



PearTree

Oakwood House



Statement of Purpose

Contents

Caring For Children

Children's Behaviour

Contact Details

Education

Health

Staffing Matters

Appendix 1 – Corporate History

Updates

Revision dates

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.

Oakwood House 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, including impaired learning, measurable learning difficulties and disabilities, emotional and behavioural difficulties and mental health problems.

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). We take a multi agency approach to supporting the young person, 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.

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 function 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 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.

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 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 theatre, 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, 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.

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.

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 Pear Tree homes work with such small groups of children and places as it does, such importance on positive relationships, programmes 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, each of the Pear Tree homes 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.

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.

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.**

The home is established to look after eight children or young people between the age of 8 - 19 and either sex. 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) Risk assessments and care plans considered appropriate and suitable. Under no circumstances do children ever share bedrooms.

The home is a large Edwardian/Victorian property in the west end of Darlington. It is designed to be as normal and domestic like in nature as possible. Providing a sympathetic and caring environment within a residential care context, but avoiding an institutionalised manner. 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. The home is designed to look after 8 children with 3 bedrooms on the first floor and 3 bedrooms on the second floor and a separate flat which looks after a further 2 young people, either separately or as one group, depending on dynamics and risk assessments. The first floor bedrooms are large and spacious and benefit from toilet facilities inbetween the bedrooms. There is also a sleep in room on that floor. The second floor also has three bedrooms and a sleep in room and the bedrooms benefit from being spacious and having en suite facilities. There is also a bathroom in the middle of the landing. The ground floor benefits from two living rooms and a dining room/quiet room. There is a large cloakroom, a small 'snug room', kitchen and utility area.

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

The Crest is located in a highly desirable suburban area of Darlington. It is approximately one mile from the town centre enjoying excellent park facilities nearby. Transport links are available through Darlington train station and extensive bus networks, all available in and around the town centre. The Crest benefits from having all town services and amenities to hand, most within walking distance.

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

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 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 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.

Unauthorised absences is not tolerated within Pear Tree. The culture of the home sets out to make it quite clear that this is an unacceptable level of behaviour for which there are

consequences for the young person, in terms of strategies to try and manage their behaviour and educate them to behave better.

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.

In the event that young people are missing / absent without leave, a detailed procedure is in place which members of staff follow and to ensure that all relevant people are notified of their absence and, where necessary, the police are advised to look out and return, whenever possible. On return, the young person is always visited by somebody independent of the staff team, to try and ascertain the reasons why they were missing / absent without leave. A safe and well check will also be carried out, this is undertaken by the police.

To access the home's child protection policies please contact Diana Hewick-Crawford, Registered Manager 01325 365984 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. 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, Diana Hewick-Crawford 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 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.

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.

14. Details of the children's home's approach to behavior 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 staff to enforce 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 staff will use the minimum amount of force necessary and only when necessary. Team Teach training is refreshed every 2 years.

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 Diana Hewick-Crawford, Registered Manager 01325 365984 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 House Manager Diana Hewick-Crawford, The Crest, Oakdene Avenue, Darlington. DL3 7HR.

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 sort 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.

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 rating.

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, 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 Blaketts Medical Centre, Bondgate, Darlington, 01325 380640.

Their eyes are tested by the opticians McGuiness, Newton Aycliffe, Co Durham, 01325 316600

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 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
Safeguarding Children - Internet Safety
Prevent Duty
Child Sexual Exploitation Awareness
HSE Emergency First Aid
QCF Unit - Administration of Medication Control & Administration of Medication
Food Hygiene Level 2
Health & Safety - Including Manual Handling in a Care Setting
Fire Safety Awareness in a Care Setting
Team Teach
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

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

DIANA HEWICK-CRAWFORD

Position: Registered Manager

Date of employment - 04.12.06

I first came into child care in 1998 aged 24 I was employed as a holiday co ordinator to organise adventurous breaks for young people, this took me to the four coast lines of the British isles. This then lead me to another role in child care, the transporting (escorting) of young people to and from court, secure units and family contacts which I thoroughly enjoyed. I knew then that working in child care with disadvantaged young people was the career I wanted to pursue.

Throughout my career so far I have worked with a lot of young people with challenging behaviours and some of those that test your patients to the limit as I'm not one to be beaten, I decided I needed to train in a technique that would protect myself, my colleagues and the young people in my care. In 2000 I trained to be a Team Teach instructor enabling me to train the staff I worked with giving them the skills and confidence to protect themselves and the young people.

After having my own child in 2006 I knew I had to broaden my horizons and set myself a new challenge and this is when I started my employment with Pear Tree Projects.

I continue to thrive in achieving my goals and ensuring the young people in my care are given 100% from me to help and encourage them achieve their goals.

Certificates:

NVQ 4 Children and Young People

NVQ 4 Leadership and Management

Team Teach Instructor Certificate

Lifting and Moving Things

Fire Awareness

Health and Safety

Health and Safety in Workplace

Equality and Diversity

ADHD Awareness
Self Harm
RASA - Rock Antics Supervisor Award
Risk Assessment
Equality and Diversity
Report Writing and Record Keeping
Key Worker Training
Recruiting Safely
Understanding Child Attachment
Nov 17 2014 - Attended a seminar delivered by Dr Bruce Perry - The impact of trauma and neglect on the developing child
Understanding Pathways to Extremism and the prevent programme
Workshop raising awareness of prevent
Child Sexual Exploitation - awareness training
Reflective Practice Training
Child criminal exploitation and county lines
GDPR In Children's Homes

STEPHEN NEWTON

Position: Deputy Manager / Duty Manager / SRSCW

Date of Employment: 08.05.15

I joined Pear Tree in May 2015 after working at The Grange in Willington for almost 3 years, which is part of The Witherslack Group.

Since leaving school I have worked for Wear Valley Council where I completed an apprenticeship in Sports and Recreation, Durham Constabulary as a Recreational Assistant in their leisure centre, Godfrey Syrett as a Warehouse Assistant and The Witherslack Group as a Residential Support Worker. It was during my time working in sport that I realised I really enjoyed working with and supporting young people and although the role can be very demanding and at times challenging it is also extremely rewarding.

In 2010 I found myself unemployed for the first time since leaving school due to financial cuts within Durham Constabulary, resulting in the leisure centre having to close and along with my team, I was made redundant. This allowed me time to take a solo trip to Australia for a 6 month stay, where I found myself accommodation, employment and a cricket team to play for. I had many new experiences during my trip and met many new people. The whole experience gave me confidence in my own abilities and equipped me to face new challenges on my return home.

