

The Manor



Statement of Purpose

April 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.

- The Manor may only provide care and accommodation for up to 4 children.
- The Manor may provide care and accommodation for up children with emotional and/or behavioural difficulties (EBD)
- may also provide care and accommodation for children with learning disabilities (LD)
- And, may provide care and accommodation for children with mental health disorders excluding learning disability (MD)

The Manor has been established to provide a high-quality nurturing and therapeutic 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, including impaired learning, measurable learning disabilities, emotional and behavioural difficulties and mental health problems.

All staff are familiar with and implement an awareness of the pace model 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 assessment system also covered within the research paper.

If a young person comes to us who has a Learning disability (as defined in the Equality Act 2010) or a diagnosed mental health disorder (as defined in the Mental Health Act 1983). Also, sexual abuse/sexualised behaviours and associated emotional and behavioural difficulties we take a multi-agency approach to supporting the young person, we not only implement strategies from our Recovery and Intervention Plan and Therapeutic Approach we also incorporate plans from other professionals. In recent years we have referred our young people to local services which include, CAMHS, LDCAMHS and FCAMHS, to enable the best support for the young people to make positive progress in overcoming, and help young people make positive progress with, learning disabilities and mental health issues. and we have continued good links with these services.

However, the same approach that we take to support young people make positive progress in overcoming sexual abuse/sexualised behaviours and associated emotional and behavioural difficulties, does, also support and help young people make positive progress with, learning disabilities and mental health issues. Details of which can be read in our Recovery and Intervention Plan and therapeutic approach documents.

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.
- Activities - Young people are to be involved in a lifestyle that continually encourages engagement in a wide variety of activities on a social and leisure, educational and therapeutic basis.
- Assessment - Young people's progression is continually assessed within our Personal Competency Assessment, and changes in arrangements are made to meet their ongoing needs. Our ultimate goal, if the young person is not able to return to their family, is to aid their transition into the local community, which includes the following:
 - To have a bank account in their own name
 - Where possible, have a valid passport in place upon their discharge around 18 years of age
 - To have access to a provisional driving license and driving lessons as an essential life skill, where possible and in line with risk assessments.
 - To look to obtain the correct career advice and support.
 - To be supported to have a planned discharge from the home that meets their individual needs.
 - To have a plan to continue to support the young person post-placement to ensure relationships do not simply end upon discharge from the home around 18 years of age.
 - When applicable, be supported to apply for/obtain the correct benefit entitlement,
 - i.e. Housing Benefit or Universal Credit etc.

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.

If any of the young people show an interest in a particular activity, we will always seek to promote it and research local clubs to support this interest. Local clubs that some of our young people have attended have been Cadets, Scouts, Gymnastics, Music and Drama, to name but a few. Even if they do not show a particular interest in an activity, we continually encourage children and young people to experience a wide range of activities to explore their aptitudes and abilities. This will include many activities that take young people out of their comfort zones and help develop their resilience. These may include the following, which is not exhaustive:

- Outdoor activities – Walking, camping, bike riding, climbing and fishing.
- Farm activities – Horse riding, caring for animals, working on the farm, planting trees and gardening.
- Sports – Football, badminton, running
- Social and leisure – Using local resources, going out for meals, going to the theatre, and the cinema.
- Holidays – Visiting our holiday homes whenever possible, which are situated in the North Yorkshire Moors and the Lake District. Also, visiting areas of interest and capital cities 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 any young person receives the best possible care from us and that 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 the Remembrance Sunday Service, 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. At the Manor, we achieve this at times by encouraging our young people to participate in “Meals of the World, where they are educated about different cultures and faiths in a fun and relaxed way, supported by a carer and enjoy a meal from a different country, learning fun facts, by way of quizzes and word searches.

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 contact between children and their parents and significant others. Members of staff 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, arranging meetings, writing, sending cards, etc. 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.
- If the child/young person wishes not to see their family.

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.

The Manor has a small, nurturing, and stable staff team that emphasises positive relationships. The home is regularly reassessed based on the positive or negative feedback from the children we care for. This feedback is often sought through informal discussions and close working relationships with the young people concerned. In the home, we also gain feedback in other ways, including "You said we did forms" evaluations in Key Workers sessions, Regulation 45 feedback, and staff appraisal questionnaires.

Each young person has a Key Worker with whom they develop a relationship and spend regular 1:1 sessions.

