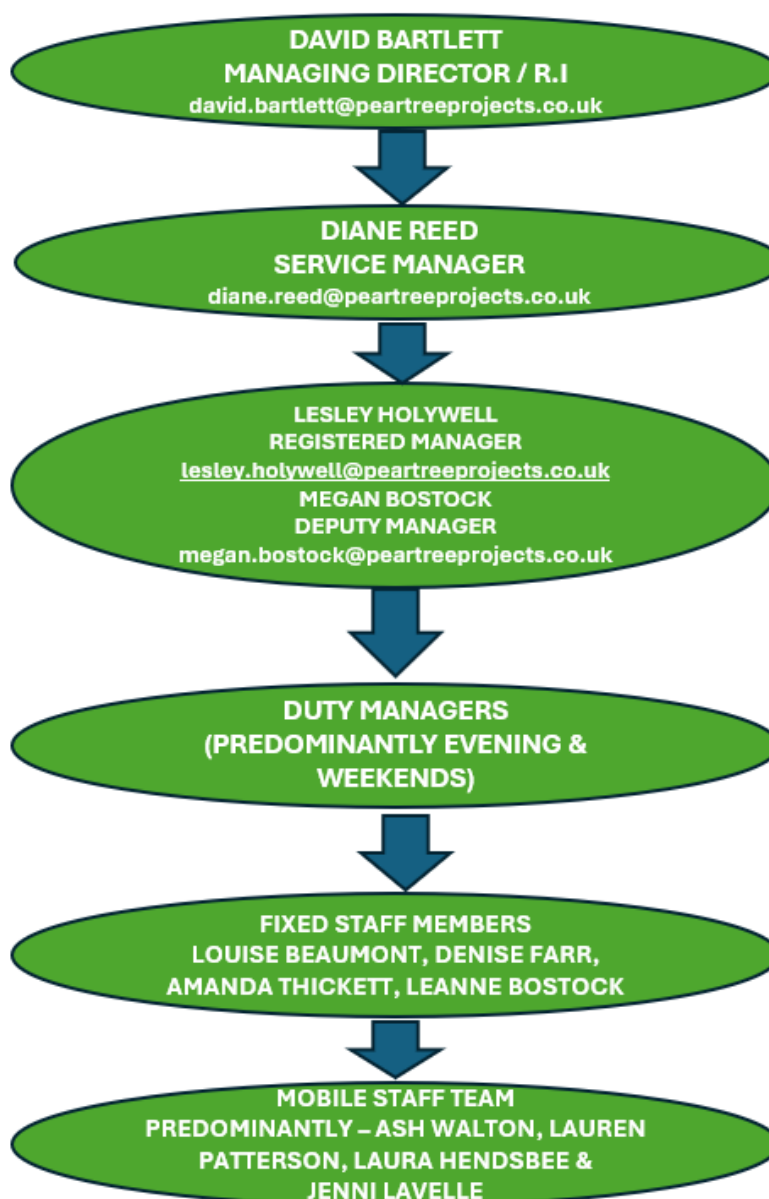
After leaving school, I pursued my passion for working with horses by starting an equine course at college, before moving on to an apprenticeship at a racehorse stud. This experience taught me a great deal, including the privilege of bringing new lives into the world and watching them grow into exceptional athletes. I assisted with the day-to-day care of the horses and supported veterinary work. Once I completed my apprenticeship, I moved to Middleham, where I had the opportunity to care for some of the horses I had helped raise, traveling the country to racecourses and experiencing the success of the sport. I became an assistant manager, but after six years, I realised that the early mornings and long days were not what I wanted for my future.

Realising my passion was in the care sector, where I could make a real difference to others, I began working as a reablement support worker. I assisted individuals recovering from injury or hospital stays, helping them regain independence. However, the long travel required for this role became unfeasible due to car and fuel costs. As a result, I returned to racing, this time on a smaller yard, where I worked with some fantastic horses.