In my spare time I enjoy playing cricket and I am a keen swimmer. I have been an active member of Tudhoe Cricket Club since the age of 10. Along with playing in the First, Second and Third 11 cricket teams. In the past I played cricket for Durham Constabulary and represented them for 5 seasons on the staff cricket team. I also enjoyed playing cricket for Scarborough Sharks in Perth, Australia as part of a 6 month career break. I am a keen supporter of Sunderland Associated Football Club and when I can travel to both home and away fixtures.

Certificates:

Child Development

Attachment and connecting theory with practice

Equality and Diversity

Youth MHFA Course

Safeguarding Children from Abuse by Sexual Exploitation

Introduction to Epilepsy & Administering Buccal Midazolam

Multi - agency Awareness Raising - Child Sexual Exploitation

Awareness raising session - Attachment difficulties

Safeguarding in a digital world masterclass

Self harm and Suicidal Thoughts in Children and Young People

Lateral Flow Testing Training

GDPR for Children's Home Staff

LEANNE KEERIE

Position: Deputy Manager, Acting Duty Manager, Senior RSCW

Date of Employment: 12.06.00

I left school in 1995 always knowing that I wanted to work with children. In September 1995 I went to college and completed my NVQ 2 & 3 in Childcare and Education. Once I completed my NVQ course I did some voluntary work in a nursery school at Ferryhill working with 3 year olds, I carried on doing this until I found myself a job in a nursery in Durham city working with 0-8 year olds.

At the age of 22 I made an application to Pear Tree Projects and first joined the team in June 2000 as a Support Worker, working my way up to a Residential Social Care Worker as I gained experience and further qualifications. I have completed my NVQ 3 & 4 in health and social care, along with various other training experiences.

Throughout my time at Pear Tree I have gained vast experience and feel that I have grown within the organisation. I am consistent with the young people that I care for and very firm when it comes to boundaries. I have supported many young people within Pear Tree using positive life skills and good parenting skills.

I always give 100% in my working role.

Certificates:

Fire Awareness

Basic Counselling

Child Protection

NVQ level 4 Health and Social Care (Children and young people)

City and Guilds NVQ in Childcare and Education Level 3,

Basic Health and Safety Certificate

Lifting and Moving Things

Substance Misuse Awareness Level 3

Key Worker Training

Safeguarding Children from Abuse by Sexual Exploitation
NSPCC - Keeping Children Safe Online
Lateral Flow Testing Training
Prevent Covid-19

ELIZABETH LONGSTAFF

Position: Senior RSCW

Date Employment commenced: 11.12.06

I first started my career working in the care sector in Ventress Hall Nursing home. I was employed there for seven years of which I loved every minute. The position entailed pure care and attentiveness with not only with the old but also with terminally ill.

Although I enjoyed my seven years in nursing I felt I was ready for a new challenge. This came by chance through a friend working with young people.

I began working at Arronbeth in 2003 working alongside challenging children/teenagers. This gave me a great insight into effective ways of dealing with violent, abusive, volatile and disruptive behaviours. After three years at Arronbeth I decided I wanted to make a positive contribution where I could utilise my skills to see effective results.

I began at Pear Tree in 2006. I work alongside the young people teaching basic life skills – cleaning, ironing, keeping up personal hygiene and taking pride in their appearance. I also teach them baking and cooking. We have made three course meals and some wonderful calorific desserts. I enjoy taking the young people on excursions, biking, walking and other activities that we organise. I teach the boys how to behave appropriately in the community and respect. I feel my role plays a large part of Pear Tree and I can rest assured safe in the knowledge that I have and always will give 100% commitment to the role.

Certificates:

Child Protection Level 1

Effective Listening

Risk Assessment

Health and Safety

Lifting and Moving Things

Safeguarding Children from Abuse by Sexual Exploitation

Equality and Diversity

Introduction to GDPR

CAROL BRADFORD

Position: RSCW

Date of Employment: 04.08.10

Before I came to work at Pear Tree I had fifteen years experience working within the care environment. This included eight years working with the elderly as an activities coordinator and several years working in mental health. Many of the clients displayed challenging behaviour and learning difficulties alongside mental disorders. I have always been

particularly interested in working with the younger client group as many of the behaviours the clients displayed had stemmed from their childhood. I felt that I had gained much experience and had many transferable skills to bring to the post of RSCW.

Having two young children of my own, I understand the importance of structure, good time management skills, budgeting and learning life skills whilst encouraging and supporting them to make the right choices throughout their lives.

I have very strong family values and believe that all children and young people should be encouraged with positive reinforcement and support whilst promoting their physical welfare, emotional, health and educational needs.

Since coming to work at Pear Tree I feel that I fit in well and work effectively with all teams showing support and compassion, not only to the young people within our care but also to my colleagues. I have a cheerful disposition, I am helpful with a good sense of humour and always willing to muck in (or muck out) no matter what. Someone once told me that you shouldn't work with children and animals, however, we do both effectively and I'd like to say that I'm enjoying every minute!

Certificates:

DICES:Risk Assessment and Management System

Control and Restraint

NVQ Level 3 in Care

Diploma in Aromatherapy

Diploma in Indian Head Massage

Safety Practices

Equality and Diversity

Report Writing and Record Keeping

Key Worker Training

Safeguarding Children from Abuse by Sexual Exploitation

Prevent Covid-19

An Introduction to GDPR

JORDAN THIRSK

Position: Acting Duty Manager / SRSCW, Date of Employment: 1.2.17

When I left school in 2009; I was torn between two career paths: Sport and electronics. At that time I was training 7 days a week in several different sports which pushed me towards going to Middlesbrough College to study Sport & exercise science.

Whilst studying at Middlesbrough College, I successfully passed my course with flying colours and several extra qualifications. This gave me the confidence in applying for Teesside University in 2011 which I studied the same course at a higher level.

Whilst attending University I got myself a job working in a supermarket which gave me extra finance to enjoy things with my friends and to save. In my last year I became more focused on a path which was to help others with my guidance and experiences; so I joined a teaching company working in primary/ secondary schools. The children I worked with were

mainstream and disability; teaching them the important aspects of sport and giving the specific skills to meet curriculum needs.

The teaching job gave me confidence and the belief that I can make a difference. During my time as a teacher I gained respect from peers and the children I worked with very quickly and designed programs to change academic performances. As a result of the planning I gained the award for Redcar Cleveland district for “innovative project of the year” which focused on behaviour management, using different techniques in sport to increase academic achievement and overall respect.

Shortly after graduating, I left the supermarket and became an adult support worker for learning disability. My role was to get the adults active and get them involved in activities to improve the independent living and lifestyle. This Job moved me onto Pear Tree Projects in February 2017. As a result of my experiences I have gained the love in helping others achieve and become better individuals within themselves.