There is also an expectation to hold regular young people's meetings where issues such as this can be discussed and where appropriate, addressed. Within the home, there is an open-door policy allowing young people to speak openly to the House Manager on a regular basis which enables them to directly share their thoughts/worries/concerns directly with him. The Registered House Manager is also flexible and has meals with the young people, which enables daily feedback in a relaxed atmosphere.

The Responsible Individual sends out a six-monthly questionnaire with a stamped addressed envelope. The replies are listened to and acted upon when necessary.

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 and The Manor 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.**

The home is established to look after four children or young people of either sex aged 8 to 18. However, in exceptional circumstances, a young person may stay slightly beyond their 18th birthday if an agreed plan is in place, no longer than 18 years and 11 months. The children / young people are considered for placement based on:

- 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) Risk assessments and care plans considered appropriate and suitable. Under no circumstances do children ever share bedrooms.

The Manor is a 17th-century farmhouse set in 205 acres of farmland. This comprises of 105 acres of arable and 100 acres of grassland. Of the grassland, approximately half is newly established parkland. There is also a 5-acre lake with appropriate buoyancy aids located around it.

The Farmhouse comprises of six bedrooms: 4 bedrooms for young people and 2 for staff use. All but 1 bedroom has en-suite facilities. This varies between being a sleep-in room and a young person's bedroom, depending on the needs of the young people accommodated at the time. There is also a large family bathroom.

Downstairs, there is a large double living room, hallway and dining room, a main farmhouse kitchen, a secondary kitchen set back and a 'butler's pantry'/boot room/cloakroom. The storerooms comprise of a utility room, a walk-in larder and a storage room. In addition, there is a wing of the house previously occupied by service staff that will be used for education/activities rooms. These comprise: top floor – 2 offices/classrooms and a central bathroom, and downstairs, a W.C./shower room. There is also a large craft/wet room area, which used to be the scullery.

The Farmhouse sits within its own walled gardens, having views to the north of the Tees and Darlington and to the south of the Cleveland Hills. It is immediately adjacent to the original farm buildings that formed the Manor farm. These buildings have been renovated for their original use as farm buildings and developed as further educational facilities as part of Pear Tree School. On the school and farm buildings, CCTV cameras monitor the main car park and the side entrance to the home. The images are stored in accordance with Pear Tree policies on CCTV.

The home 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 method, where the focus is on nurturing and providing high expectations in terms of values, with a wide range of activities, including educational activities and appropriate help and support when difficulties arise.

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

The home is located on the outskirts of the idyllic village of Stapleton, near Darlington. In Darlington's town centre, you will find a variety of shops and local market traders. It also has connections to major transportation routes, providing easy access to anywhere in the country. The home is situated approximately three miles from the town centre. Within the Locality Risk Assessment, the young people feel that public transport is easy to use as it is a short walk to the bus stop, and a short ride takes you into Darlington.

The approach to the home transitions from the busyness of the town to a feeling of being in

the countryside. The long main drive leads you away from the busy road, with the home positioned at the end of this drive, surrounded by land and our animals. You can access countryside walks and local cycleways in just a few minutes.

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

Pear Tree and The Manor does not tolerate bullying of any kind and always takes steps to a) prevent bullying from occurring and b) deal with issues that may lead to, or regretfully result in, bullying taking place.

The ethos and culture of the home are continually managed and monitored to ensure unambiguous messages are made that bullying is unacceptable and only respect, consideration and care for others is. This is reviewed in every staff meeting, individual supervision, and young person meetings to track any trends.

Pear Tree has detailed, comprehensive Policies to address disclosures of abuse and ensure bullying does not occur. These Policies are robustly enforced, and Pear Tree ensures that in every event it liaises with the Local Authority, either the home Authority from where the young person has come from or the host Authority in the area in which the home resides and recommendations are acted upon. Ofsted are also notified of any safeguarding incidents.

If a child protection issue is identified, this is always brought to the attention of the House Manager, Gary Ramsbottom, who is also the company's Senior Designated Safeguarding Lead, Responsible Individual, David Bartlett, and the Social Worker. If the issue includes the House Manager or Head of Service, the staff are instructed to notify the Next Senior Manager. In every event, the Local Safeguarding Children's Board and the Local Authority's Social Worker are to be notified.

Should a missing-from-home incident occur, we will seek to understand this behaviour, identify triggers, and develop children's abilities to reduce it over time. We also endeavour 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. If young people are missing, or fail to return, a detailed procedure, including the Philomenia Protocol, is in place that staff members follow to ensure that all relevant people are notified of their absence and, where necessary, the police are advised to look out for and return them whenever possible. Due to the home's location, we report all missing persons from the home to the North Yorkshire Police Force, but also ask them to notify the Darlington Police.