During this time, I bought my first house and recognised that I needed a long-term career. This led me to residential care, where I found my true calling. I absolutely love this field, but my first role did not fully align with my values. When I heard about Pear Tree through a friend, I immediately knew it was the perfect place for me. The opportunity to combine my passion for care with my love for the outdoors and working with animals drew me in. I see it as a unique and amazing chance to make a positive impact on the lives of children and young people in care, something I feel deeply committed to.

In my spare time, I enjoy spending time with my animals (two cats, a dog, and a horse), exploring the countryside, baking, and preparing good food.

21. Details of the management and staffing structure of the children's home, including arrangements for the professional supervision of staff employed at the children's home, including staff that provide education and health care.



22. If the staff working at the children's home are all of one sex, or mainly of one sex, a description of how the children's home promotes appropriate role models of both sexes.

Whenever possible Pear Tree will endeavor to ensure that the home has both male and female role models. However, there may be times when the home's staff will be mainly one sex, due to the structure of the organisation we will ensure that the young people have regular contact with members of staff of both sexes, through structured activities, our duty manager system and education. This is a home which will always be staffed by a female for the sleep over duty.

Appendix 1 – Corporate History

Pear Tree began in the summer of 1990 at the request of the Local Social Services Department to try and provide a service for children in care in the local area. Whilst its origins stem from humble beginnings, the organisation was built on a complete desire of those involved to try and create a new kind of organisation that would take a fresh look at the way services were provided and endeavour to create opportunities in the best possible way for a small group of children.

Over the years Pear Tree has developed to be an organisation of some size and standing due to the strength of its workforce. Pear Tree has always benefited from consistent like-minded individuals who have firm beliefs in the type of care that was to be provided, having made a commitment, not only to the organisation but to the children in their care and, as a result, forming an ethos that would be appealing to future recruits. Building on the strength of early successes, the team of like-minded individuals has been able to grow and consistently maintain these key elements. Pear Tree, therefore, benefits from having the abilities of the same individuals from its early days and, year after year, has been able to add to and maintain key individuals who continue to add strength to the organisation.

Pear Tree's development has been satisfying to watch for all those involved. From its beginnings, with a summer scheme in the summer of 1990 (which was repeated for three consecutive years) to its first home for young people, to be prepared for independent living, which was opened that same year. In 1991, again as a result of this fresh approach in thinking, our Community Support Services were established and have remained consistent to date, looking after around 7 people in the community on a daily basis.

The organisation became a Limited Company on 31st October 1992 and, as the demand for Community Support Services for local children began to fall, increased demand for residential places resulted in Pear Tree opening its second home in September 1994, followed by its third in April 1995. In this year also, Pear Tree, due to the increased complexity of the needs of the children who were being referred, and the demand for specialised placements, formalised its links with the Child and Adolescent Community Forensic Service (formerly known as Kolvin Unit), obtaining a contract for psychological and psychiatric support to Pear Tree, based on the previously mutually enjoyed links that it had held for a number of years. Due to the retirement of key individuals within the Child and Adolescent Community Forensic Service and restructuring, formal arrangements have lapsed. However a close working relationship still exists.

In September of 1995, South Tyneside Educational Authority was the first LEA to recognise the work that was being undertaken by Pear Tree staff, acknowledging not only the work of the Home Tutors who had been employed by Pear Tree, in an attempt to try and provide some education until other resources could be identified, but also the remainder of the entire staff team. As a result of this formal acknowledgement, and being named as an appropriate education facility, Pear Tree developed its Learning Programme to run alongside its Recovery Programme developed with the help of the Child and Adolescent Community Forensic Service, earlier in the same year. In July 2004 we applied for Registration as a small independent school.

In the spring of 1997, Pear Tree opened its fourth home; its fifth followed in January 1998 and, in August 1999, its sixth home opened as the demand for placements continued to increase. Historically, all of the homes have always worked on the basis of never looking after more than three children or young people, subsequently falling short of the requirements of the Registration and Inspection Unit. At no point in time was this ever the intention. The desire was simply to work with small groups of children trying to create a much more normal and homely living environment. Pear Tree has encouraged those in a position of authority to find ways of registering such facilities, continually feeling uncomfortable with the term 'unregistered home'.