Certificates:

Level 3 diploma Sport & Exercise Science

Level 1 & 2 Fitness instructing

Level 3 personal Training & Nutrition

BSc Hons IN Sport & Exercise Science

Epilepsy Awareness, Administration of Boccolam

Lateral Flow Testing Training

Prevent Covid-19

Equality and Diversity

CLAIRE NEILSON

Position: SRSCW Date of employment: 03.07.17

After leaving school at the age of 16, I went straight into, what was known as an YTS (YOUTH TRAINING SCHEME). The industry I chose and had always had a keen interest in was fashion retail. This career path continued, not only within fashion, but selective industries for a significant amount of years, in between having my two boys. This is where I believe my knowledge, experience and love for helping others, whether it was within the general public, work colleagues, family and friends and that brought me to take this further and educate myself to a higher level of understanding.

In 2011 I decided to change my career in order to gain more of an understanding in Health and social care, taking on a full time job as an A&E Auxiliary. Every day was different, very challenging mentally and physically, I met people from all walks of life. This role only enhanced my drive to find a career in which I could help people in crisis.

A year later I enrolled on a part time college course, learning about Therapies, Counselling and gaining my Diploma. I then challenged myself further and attended Sunderland University where I gained a Foundation Degree in Cognitive Behavioural Therapy. Originally, I had decided I would like to work and help individuals with substance and Alcohol misuse, until I became the college counsellor, working alongside students in a therapeutic environment. This helped me come to the decision that it was young people that I felt my overall life skills, which I refer to as my “back pack” not only using my therapeutic education, but combing this with my overall life experience , would hopefully give guidance, support and emotional needs to those who would gain from it.

I was informed about Pear Tree, and how they worked in a Holistically Therapeutic way and felt not only could I offer my skills, but also gain and learn more in order to work collaboratively with the young people, gaining more positive outcomes helping to move their lives forward.

I have worked in all of the Pear Tree homes and look forward, to gaining more Knowledge and understanding in order to care for the young people and build positive relationships along the way.

Certificates:

BTEC Level 1 Certificate for IT users

NCFE Level 1 Award in Interpersonal skills

NCFE Level 3 Diploma in Counselling Skills

Foundation degree in Arts - Counselling

Equality and Diversity Training

An Introduction to GDPR

ASHLEIGH WALTON

Position: RSCW, 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 also 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 also worked 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 the 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.

Certificates

Prevent Covid-19

SHELBY WILSHER

Position: SRSCW / Acting Duty Manager, Date of Employment: 14.3.18

After leaving school I completed my A-levels and went on to study psychology and counselling at university. I completed several certificates during this time in hiking, climbing and kayaking. Throughout my time at university I also discovered an enjoyment of cooking; I like to be the hostess and to provide for others. From school and throughout this entire time I also worked as a lifeguard and completed my gym, personal training and swimming teaching qualifications. From studying my degree, I felt that I would like to work within children's psychology or a job within mental health however I was also eager to begin a job I could consider a career and the amount of years I would need to keep studying just wasn't viable.

After university I spent more of my time working within the gym and as a swimming teacher which I wholeheartedly enjoyed but again I didn't feel this was a job I could progress in. During this time, I had been volunteering with the local rainbows and girl guides and helping with art activities and reading at the local primary school. It was these activities which I enjoyed the most and through this I felt that I would be best suited to working with children in some way.

Within my personal life a lot of my hobbies involve being outside, my favourites being hiking and kayaking. I also come from a big close family and I feel this has benefited me greatly, the support and guidance I have experienced I could then provide for little cousins and a sister who are all grown up now. I feel the experiences of guiding and helping them will benefit me at Pear Tree and I would like to share my skills and provide that sort of support for the children now within my care.

Certificates

Bsc with Third Class Honours in Psychology and Counselling.

ASA Level 2 Certificate in Teaching Aquatics (QCF).

Level 2 Award in Pool Lifeguarding, Intervention, Supervision and Rescue QCF.

IAO Level 2 Diploma In Active Leisure for Exercise Professionals (QCF)

Functional Skills Qualification in Mathematics at Level 2.

Equality and Diversity

MARC POSKETT

Position: RSCW, Date of Employment: 21.6.18

When I left school I went to college and studied construction where I spent 2 years, I then moved onto an apprenticeship and was taken on by the employer and learned my trade on the building sites along with other professionals.

Due to events in my personal life and living with somebody with mental health issues I wanted to get a more of an understanding of this which then led me into a career in social care.

I have worked in the Social Care sector since 2010, I started working as an outreach worker for young people with learning disabilities and mental health. I attended university part time to gain a degree in working with children and young people.

In 2016 I started working with children in a residential setting as an RSCW where I worked with children from different age groups. I had the opportunity to work as part of a new team with people from various different working backgrounds.

In January 2018 I started working with ex servicemen and women in Middlesbrough as a support worker Supporting them to find work and training and future long term accommodation.

I found my passion was not working with adults but with children, this then this led me onto finding employment with Pear Tree.

My hobbies Include playing football, cycling going the gym and spending time with family and friends.

Certificates:

BTEC Level 2 in Employment Responsibilities and Rights in Health, Social Care and Children and Young People's Settings

BTEC Level 2 in Induction to Supporting People who have Learning Disabilities

NVQ Level 2 in Health and Social Care

Equality and Diversity

ARRON PROUD

Position: RSCW, Date of employment: 14.1.19

I left school at the age of 17 after deciding that studying in a classroom setting was no longer for me. This led to me enrolling on a Public Services course at New College Durham. After studying this for two years I was accepted onto a Sports Business Management degree at Sheffield Hallam University. From a young age I was taught that if I wanted something in life, that I would have to go and earn it and as a result at 13 years old, I got my first job as a paperboy which was followed up by various different part time jobs until I finished University.

Many of my hobbies and interests revolve around sport having competed at county level in Cricket, but also competing at a high level in Rugby, Football, Tennis and Athletics in the past. I also have been involved in coaching cricket since the age of 15 and have gone on to coach many junior level sides. This has allowed me to develop communication skills with young people.

My introduction to the care sector was with a company called Danshell who specialised in caring for adults with severe Autism and Learning Difficulties along with many other disabilities. Working in this setting was incredibly challenging and allowed me to develop teamwork skills in a care environment.

Having coached young people for the best part of 10 years, I knew that I wanted to work with young people as a career and after hearing that Pear Tree Projects were looking to hire, then it was a no brainer that I had to apply.