Upon return, the young person is visited by someone independent of the staff team to determine why they were absent from home. A safe and well check will also be carried out. This is undertaken by the police at the request as per their own Missing from Home Policy. Also, the local authority will carry out a Welfare Check. 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 Gary Ramsbottom, Registered Manager 01325 511857 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.

Prior to any new admission, the home carries out an in-depth referral procedure which consists of four stages.

- 1) Initial Impact Risk Assessment
- 2) Information Gathering Meeting
- 3) Assessment of the child/young person
- 4) Impact Risk Assessment and Conclusion.

During the assessment, careful consideration is given to the impact any admission to the home would have. If relevant, the young person may visit the home prior to admission.

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 homes and organisation's policy to record these complaints and take action when required. Staff are to encourage young people to have a voice and share their feelings and that we will always take what they say seriously. Should they make a complaint when there is a good reason, we will 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.

Initially, the Registered Manager Gary Ramsbottom 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.

If 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.

All children resident within the Manor are given a Children's Guide upon admission to the home, and updated copies as these are developed. There are also details in these guides for children to have reminders of how to make complaints, but also outside agencies/support networks that may aid a child who is struggling to communicate a particular issue or complaint.

Pear Tree 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.

The Manor can care for children who display sexualised behaviour or present a risk to other children, either in person or online. A specific risk assessment is conducted for the use of any alarms on the children's bedroom doors, which is reviewed regularly. A consent form signed by the local authority social worker must be in place for each young person.

- Should a sensor be needed at The Manor the alarm sounds in the staff sleepover room to minimize any impact on the young person.

It is also explained to young people 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, 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 sensor's noise. The sensor should be used only in the evening or at times when it is felt that a child or children may be particularly vulnerable.

Members of staff should also be reminded that young people are not permitted to frequent other children's rooms for any reason.

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

Sexualised behaviours not only occur in person, but they also occur online, Due to the increased use of technology by all young people we are acutely aware of an increased trend of children displaying sexualised beliefs/behaviours online, leading to risks in person being increased from a distorted view of relationships, sex and socially acceptable behaviour.

As a result, all staff carry out training around this online risk, as we understand the need for Digital Safety and resilience is to be paramount as children can be exposed to age-inappropriate material from an early age, and as such need re-educating from this exposure, whilst also understanding the negative impact that this can have upon themselves. This is a complex area and one which the home does not underestimate as to its relevance in today's society.

We aim to develop the skills of the staff team within the home, to understand trends in risk, use networking to receive updates from professionals on Digital Safety, and to aid the children's knowledge, in the hope that better decision-making can be achieved from this

work.

Carefully managed risk is also in place for all decisions in relation to internet access or device use. Decisions are made in relation to the expansion of use in line with age, cognitive ability, trust, resilience, and an overview of risk assessments in place. Often, the home will look to install Parental Monitoring software on the young people's devices to aid in understanding internet use or device use in general, and to provide scaffolding support for the child, which can be reduced over time. Safeguarding checks will also be carried out in line with the young person's risk, and checks are recorded in the home log if appropriate.

The aim of the home is to achieve a balance between "normalising" internet/mobile phone use before adulthood and promoting "normal" cognitive development, in line with current NHS guidelines. In turn, aiding children to leave our homes, displaying socially acceptable behaviour online, and not posing a risk to others/themselves.

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 Manor and the organisation as a whole have high expectations in terms of behaviour, this is done through an adaption of a PACE model and logical consequences for behaviour that can be challenging, as well as restorative practice to enable the young people to reflect on their behaviours. Control and physical restraint techniques are 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 staff will use the minimum amount of force necessary and only when necessary. Team Teach training is refreshed every year.

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

To access the home's behaviour management policies please contact Gary Ramsbottom, Registered Manager 01325 511857 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/Responsible Individual, Toy Top Farm, Houghton Bank Heighington, Darlington, DL2 2UQ, and the House Manager Gary Ramsbottom The Manor, Stapleton, Darlington. DL2 2QP

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 dependent 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 researched in liaison with the local education authorities and Virtual School. Should they be allocated a local school, the home will develop good links and support the young person closely with any transitions. If a young person's risk assessment considers this unsuitable then an admission into Pear Tree School is automatically provided.

Young people above school age, who can't attend independent work or training, are provided with ongoing 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. Within the quiet room, there is a small library of age-appropriate books which young people can access freely. There is also many other educational resources available to children that cover more "delicate" matters such as sexual health, contraception etc, that young people may want to research. There are computer facilities available to them to assist them with any homework online.