The dawn of the new millennium brought a likelihood of these ambitions being fulfilled with the announcement that such homes would require registration and, early absence of clear information as to how this would be implemented, caused us to pause for thought and review the services we were providing. Some of the homes which we had opened, looked after only two young people. Increased demands for specialised placements in the most unpredictable of circumstances would, later in that year, cause us to open up our seventh home, adding to the need for reflection. The Directors of Pear Tree subsequently took the view that a period of consolidation was necessary whilst, at the same time, reviewing the services that we provide.

In Easter of the year 2001, Pear Tree opened its first registered home, looking after four children, bringing an end to the culmination of some 18 months planning and development work, and adding an alternative to the current portfolio homes on offer. However, the philosophy of ordinary homes in ordinary streets and the desire to give children with complex and difficult needs the opportunity to live in as normal a home environment as possible is still very much the heart and soul of what Pear Tree is trying to achieve. On 14th October 1991, with the implementation of the Children Act 1989, Pear Tree was the first organisation to apply for Registration of a small 'un-registerable' home in the full knowledge that it would not be allowed to do so. The subsequent development of some of the homeliest yet highest quality homes in the country, with a sophisticated programme of events around the care of the children who would live there, has continued to be the strategy. Indeed, whilst Pear Tree was the first to come forward with this idea, this way of working has been adopted by many local authorities, charitable and private organisations since. There would be a 10-year gap and a great deal of hard work and dedication by all those concerned, until June of the year 2001, when the Registration and Inspection Units of Darlington and Durham County Council formally registered five Pear Tree homes, the period of consolidation allowing for the smaller homes, that often looked after one or two children, to be withdrawn.

During the Registration process, it became clear that Pear Tree had grown as an organisation and required an independent base that could be used for administration purposes, away from any of the existing homes. The search then began to try to find appropriate accommodation for our office staff, at the same time acknowledging the need to have somewhere where meetings could take place, and even better, informal gatherings. With every office viewed, it became apparent that quite a sizable place was required to

cater for everyone's needs, and then in the true spirit of Pear Tree history, we took advantage of opportunities that presented and in August 2001, Pear Tree head quarters moved to Toy Top Farm. The farm house provides a base for our administration staff, a meeting place and a focal point for the whole organisation, the rest of the farm providing numerous opportunities for activities, work experience and further training.

Pear Tree continues to pride itself on not only the quality and material standards of the homes it provides but also of the quality of the people it has been able to recruit. These individuals encompass a wide age range and equally wide spectrum of previous occupations, skills and abilities that all come together to form quite a unique multi-disciplinary team, all of whom have at the forefront of their minds, not only commitment to the organisation, but more importantly to the individual children they are involved in looking after ensuring, on a daily basis, that their complex needs and the repeatedly testing scenarios that children often present, are never too much. Pear Tree continues to promote high quality of care and understanding in a most positive environment, which is full of activities and learning experiences on a daily basis that will continue to benefit the children now and well into the future.

To date, Pear Tree provides six homes in Darlington and Bishop Auckland, and a small school on a farm. On behalf of the Pear Tree organisation, our most sincere hope is that your involvement with us, in whatever capacity, is as positive an experience for yourselves as it has been for all of us.

David Bartlett Managing Director

Updates

13.11.23 – new staff added
19.1.24 - new staff added
2.2.24 - new staff added
6.2.24 – Review of Caring for Children – Section No 10
5.3.24 – staff removed and personal statement added
15.7.24 – new staff added
21.11.24 – new staff added
28.1.25 – new staff added and staff changes
21.5.25 – staff changes
5.8.25 – staff changes

Revision dates

6.6.24 – staff changes and review of No 1 and No 14.
19.9.24 – Review of entire document
14.01.2026 – Review of entire document
2.7.26 – Staffing amended & Staffing structure added.