Qualifications:

BTEC Level 3 Public Services

BSc Sport Business Management

ECB Level 1 Cricket Coach

UKDB Level 1 Dodgeball Coach

Lateral Flow Testing Training

Prevent Covid-19

Child criminal exploitation and county lines

Anxiety & Depression in Children's Homes

Self Harming Behaviour in Children's Homes

Introduction to Adverse Childhood Experiences and Early Trauma

An Introduction to GDPR Training

Allergywise - Anaphylaxis Training

Equality and Diversity

CLARE TWEDDALL

Position: RSCW, Date of Employment: 3.9.19

I left school at eighteen after completing my A levels, my plan was to go to University and eventually become a Teacher or Police Officer. All that changed when I decided to take a year out. During this time, I met my husband, bought a house and found out I was expecting our first child, so University went off the radar along with my career aspirations, as my little family became the priority.

Whilst juggling childcare I worked part time in the catering and hospitality industry, indulging my love of people and cooking, including running a café alongside my Mother. In 1997 our world was turned upside down when my husbands' father was killed in a motorbike accident. Malcolm, my husband worked alongside his father in the family haulage business, so when his dad died, we had to step up to the plate and take over its running, with the admin side becoming my responsibility.

Over the next few years our family grew, completed by three wonderful children, with the children came the animals. Horses have always been a love of mine so it was a natural progression for the children to have ponies and soon we joined Pony Club. I was quickly recruited onto the Branch committee helping to organise the day to day running of the club, Pony Club Camp and the Branch Treasurer position all fell into my remit. During this time in Pony Club I worked closely with young people and soon figured out this is what I enjoyed doing and where my main strengths lay.

After spending the majority of my adult life bringing up my own children, I began to feel a little lost when they grew up and needed me less, so I decided it was time to look for a new challenge. I started looking into fostering, mentioning it to a close friend she suggested I would be perfectly suited to Pear Tree. Not knowing exactly what Pear Tree was I began making further investigations, I was excited when I read the ethos of the company and its history. It all seemed common sense to me, I felt totally inspired by its holistic approach, everything it stands for and what the company tries to achieve for its young people, so I went ahead and applied for a RSCW position and was fortunate enough to be offered the job. I am currently working as part of The Crest team and love it, every day is different, you

have to think on your feet and be prepared for whatever comes your way, it can be challenging but ultimately so rewarding.

Certificates

Prevent Covid-19

An Introduction to GDPR Training

JAMIE BROOKS-JOHNSTON

Position: RSCW, Date of Employment: 9.9.19

My first involvement in working with young people started off by doing voluntary work at the age of fifteen years of age, regularly coaching and running a young people's football team and to this day I still do this.

I started off working as a caretaker in a school in Middlesbrough and then transferred to working in the youth and community centre which was based on the same site. It was then whilst working in the youth and community centre, I was asked if I wanted to volunteer to work with the children and young people and then shortly afterwards started my youth and community work training with the local authority.

After gaining relevant experience in the field, after a couple of years I gained my first full time role with Connexions LA in Redcar & Cleveland working as a Personal Adviser delivering diversionary activities for the Positive Activities for Young People programme.

After working for the local authority for four years I gained employment with Safe In Tees Valley in the voluntary sector for the thirteen years delivering preventative services for the Youth Offending Service, Police and local Neighbourhood Safety teams.

Whilst at SITV it enabled me to deliver and gain experience in delivering and managing a wide varied range of programmes in the young people and employability sector.

Certificates:

Understanding Autism NCFE L2

Equality and Diversity NCFE L2

IAG L2 NCFE

IT NVQ L2 NCFE

NVQ level 3 in Team Leader and Management

FA Football Coaching L1

Youth and Community Work - NVQ 3

Understanding Connexions Level 4

Drug issues for Health Practitioners - TROCN Level 3

Y/P and Mental health - TROCN Level 3

Sport and Recreation – Coaching and Activity – NVQ 2

FA Football NVQ 2

Prevent Covid-19

An Introduction to GDPR

SARAH UTLEY

Position: RSCW, Date of Employment: 9.3.2020

After leaving school I decided to pursue a career in dental nursing. This role was varied and each day different from routine dental appointments to general anaesthetic sessions to talking in schools about dental hygiene. I worked my way up from junior dental assistant to practice manager of the dental surgery.

After marrying my husband and having my first child I gave up my career in dental nursing to follow him in his career as an Army Dog trainer. This saw me and my family travel around the UK and abroad for the next 18 years during this time I had two further children. It was while posted abroad in Germany that I started my career in Early years and for the past 13 years I have worked the Early years sector in nurseries and Pre-schools around the country looking after children from birth to 11 years old.

It was while working in a pre-school in a deprived area of Dorset that I truly felt I had made a difference to the young children and their families. Through my time at the nursery I was able to raise money and secure funding for the nursery in order to give the children new experiences such as forest and beach school sessions, also for two practitioners to be trained as Relax Kids Coaches. This training is based around boosting a child's self esteem and resilience this training allowed myself to go to other settings to carry out Relax Kids sessions so I was able to help more children than just the ones that attend my setting.

In 2017 the family moved up to North Yorkshire to settle and to put down roots. I secured a job as a co-manager at a large day nursery and completed my BA honours Degree in Young Children and Early Childhood with the hope of going on to do my teacher training. It was while looking for schools for teaching placements that I realised that I did not like the one size fits all national curriculum style and the lack of time spent outdoors. I had to finally admit that maybe teaching in a mainstream school was not for me. I did however want to make a difference to children's lives. It was then I came across Pear Tree. From driving down the manor drive and seeing the young people engaged and working with the animals and on the farm I knew that Pear Tree was for me.

My spare time is spent with my family. We enjoy going to Rugby matches and I also spend many a windy and wet Sunday watching my children play for local rugby teams. I also enjoy horse riding and have three horses at home and enjoy going out hacking with my daughter across the Yorkshire Dales and when I am feeling brave up to the gallops! Alongside the horses I have 4 dogs and a pet sheep called Shaun. I do believe he thinks he is a horse and will often take himself round a small course of jumps!

Certificates

Bachelor of Arts - Young Children and Early Childhood

BTEC Level 5 Higher national diploma -Advanced practice in work with children and families

NCFE CACHE level 2 - Understanding children and young people's mental health

Prevent Covid-19

An Introduction to GDPR Training

Equality and Diversity

BTEC Level 3 Diploma for Residential Childcare (England) (QCF)

SHIRLEY STRAUGHAN

Position RSCW, Date of employment 2.11.2020

I joined Pear Tree, after working in Residential Care elsewhere, for almost a year. I left school in 1990 and worked for my parents for four/five years managing a non-residential hotel. Throughout this time I had my two older children and decided to change my career, more suited to my family's needs.

I did voluntary work, at a local school, where my children attended. I was later offered an opportunity to work for Durham County Council in an employed capacity, which I accepted and worked for seven years. During this time I completed my Specialist Teaching Assistant Certificate. I often worked alongside the class teacher, and taught small groups of children, which I thoroughly enjoyed.