As a home, the Manor looks to support education placements, and also develop each child's understanding of behaviours or risks etc. We use a targeted approach to "gaps" in knowledge for each child, using AQA Awards or big Initiative courses for example, to demonstrate work and enhance a child's knowledge, which in turn can aid to reduce risks.

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 "Holistic Therapeutic Approach". We do not provide any specific therapeutic techniques and try to keep our approach as simple as possible. We find it is important for young people to see home as a safe place and that it does not become associated with any direct therapy and as a result possible trauma. 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, where children are regularly referred for help and good working relationships with the local CAMHS team.

- All of the children within the first month of admission are registered with the local G.P, which is Rockliffe Court Surgery, Hurworth. 01325 720605
- Their eyes are tested by the opticians Specsavers, Sainsburys, Victoria Rd, Darlington, DL1 5JG, 01325 461 155
- They are registered with the dentist Lance Robson Dentist, Woodland's Road, Darlington, 01325 462268
- 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 health of the young people is closely supported by all of the team at the Manor, should the need arise appointments will be made. This is reflected in the young person's Health Care Plan, 6 monthly LAC and supported by an annual health assessment by the Local Authority.

The effectiveness of this approach is monitored in each young person's Personal Competency Assessment which in 2023 won a national value-based award. As it measures marginal gains by the young person and is an effective tool to monitor the progress of each child, as is valuable to achieve an understanding of the overall perspective of each child.

Quality of Care Review Reports are also completed on a 6 monthly basis by the Registered Manager. Again, this gives an opportunity to have an overview, reflect and collate information to give feedback as to how the home have addressed health matters for the children resident. These reports are then shared with the Responsible Individual and Ofsted.

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
- Pear Tree School Curriculum
- Join Up
- Care Plans and Risk Assessments

Staff are also actively encouraged to complete courses that support their development. Please refer to our training matrix which shows a full list of all training for each member of staff.

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 Bartlett 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.

Fixed Staff Team

Gary Ramsbottom

Position: Registered Manager

Date of Employment: 24/04/00

I was employed by Pear Tree Projects in 2000 as a Residential Social Care worker, where I gained the relevant skills and qualifications to work with young people. In 2007, I was promoted to Duty Manager, which subsequently led to my promotion to Registered House Manager of The Sycamores in September 2008. I was given a fantastic opportunity to transition to Registered House Manager of our newest home at the time, which is the Manor, which opened in July 2012, and I have continued in this post. I have continued to develop my role within the organisation and obtained the title of Senior Residential Manager and the Designated Safeguard lead for the company as well. During my time with Pear Tree, I have loved every minute of it, every day brings a new challenge and an opportunity to broaden my skills with the young people in my care.

Certificates:

- HSE First Aid
- NVQ level 3 in Care
- NVQ Level 4 Children and Young People
- Managers in Residential Childcare NVQ Level 4
- Basic Expedition Leader Award
- Lifting and Moving Things
- Managing Anger & Challenging Behaviour level 2
- Equality and Diversity Level 3

- Safeguarding Children from Abuse by Sexual Exploitation
- Understanding Child Attachment
- Nov 17 2014 - Attended a seminar delivered by Dr Bruce Perry - The impact of trauma and neglect on the developing child
- Multi - agency Awareness Raising - Child Sexual Exploitation
- Understanding Pathways to Extremism and the Prevent Programme
- Workshop raising awareness of prevent
- Keeping Children Safe Online
- Awareness raising session - Attachment difficulties
- Reflective Practice Training
- Radicalisation, Grooming and Exploitation session
- Safeguarding in a digital world masterclass
- Designated Safeguarding Training
- Lateral Flow Testing Training
- Prevent Covid-19
- Child criminal exploitation and county lines
- Mental Health and Wellbeing
- Safeguarding Children Level 2 (Designated Lead)
- Level 3 Child Sexual Abuse & Dealing with Disclosure
- Equality and Diversity

Frances Watson

Position - Deputy Manager / Duty Manager / Senior RSCW

Date of Employment - 18.4.11

After leaving school and completing my A levels at college I then moved to Leeds for 3 years to study Physical Education and my dream of becoming a P.E Teacher was on the right path. After completing some work experience at Copelaw activities (CATS) through Durham County Council my 'dream' started to change slightly. I continued volunteering for the council -working with children and young people involved with social services and felt the work was incredibly rewarding and enjoyable. After leaving university I decided I wasn't 100% sure teaching was for me so I went travelling for 4 months. Seeing different parts of the world was fantastic and opened up my eyes to the rest of the world.

After returning I worked in administrative jobs and for EE until I landed a paid role at CATS in January 2010. This involved working with vulnerable and challenging young people – taking them out on activities such as gorge walking, climbing, biking, swimming, team sports to arts and crafts and cooking. I have always loved sports, outdoor activities and the outdoors itself and feel young peoples involvement in the outdoors can be incredibly beneficial. It's extremely rewarding to see an introverted person gain confidence or a young person who exhibits feelings and emotions of anger and frustration feel calm and safe and most of all happy whilst out on an activity with me. I have worked at Pear Tree since April 2011 and started as a residential social care worker. I really enjoyed this role, spending time with the children and young people we look after, supporting them to learn valuable life skills to prepare them for when they moved on from us at 18 as well as encouraging and supporting them to find their own hobbies and interests. I did this role for 6 years and then became a duty manager. In 2019 I then went on maternity to have my first child and 6 months later

returned and became a deputy manager. I have been a deputy manager since August 2019 and Deputy at The Manor since October 2019. I now have two children and feel even more passionate about giving every child a caring, supportive, fun learning environment to grow up in.

Certificates:

- Safe Handling of medication
- Price Training
- Substance Misuse
- NCFE Level 3 Counselling and Skills theory
- Risk Assessment
- Equality and Diversity
- Report Writing and Record Keeping
- Safeguarding Children from Abuse by Sexual Exploitation
- Managing Anger and Challenging Behaviour
- Awareness raising session - Attachment difficulties
- Radicalisation, Grooming and Exploitation session
- Lateral Flow Testing Training
- Prevent Covid-19
- Child criminal exploitation and county lines
- Cumulative Harm
- Mental Health and Wellbeing
- Understanding Young Minds Attachment in the Early Years
- Depression & Anxiety
- Level 3 Child Sexual Abuse & Dealing with Disclosure

Barry Chaytor

Position: Senior RSCW

Employment started: 20.09.04

My previous work experience includes working with children in an emergency placement home in Carlisle. During my time there I have had the experience of working with emotional and violent young people. I loved the job but the constant difficult challenges took its toll and made me realise that I needed a new direction in the childcare sector.

I applied for the Residential Social Care Worker position in June 2004 and have thoroughly enjoyed my role since. Through working in a consistent team I have developed new skills to help pass on to the young people that I care for.

I enjoy my job and the challenges that come with it. I especially enjoy taking the young people on various activities such as fishing, walking, football, snooker and many more.

Certificates:

- Child Protection Level
- Safe Handling of Medication Training
- Foundation Certificate in Health and Safety in the Workplace
- Lifting and Moving Things
- Risk Assessment

- Safeguarding Children from Abuse by Sexual Exploitation Equality and Diversity

Lorraine Bendelow

Position: Senior RSCW

Date of employment: 18.05.15

I joined Pear Tree Projects Ltd in 2015 as a Residential Social Care Worker and was elated when I was given the opportunity to join the company. I began by working at Moorlands Road for the first year gaining my basic knowledge. I then moved to the mobile team which gave me the opportunity to further develop my knowledge and skills, gaining a thorough insight into the working of all the homes, the carers and the children, eventually becoming a Senior Residential Social Care Worker. After approximately four years I became a permanent member of The Manor team at Stapleton Manor. Unfortunately, I had an accident whereby I broke both my elbows, causing me to re-evaluate my position with the company, however, I was fortunate enough to be offered a position working as an Administrative Assistant across the company, helping in the homes with administration tasks and assisting the HR team with support when required. After a couple of happy years in this role I felt able to revert to the position of carer which was happily accepted with me rejoining the Manor team.

I thoroughly enjoy my work, and the challenges presented to me but mostly I enjoy working with the young people and hopefully together we can get them through the difficulties and challenges that face them, providing care, support, nurturing and education to enable them to function in society as adolescents and adults.

Certificates: All training is up-to-date, and certificates can be found in the Manager's office at The Manor.