Due to family circumstances I became a self employed farmer, where I built up my own flock of sheep, farmed the land and built stables to create an opportunity for people to manage the care of their own horses using the facilities on my land. I have been farming for twelve years and it is still ongoing. During this time I went on to have my third child and complete my family.

I started a new challenge over a year ago when I started my career in Young Children's Residential Care. I later heard about a company called Pear Tree and the incredible work it did, with therapeutic activities and a holistic approach. I loved the ethos of Pear Tree and what it stood for. I felt this would be a fantastic opportunity for myself, to become part of something very special.

I have now been working within Pear Tree for almost three months, where I am building positive, professional relationships with them. Young people in my care and the staff I work alongside in a stable, caring environment. It can be very challenging and yet extremely rewarding as well. I hope to continue my journey at Pear Tree for a long time to come.

Certificates

Specialist Teacher Assistant Certificate
An Introduction to GDPR Training
Equality and Diversity

RACHEL NIXON

Position: RSCW

Date of Employment: 1.3.21

I left school in 2005 and I knew that a career in care was the path I wanted to follow; I spent the next 5 years gaining different qualifications from A Levels in Health and Social Care and Psychology to attending University to complete a degree in Community Health. Whilst studying full-time at Sunderland University I was offered a job for Sunderland council supporting adults with Autism and Learning Disabilities. I developed a real passion for supporting people and to help them thrive and achieve their goals. The day I graduated from University I was offered a senior support worker role and I decided to remain in Sunderland to work. Throughout my years there I worked in many different homes and

travelled to many different countries with the people I supported. After meeting my husband I decided to move back to Darlington and I was offered a job as a Deputy Manager in a residential home for adults with Autism. We started a family in 2018 and we now have two little boys aged 2 and 1 years old. It was during my maternity leave with my youngest that I decided that although I loved my job I would like to have a better work life balance and would like to work with children. Thankfully I came across Pear tree and after reading about the ethos of the company it sounded like the perfect job for me. I have been working at Pear Tree now for 3 months now and I am thoroughly enjoying my job. I am looking forward to the summer months and spending the holidays with the boys who live here.

Certificates:

Advanced Level Apprenticeship in Management

NCFE Level 3 Certificate in the Principles of the End of Life Care

Bachelor of Science Third Class Honours in Community Health

EDEXCEL Level 3 NVQ Certificate in Management

NCFE Level 2 Certificate in Understanding the Safe Handling of Medicines

Equality and Diversity

Mobile Staff Team

The following members of staff cover holidays and sickness absence throughout all Pear Tree homes.

JANICE TOMLIN

Position: RSCW

Date of Employment: 16.06.08

I left school at 16 years and started work with Rediffusion which produced TV's. Whilst the job was not that interesting I did make many friends and was sad to leave after I was made redundant after 8 years.

Needing to work to provide an income for my family I took a job at a printing firm Silverscreen as a quality control inspector.

I left there to have my first child and then went to work on an evening in a supermarket. I really enjoyed the time I had at home looking after my child and felt I had aptitude for it. I then decided to become a registered child minder running local playgroups in my area.

I have always enjoyed trying new things and so joined the local college on an evening to study hair and beauty, after 4 years I was fully qualified.

Now having a second child I felt I wanted to move away from looking after children in my own home. I decided to return to college on an evening and undertook the NVQ children and young people.

I began at Pear Tree in June 08 and have found the job challenging but enjoyable and rewarding.

I see myself as the homemaker and enjoying caring for the young people, a role which I feel I have made my own within the houses.

I also enjoy taking the young people out on lots of activities and seeing them being happy and enjoying themselves.

Certificates:

Food Safety in Catering

Child Protection Level 1

CACHE Level 3 NVQ in Children's Care

Learning and Development

Initial Training for Classroom Assistants' certificate (Stage 1 & 2)

CACHE Level 1 Award in Getting Started in a Pre-School Setting

Lifting and Moving Things

Safeguarding Adults

Tackling Bullying

Safeguarding Children level 2

In house - Complaints and Whistle Blowing Procedures

Equality and Diversity

Report Writing and Record Keeping

Safeguarding Children from Abuse by Sexual Exploitation

Awareness raising session - Attachment difficulties

Allergywise - Anaphylaxis Training

An Introduction to GDPR

JASMINE KENNION

Position: RSCW, Date of Employment: 2.1.17

Before I started at Pear Tree I spent some time in the Army after leaving school which involved an intense training course involving high levels of physical training, high standards of cleaning with daily inspections, combat based first aid, high levels of discipline, respect for others, team work, motivation and attention to detail. My job role in the Army was going to be a combat medical technician but unfortunately due to injury, I had to leave.

I then went on to do some voluntary work in a primary school where I assisted the teachers throughout the different age groups and learning levels, helping and assessing the children with their education, organised activities and supervising them at all times. This required high levels of tolerance and enthusiasm along with a willingness to help others.

With this experience I then moved on to become a Residential Care Worker. In this role I supported young people's needs, rights and views. I made certain that each young person's individuality, difference and diversity were always appreciated and that the young people were provided with equal opportunities and are not discriminated against.

Through a consistent approach to care, the young people acquired self-esteem and resilience, as well as self-awareness and improved general well-being. I also worked with each young person's parents and families, when appropriate, recognising that they are the young person's first and most enduring carers and that my role was as a partner in each young person's care.

Through the experience and skills I have built up throughout my previous roles I wanted to progress in my career and join Pear Tree Projects. I believe in the therapeutic approach to care and the company's five values. I want to learn and develop my skills further by working

with Pear Tree staff and progress through the company, becoming a positive influential member of the Pear Tree family. I look forward to sharing experiences with the children and young people for many years to come.

Certificates:

Counter Bullying training

Behaviour Management

Level 2 BTEC First Diploma in Public Services

Level 2 Certificate in Adult Numeracy

Level 2 certificate for IT users

Self harm and suicidal thoughts in children and young people

Anaphylaxis training

Introduction to GDPR

HANNAH WILLIAMSON

Position: RSCW, Date of employment: 21.5.19

I left secondary school in 2009 and started my journey through college studying childcare and early years education knowing I was passionate about caring for young children. Despite enjoying the course at the time, and those around me were planning to apply for university I knew I wasn't as set on spending another 3 years in a classroom environment studying, I was more hands on and loved the outdoors and being active.

My heart was set on joining the army as military police something that had always been in the back of my mind. Once I completed and passed my child care course at college, I started my application for the army, followed by me returning home from a 2-day selection process in Glencorse full of elation. I had to wait a year for a date to start due to my job choice as military police. Unfortunately, a year later I was unable to go ahead with my start date, due to me needing an operation. Everything changed for me from that point.