Certificates:

- Risk Assessment training
- NVQ Level 2 in Custodial Care
- Equality and Diversity
- Safeguarding Children from Abuse by Sexual Exploitation
- NSPCC - Keeping Children Safe Online
- Lateral Flow Testing Training
- Prevent Covid-19
- Cumulative Harm
- Child criminal exploitation and county lines
- Mental Health and Wellbeing
- Level 3 Child Sexual Abuse & Dealing with Disclosure
- An Introduction to GDPR
- Epilepsy

Lindsay McLaughlin

Position: SRSCW / Acting Duty Manager

Date of employment: 3.9.18

I have always loved working with children and after having my own children, I felt I wanted to pursue a career which involved the care of children. Once my children started school, I started to look for opportunities to do this and applied and accepted a job as a Care Assistant. This job gave me the opportunity to experience a range of care from young children with disabilities, special educational needs, right through to personal care of the elderly. Whilst in this job role, I worked in a primary school as part of a team who supported and cared for children with complex care needs and educational needs, this included personal care and supporting children with their school day and their learning. It was evident to me after working with these children that this was an area, I wanted to develop a career within childcare.

I have worked at The Manor for nearly 7 years, and it has been a fantastic time, we all make lots of memories here and have a great time enjoying the farm and its settings. I carry out monthly training to further my skill set. My hobbies are horse riding and spending time with family and friends. Prior to working at The Manor, I spent five years working for another company in the local area and in a school setting.

Certificates:

- NCFE CACHE Level 2 Award in Employment Responsibilities and Rights in Health, Social Care or Children and Young People's Setting.
- Self-Harm and working with Self Harm level 2
- Attachment and the impact of trauma
- Playful, Curiosity, Acceptance and Empathy: A therapeutic approach
- Equality and Diversity
- Working with Children and young people with disabilities
- Bullying awareness
- Prevent Covid-19
- Lateral Flow Testing Training
- Child criminal exploitation and county lines
- An Introduction to GDPR Training
- British Epilepsy Association - Your Child & Epilepsy

Kirsty Francis

Position: RSCW

Date of employment: 2.9.2020

After leaving school at 16 I went on to an apprenticeship in hairdressing within a local salon, I completed level 2 and level 3 hairdressing there and continued to work there for 6 years. I then found out I was pregnant with my son so thought while I was on my maternity leave, I would train in beauty therapy to go along side my hairdressing. I went on to complete all my beauty training achieving level 2 & 3 in beauty therapy and massage therapy, I carried on working within the hair and beauty industry for the next 10 years.

After feeling like the industry wasn't for me anymore I decided I wanted a change and a new

challenge so I looked into fostering. I have been around a lot of foster children in the past 10 years as both my mother in law and sister in law have been foster carers for the past 10 years + after mentioning this to a friend who works for Pear Tree she suggested I look at the company as she felt the position of an RSCW would suit me perfectly so I decide to look into what Pear Tree did after reading the companies history, there mission statement, aims and objectives I decided this was something I wanted to be part of. Having my own child I feel I can show care, patience and understanding which is needed when working with children and young people so I applied for an RSCW position and was fortunate enough to be offered the job. I am currently working in one of the homes and love every minute of it, every day is different but so rewarding. I am excited to progress more throughout my career with Pear Tree.

Certificates

- Lateral Flow Testing Training
- NCFE CACHE level 2 certificate in understanding children and young people's mental health Anti-Bullying
- Equality and Diversity

Rosalyn Seagrave

Position: RSCW

Date of employment: 14.6.2021

I left school at 15yrs old and was determined to have a career with horses despite my parents wanting me to have a “proper” job. At 16 yrs old I was a YTS Student working on placement at a local yard. Upon finishing the course I was employed full time. Over the years I have worked in a variety of yards gaining experience, including working for top racehorse trainer Mark Johnston. I became self-employed in 2003 breaking horses in and teaching children to ride from my own yard. I have spent 28 years working outside with horses and children. I love working with children and I love working outside. I often say to people “do what you love and you’ll never work a day in your life.”

For the last 18 months I have worked in supported housing, working with adults with learning disabilities, this career change was due to Covid 19 restrictions stopping me from teaching. I missed working with children, I missed working with animals so was over the moon when I applied for and was offered a position at Pear Tree, my dream job.

My hobbies include running, cycling, swimming, horse riding, walking and reading. I love to encourage young people to enjoy activities and find a hobby that they really enjoy.

Certificates

- NCFE CACHE Level 2 Certificate in Counselling Skills
- NCFE CACHE Level 2 Certificate in Understanding Children and Young People's Mental Health
- NCFE CACHE Level 2 Certificate in Understanding Behaviour that Challenges
- NCFE CACHE Level 2 Certificate in Understanding Adverse Childhood Experiences
- NCFE CACHE Level 2 Diploma in Care
- NCFE CACHE Level 2 Certificate in Understanding Autism

- Allergywise - Anaphylaxis Training
- An Introduction to GDPR
- The British Epilepsy Association - Your Child & Epilepsy Equality and Diversity

Andrew Bush

Position: RSCW

Date of employment: 16.6.25

I began my career in the print industry immediately after leaving school at sixteen and dedicated over twenty years to it. During this time, I developed a strong work ethic, learned the importance of reliability, and understood how effective teamwork contributes to achieving shared goals. These foundational skills have remained with me and continue to influence how I approach any professional setting.

During those years, I also became a father to my daughter, who is now pursuing her studies at university. Being a dad has been one of the most rewarding aspects of my life, and I'm hugely proud of the independent and grounded young woman she's become.

My wife works in education and previously managed a youth centre. Through her work, I had the opportunity to volunteer and spend time with young people in a positive, energetic environment. It was there, that I saw first-hand the difference a nurturing and consistent adult presence can make in a young person's life. That experience inspired me to re-evaluate my career path.

So, I decided to pursue a qualification in childcare and was fortunate enough to secure a role as a residential support worker with A Wilderness Way. This opportunity allowed me to gain valuable experience while completing my diploma in residential childcare for children. I genuinely enjoyed every aspect of the role — from building trusting relationships with young people to supporting them through challenges and celebrating their successes. Creating a safe, stable, and supportive environment where children can grow and feel valued is something I take great pride in being a part of.

Outside of work, I'm a keen supporter of Newcastle United and enjoy attending festivals and live events. I also play five-a-side football when I get the chance and enjoy the occasional round of golf with friends. Exploring the English countryside, particularly the Lake District and Northumberland walking with my dog is a favourite way to relax and unwind.

Now that I have joined Pear Tree Projects, I am excited to be part of a team that shares my commitment to providing a safe, nurturing, and consistent environment where children and young people can feel secure and supported. I look forward to continuing to learn, grow, and make a positive difference in the lives of the young people we care for.

Certificates:

- Reporting and Recording
- Radicalisation and Extremism
- COSHH
- Self-Harming Behaviours
- GDPR for Children's Home

- Mental Health
- Food Hygiene and Safety
- Internet Safety
- Infection Control

Mobile Staff Team

The following members of staff cover holidays and sickness absence 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.

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.

Certificates:

- Equality and Diversity
- De-Escalation and Positive Behavioural Support
- Managing Challenging Behaviour
- Reporting and recording
- Epilepsy and Seizure Management
- Care Planning and Key Working
- Anti- Bullying
- Safeguarding Children with Learning Disabilities

Stephaine Keniry

Position: RSCW

Date of employment: 27.1.25

I was fortunate enough to be brought up locally and around horses and ponies. I was also a member of the Zetland Hunt Pony Club which taught me many useful life skills and values. My parents, however, were adamant that I was not to go down this path as a career choice and shipped me off to university to obtain a degree in Crime and Investigation. It was during my time at university that I started taking racehorses for their holidays. The land I was renting had too much grass one summer, so I offered this to local professionals to give respite to horses that were currently out of training.

The demand for this service quickly escalated and top northern trainers were soon wanting me to not only take those needing a break, but to take yearlings from the sales and break them in ready to go into full training. I did this for a few years before being approached to become an assistant trainer and set up a satellite yard to reduce the travel distances between racecourses around the country. The yard I was running had a lot of success, and I decided to take out my own licence in 2018 and saddled numerous winners under both codes.

It was during Covid that I decided a career change was on the cards, but I was unsure what to do. I was approached by a digital marketing company to help build and launch an equestrian platform which I did in 2023. By creating this platform I was lucky enough to be awarded a finalist position at 'The Prolific Northern Business Awards' 'The British Business Awards' and won an 'Elite Business Award' for the Most Innovative Equine Ownership Platform 2024. I then went on to become an Area Sales Manager for a leading British Equestrian brand selling high end products and managing contracts of sponsored riders and covering the area Hull to John O'Groats.

I was beginning to become a little sour to the 'corporate world' which included a lot of hours behind a computer, driving and time spent away from my home and family. I had really enjoyed working with the young adults that were coming into the horseracing world during my time training and teaching them the necessary skills needed to succeed in life; so, I wanted to pursue a new career doing something similar.

It was by chance I found the position available at Pear Tree and I am so pleased to have

been given the opportunity to join the team. I am very much looking forward to working with the children to help them overcome any challenge that they may face in life and use my previous experience in a broad range of topics activities to help them all achieve their dreams.