In January 2013 not long after my operation I found out I was expecting my first child. I knew this hadn't been in my plans, but with a very supportive partner and family I welcomed my son into the world later that year. I enjoyed family life and nurturing my child came natural to me, I felt very lucky to be able to be at home full time with my son and in 2015 my daughter was born completing my family.

In 2016 I started a job as a nursery practitioner in a local nursery. I stayed there a year before moving on and landing a job as a support worker for young women with mental health. This job taught me so much, not just work related but about myself too. I believe and have also been told that my personality is what is needed to be a great support worker. Friendly, fun, bubbly, emphatic, caring and compassionate.

I found during my time working as a support worker that just by someone else being there, it can make a big difference to a person's life and their well-being, just by being around to talk to and support with a friendly face.

I was told about Pear Tree projects and immediately found myself interested in the organisation and in May 2019, I started my role as RSCW. I feel this has been the best decision for me, I feel I can bring a range of transferable skills and my up for anything attitude to the young individuals that are a part of Pear Tree.

My own personal hobbies include running, horse riding, military boot camp, which I have introduced to a few young people at Pear Tree. I also often take part in assault course events for my own personal achievements. Alongside working and being a mum of two, I also go out with a Paramedic crew every three months, where I'm able to do an observation shift and get to experience their line of work and what's involved which I thoroughly enjoy.

MILLICENT BAINES

Position: RSCW, Date of Employment: 1.9.2021

After leaving college I attended The University of Salford to study Counselling and Psychotherapy. I did my placement as a children's counsellor in a secondary school and here discovered I wanted to work with children long term.

Alongside my studies, I ran a small cleaning and dog walking company. This enabled me to carry out two of my hobbies on a regular basis - being with animals and out in nature. I was also employed in an outdoors activity centre for children as a cleaner and cook, giving me experience of working in a childcare setting.

I then spent a year working within the police in a victim support role, building up experience of working with vulnerable and traumatised individuals. It was during this role that I came across Pear Tree Projects and discovered a way of encompassing my passions of working with children, animals and the great outdoors.

I enjoy spending time with any animal, but particularly my 5 ferrets. I love having something unique to teach the children at Pear Tree all about. I also enjoy hiking, biking, sailing and music. I predominantly play the clarinet, but also have varying skills in chanter, bagpipes, Northumbrian pipes, saxophone and keyboard.

Certificates

Mental Health Awareness

Suicide Awareness training

Domestic abuse awareness

Sexual violence awareness

Equality and Diversity Training

Anaphylaxis Awareness

NASIRA HUSSAIN

Position: RSCW, Date of employment: 4.10.2021

I have always been keen to enhance my personal performance within various roles I have embarked on. I have many years' experience of working with children and young people with SEND and children from disadvantaged areas. As a teaching assistant at Beaumont Hill

Academy (BHA), I have supported pupils and parents to engage in face to face and/or remote learning during the lockdown period. I successfully use suitable strategies, resources to support pupils learning and understanding.

Likewise, my role as a play worker at Dash during lockdown, I identified the need to reach out to our Dash family and suggested a video to send to our children and young people that showed we were thinking of them. This was received positively by both parents, children and young people. It is important to cultivate a sense of belonging and acceptance as this fosters the ability to fit in and accept who they are as individuals. Many Dash staff were involved, and the videos were really appreciated by families.

Furthermore, I volunteered with Middlesbrough and Teesside Philanthropic Foundation as a Mentor to support a mentee who had recently lost her mother, by taking her out, exploring her emotions and supporting her grandmother to get further support, such as counselling. Both young people developed positive strategies and learned how to clearly communicate their needs and desires.

I am a family orientated individual. I love spending time with my children, we have fortnightly date nights that I have with both of my daughters that consist of challenging activities from weightlifting with my 16-year-old, climbing with my 14-year-old to baking cookies and cupcakes and watching Disney movies at home. Each week, I accompany my eldest daughter to her football training and matches and cheer her on from the side-lines. We enjoy outdoor activities, such as walking, bouldering and visits to Go Ape. My children have also picked up my interest in crime documentaries and we spend hours on unsolved case files and putting together puzzles. As a family we love challenging ourselves and creating new memories together.

Self-care is an integral part of me, this can consist of reading my favourite books or going on my daily walks whilst listening to audio books. I also enjoy cooking and currently introduced yoga within my weightlifting routine.

I am very passionate about mental health and have supported colleagues and friends during lockdown. Within my school, I was an active mental health advocate and supported individuals one to one to create a supported environment. Last lockdown, I was instrumental in creating a wellbeing letter that was sent to all staff who were isolated and are currently isolated. It is so important to make sure, individuals do not feel alone and are supported in this difficult time. I am a caring and approachable individual and feel these qualities will enhance Pear Trees' team. I am hardworking and resilient and always strive to ensure my team members are always supported.

My area of interest is understanding and supporting disadvantaged children and recognising how the impact of adversity and childhood trauma on children's physical and mental health has on their learning. Through Teesside University, I have taken part in summer courses to learn how to build resilience and become trauma and ACEs informed. These trainings have informed the way I approach children; the importance of creating healing environments and therapeutic activities such as yoga, sensory and breathing exercises. Moreover, it is important for the children to have a stable, caring and empathetic adults in their life.

I heard about Pear Tree through a friend who is currently working within Pear Tree, I heard how they did things differently and supported the young people holistically. When opportunity arose, I applied and was successful as a RSCW.

I've now worked at Pear Tree since October 2021. I enjoy all aspects of the job but feel that accompanying the young people outdoor, including working at Toy Top and Manor farm, and supporting them experience outdoor life, something I feel I am good at. In addition, I also enjoy cooking with the young people, teaching them how to prepare nutritious meals using fresh ingredients; introducing and teaching about Pakistani cuisines that supports their understanding of different cultures and on whole their independence.

Certificates:

Anaphylaxis Awareness

Introduction to GDPR

STEVEN ALDERSON

Position: RSCW, Date of employment: 1.12.2021

I left school in 2005 and found it difficult to know what I wanted to do in my life. After a lot of deliberating, I decided to go to Six Form to study History and some other subjects in which I was a little unsure on. After one full year of studying, I decided that it wasn't for me so I decided I would like a job in support. I left Durham Sixth form to do a BTEC Diploma in Sport at Bishop Auckland college. I completed this course, but with a reluctance to go to university, again I had to look for a different pursuit. Luckily, I started a Business Administration apprenticeship whilst at a work placement for an Off-Road Running brand. I completed multiple levels in a BTEC Diploma. This then allowed me to stay on full time for this company. I stayed there working for 13 and a half years learning many different roles in a small business, ranging from Key Customer accounts all the way through to Personal Assistant for the director of the company. The job however had run its course with no more room for my personal development. I decided to take a risk and completely go out of my comfort zone and apply for Pear Tree. A decision which I can say was a great one based on the experience I have had here so far!