Marie Levitt

Position: RSCW

Date of Employment: 2.6.25

After leaving school in 1999, I studied Health and Social Care at college. While studying, I worked part-time in a supermarket, and after completing my course, I continued working there. I was later offered additional training and took on a role as a pharmacy dispenser in the newly opened pharmacy department. I enjoyed the healthcare aspect of this role, which led me to explore full-time employment in the care sector.

In 2015, I secured a full-time position in the pharmacy department of a hospital. This role involved checking medications on the wards, which gave me the opportunity to observe clinical staff delivering direct, face-to-face care to patients. It was during this time that I realised I wanted to work in a more hands-on care role.

In 2018, I took the next step and became a Mental Health Care Assistant, completing a Level 3 NVQ in Mental Health Care while working on the wards. My passion for supporting others continued to grow, and in 2021 I was offered the opportunity to complete further training and became a Nursing Associate. In this role, I worked within a Community Mental Health Team, delivering one-to-one mental health interventions to adults experiencing complex mental health difficulties. This position helped me develop a deeper understanding of how to build therapeutic relationships, offer consistent support, and promote strategies to aid recovery and provide high quality care at the same time.

Outside of work, I have a wide range of hobbies and interests including CrossFit, bouldering, metal detecting, cross-stitch, and gardening. I've also completed a personal training and fitness qualification, which I pursued for my own knowledge and wellbeing.

Recently, I began looking for a new challenge and an opportunity to make a meaningful difference in a different setting. I believe the skills I've developed throughout my career are highly transferable. My experience in mental health care, building relationships with individuals in distress, and delivering consistent, compassionate support has prepared me well to contribute positively to the lives of young people at Pear Tree.

I am drawn to Pear Tree's commitment to helping children and young people in care feel safe, supported, and empowered to make progress in their lives and I am looking forward to bringing my experience, empathy, and enthusiasm to the team and supporting the children during their time at Pear Tree.

Certificates:

Senior Healthcare Support Worker Mental Health Support Level 3

Level 2 Certificate in Fitness Instruction

Level 3 Certificate in Personal Training

Level 3 Diploma Mental Health Care
Foundation Degree Nursing Associate

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.

The Organisational structure of the children's home David Bartlett, Head of Service.

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Pear Tree achieved its Investors in People Award in February 2002, and as such, has had to demonstrate not only to the Care Standards Commission, but also to other professionals the systems that were in place to support staff. At our review in April 2007, the assessor could find no areas to advise on, renewing our status. Subsequently in March 2010 we achieved the coveted Investors in People Gold Award.

Each member of staff has a Staff Development Programme linked to Appraisal and regular Supervision. Supervision takes place both formally and informally. Appraisals are conducted on an annual basis.

The list demonstrates the supervision team under Gary Ramsbottom, House Manager. Gary is under the direct supervision of David Bartlett, Managing Director. Details of the Staff Development Programme and support structure are evident in Guidance and Good Practice and can be provided separately.

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 endeavour 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.

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 most homely 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

Date / Section / Amendment

3.2.22 - new staff added and staff removed

7.3.22 - new staff added

24.3.22 – Training info within staff matters section

8.4.22 – Staff changes, and personal statements added

11.5.22 – New staff added, and personal statements added 27.5.2022 – new staff added

6.7.22 – changes to staff teams

20.9.22 – Changes to staff teams

1.11.22 – New staff added

21.11.22 – Personal statements added

6.12.22 – new MOS added

19.12.22 – new MOS added

9.1.23 – New MOS and Lee Hume personal statement added

8.2.23 – staffing changes

6.3.23 – New MOS added

6.4.23 – new staff added and section 8 – CCTV updated.

6.6.23 – Staff changes

19.9.23 – new staff added

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

18.3.24 – New staff added

12.6.24 – staff changes

15.7.24 – New staff added

19.9.24 – staff changes

12.11.24 – New staff added

21.11.24 – new staff added

28.1.25 - new staff added and staff changes

21.5.25 – staff changes

26.6.25 – new staff added

5.8.25 – staff changes

19.8.25 – staff changes

01.10.25 – new staff added and staff changes

03.03.2026 – Staffing

30.04.2026- Update sections 3, 8, 10 and 13.

Revision dates

September 2016

October 2016

December 2017

January 2018

January 2019

31st January 2020

29th January 2021

3rd February 2022

22nd February 2022 - Review of entire document - changes to the following sections: caring for children, children's behaviour, and education.

5.8.22 – Review of entire document

26.7.2023 – Review of entire document including some staff changes

6.6.2024 – staff changes and review of no 1 and no 14.

19.9.24 – Review of entire document

01.10.25

30.04.2026 – review and update.