For the last 20 years I have played cricket for the same team since I was 18/19 years old, I have contributed massively to the academy there, coaching children. Which gave me a foundation of working with children and young people. I also did my community sports leadership award at Six Form, which required going out to local primary schools and taking PE lessons. Both of the above I enjoyed thoroughly. I gained the respect of all the young people in these areas and the relationships I built were very positive ones. I am naturally an empathetic person so this will help massively with my Pear Tree journey. My love of the outdoors will go hand in hand with Pear Tree, hopefully being a good role model encouraging the young people to follow suit.

My hobbies consist of many sports, Football, Golf, Cricket, Horse Racing etc. I also enjoy walking in the countryside. I enjoy spending time socialising with friends and family and building positive relationships with all people in my life whether they be new or lifelong.

Certificates

BETHANY REEVE

Position: RSCW, Date of employment: 17.1.22

Upon leaving college in 2012, I took on an apprenticeship at a residential centre for school trips, which was the first time I'd seriously thought about working with children. After being inspired by the fantastic teachers I met along the way, one of them suggested I take on teaching myself which gave me the confidence to apply to Northumbria University. I completed a degree in Early Primary Education and went on to teach in KS2 for four years. During this time I had opportunities to study French and Spanish abroad with my colleagues, which I found life-changing. I also enjoyed utilising my love of arts and crafts via after-school clubs and art lessons, and will always jump at an opportunity to learn a new craft.

Interested in developing myself further, and seeking a way to support people in a way that was more holistic, and less data-focused, I began working with adults with learning disabilities. Unfortunately, due to the COVID-19 pandemic, I was eventually made redundant and so had to look for new opportunities in the rocky working climate. This happened to lead me to working in Compliance and Administration in residential care homes. Although I loved working with the residents and carers, I knew that I wanted to return to a more hands-on role and work with children again. Having more spare time than in the past, I reluctantly attended a Couch-2-5k club with a friend, ultimately and unexpectedly finding a passion for running. I felt it did wonders for both mental and physical health, and I now attend weekly 5k Parkrun events whenever I can - dragging others along with me as much as possible! Over the last few years I have completed a number of hikes, climbs and walking challenges, which I thoroughly enjoyed, so I am now focusing on running. My 2022 goal is to have completed 50 Parkruns by the summer. I also achieved my first 10k run in the new year and am building towards a half-marathon.

Having heard about Pear Tree Projects via an existing employee, who was also an ex-teacher, I successfully applied for the RSCW role and am incredibly excited to work with children again. Despite being new to the organisation, I feel lucky to be a part of the team, facilities, and support Pear Tree offers, and feel it is the person-centered role I was looking for. I feel my varied experience, the skills I have developed, and my personal interests all play their part to contribute to Pear Tree's goal of providing the highest quality of care.

Certificates:

BA Hons in Early Primary Education

Qualified Teacher Status

Your Child and Epilepsy

Introducing GDPR

ADAM SWAN

Position RSCW, Date of employment 7.3.2022

During my time at school studying my GCSEs, I decided I wanted to step up onto the employment ladder. I applied to work at Lightwater Valley Theme Park as a seasonal worker on weekends and school holidays. I believed it was important to experience working life as soon as possible as it gave me the knowledge of how things would be in employment. The days were long and the transport wasn't the best but it gave me the early skills I required. I left school with all of my GCSEs and went on to study A-Levels at college.

Whilst studying I didn't want to lose the independence of having my own job and money supply so I looked for another part-time job. I worked in a supermarket stacking shelves, serving on the checkout, and developing my customer service skills. This allowed me to gain more experience working in a different role as well as gaining my A-Level qualifications in PE and Leisure Studies.

After this, my plan was to venture off to university and gain a degree in sports coaching. However, at the time leaving to go to university just didn't seem right. I deferred my place for a year and gained a full-time role at the supermarket. During this time my Mum was working as a Teaching Assistant and had told me that I would really enjoy it. It wasn't something I had ever considered previously but when visiting her school and hearing how much she enjoyed it, I decided to complete my level 3 qualification allowing me to become a TA.

The school I qualified in then took me on as a full-time TA working with children with ASD and other learning issues. I took to the role really well and enjoyed it thoroughly. Building positive relationships with children who previously found school a real struggle was very rewarding. Seeing the progress they were making and watching them blossom was amazing. This led me to study further completing a level 4 qualification in childhood and adolescent mental health. Doing this allowed me to have a deeper understanding and helped me develop in my role and become the school's mental health first aider.

After doing this role for 9 years I began to not enjoy it as much as I used to. I felt the changes in the curriculum were making it very difficult for the children in my care. A family member was working for Pear Tree and had told me they were advertising for a Residential Social Care Worker. After viewing the role and completing my interview and looking around I thought that this job looked a fantastic opportunity. The team were brilliant and helpful during my induction and I just felt like I had been here the whole time.

During my spare time, I enjoy playing many different sports. However, golf is my favourite. I follow football and support Liverpool F.C. I love going for long walks, especially along the beach. I have a strong interest in mindset and enjoy trying to be a positive influence in other people.

I look forward to developing my role within PearTree and working here for many years.

Certificates

Level 2 Award in Community Sports Leadership

CACHE Level 3 Certificate in Supporting Teaching and Learning in Schools

LSCB Workshop on Prevent Awareness (WRAP)
Sensory Processing - Think Sensory, not Behaviour
Level 2 developing good autism practice
Certificate in Child and Adolescent Mental Health and Well Being
Introduction to LGBT
Fire Warden
LSCB Child Neglect Workshop
LSCB Domestic Abuse Awareness Level 3
Female Genital Mutilation: Recognising and Preventing
NSPCC Managing Sexualised Behaviour in Primary Schools
Psychological First Aid: Supporting Children and Young People
Pediatric First Aid and Defibrillation

REBEKAH HARRISON

Position RSCW, Date of employment 7.3.2022

I left school after my A levels and went on to do a degree in Law. While working for my degree I started to work for Ladbrokes, and I eventually became a deputy manager. I had my son and due to his needs, I stopped working when he made the transition to senior school as we were not sure how he would handle the change from a very small school to a large one.

While caring for him I also signed up for a master's degree in psychology and started to volunteer at Durham Prison. Both these experiences have considerably widened my skill base.

I have helped to run numerous support groups for parents with children who have complex needs and these helped me to decide that when the time was right, I wanted to work with children and to be able to help.

I am an enthusiastic (rather than good) golfer and I love to bake, especially sweet things. I am an avid reader and there are always at least 3 books tucked away in my car somewhere.

Certificates

LUCY CORNER

Position RSCW, Date of Employment 4.4.2022

When I left school in 2011, I went on to study A-Levels in applied science, PE and Maths. I then went Askham Bryan Agricultural College to study a degree in Agriculture with Land Management.

While studying for my degree I worked behind the bar at the Three Horseshoes in Durham. Once I'd completed my degree I worked on the farm at home until October 2016 when I started working for Genus ABS this a company that specialises in bovine genetics. I worked for 2 and a half years and thoroughly enjoyed my time there as I have always been interested in cattle genetics especially breeding my own herd of pedigree British blondes.

Due to a change in Genus company policy I left to work at a local Dairy Farm taking on the care of the young stock on the farm. Making sure all the calves were looked after and fed. I left the farm and moved to work at Houghall to teach agriculture, unfortunately due to Covid this did not work out, so I applied to work at Pear Tree in November 2020 as an instructor to teach BTEC Land Based Studies. In April 2022 I moved over to working in the homes at Pear Tree to develop my skills further.

Certificates

RUTH APPLEBY

Position RSW, Date of Employment 4.4.2022

I went to school in Richmond, North Yorkshire until 1980. I then went to York college for two years and did a Business Studies course. I completed the course, but knew it wasn't for me. I went to live in Spain for a year which turned into 24 years. I taught English as a Foreign Language to all ages ranging from 2 years old to 78 in many settings; one-to-one in business environments, private language academies, primary schools, nursery schools and on summer camps with 120 children. I loved my time in Spain and did so many different things. I have always enjoyed doing voluntary work so whilst in Spain, I volunteered at a local residential children's home for Looked After Children to support Spanish children with their English homework and schoolwork.

I moved back to the United Kingdom in 2006. I spent the first few months supporting my own two children to adjust to life in a new country. In October 2006, I started volunteering as a teaching assistant at a local primary school – Colburn Community Primary School. This soon turned into a paid position, and I became a Higher-Level Teaching Assistant in 2008 working with children both in and outside the classroom providing additional support with Literacy, Numeracy and Emotional Learning. I was well known within the school for thinking outside the box and often took a bit of a 'whacky' approach to learning as more conventional approaches had not worked for many of the children I worked with. I also provided English as a second Language support for the pupils who were from Poland and Nepal. I brought in things such as an easy read weekly newsletter and did English classes for parents/carers on an evening on a voluntary basis.

Due to a couple of life events in 2012, I needed a change of career. I worked in Admin in County Hall for North Yorkshire County Council, but this only lasted 8 months as I missed being outside and working directly with people. I moved into a caring role and worked as a Reablement Worker for NYCC in the community. I then, by chance, saw a job advertised with the Council for a Support, Time & Recovery Worker with the Mental Health Team. I was successful at interview and did this role until February 2022. I gained invaluable experience and understanding of so many different aspects of supporting people with Mental Health. I loved this post, but now I am with Pear Tree it feels as if all the different areas I have worked in over the last years have all been for a reason. I believe I have transferable skills from all the areas I am experienced in. I am also excited about developing my skills in further ways and feel really privileged to be doing this in such a caring environment. I love gardening, walking my dog and wild swimming – even at 6o'clock in the morning!

Certificates

Domestic Abuse – Basic awareness
GDPR and Cyber Awareness
Appropriate Adult Training
Self-Harm
Introduction to Communication Disorder
Higher Level Teaching Assistant Status
Adult mental health First Aid
Safeguarding Children online – Basic awareness

Elle Howard

Position: RSCW, Date of employment: 25.4.2022

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.

E-mail address: david.bartlett@peartreeprojects.co.uk

Telephone No: 01388 776 799

Mobile: 07801 595 803

Diana Hewick-Crawford, Registered Manager

E-mail address: diana.hewick-crawford@peartreeprojects.co.uk

Telephone No: 01325 365 984

Stephen Newton, Deputy Manager, Senior RSCW, Duty Manager

Email address: stephen.newton@peartreeprojects.co.uk

Telephone No: 01325 365984

Leanne Keerie, Deputy Manager, Acting Duty Manager, Senior RSCW

E-mail address: leanne.keerie@peartreeprojects.co.uk

Telephone No: 01325 365 984

Elizabeth Longstaff, SRSCW

E-mail address: elizabeth.longstaff@peartreeprojects.co.uk

Telephone No: 01325 365 984

Carol Bradford, RSCW

E-mail address: carol.bradford@peartreeprojects.co.uk

Telephone No: 01325 365 984

Jordan Thirsk, Acting Duty Manager, Senior RSCW

E-mail address: jordan.thirsk@peartreeprojects.co.uk

Telephone No: 01325 365984

Claire Neilson, Senior RSCW

Email address: claire.neilson@peartreeprojects.co.uk

Telephone No: 01325 365984

Ashleigh Walton, RSCW

E-mail address: ashleigh.walton@peartreeprojects.co.uk

Telephone No: 01325 365984

Shelby Wilsher, SRSCW / Acting Duty Manager

E-mail address: shelby.wilsher@peartreeprojects.co.uk

Telephone No: 01325 365984

Marc Poskett, RSCW

E-mail address: mark.poskett@peartreeprojects.co.uk

Telephone No: 01325 365 984

Arron Proud, RSCW

Email Address: arron.proud@peartreeprojects.co.uk

Telephone No: 01325 365984

Clare Tweddall, RSCW

Email Address: clare.tweddall@peartreeprojects.co.uk

Telephone No: 01325 365984

Jamie.Brooks-Johnston@peartreeprojects.co.uk

Email address: jamie.brooks-johnston@peartreeprojects.co.uk

Telephone No: 01325 365984

Sarah Utley, RSCW

Email address: sarah.utley@peartreeprojects.co.uk

Telephone No: 01325 365984

Shirley Straughan, RSCW

Email address: shirley.straughan@peartreeprojects.co.uk

Telephone: 01325 365984

Rachel Nixon, RSCW

Email Address: rachel.nixon@peartreeprojects.co.uk

Telephone No: 01325 365984

Janice Tomlin, RSCW

Email: janice.tomlin@peartreeprojects.co.uk

Telephone No: 01325 365 984

Jasmine Kennion, SRSCW
Email address: jasmine.kennion@peartreeprojects.co.uk
Telephone No: 01325 365984

Hannah Williamson, RSCW
Email address: hannah.williamson@peartreeprojects.co.uk
Telephone No: 01325 365984

Millicent Baines
Email address: millicent.baines@peartreeprojects.co.uk
Telephone No: 01325 365984

Nasira Hussain
Email address: nasira.hussain@peartreeprojects.co.uk
Telephone No: 01325 365984

Steven Alderson, RSCW
Email address: steven.alderson@peartreeprojects.co.uk
Telephone No: 01325 365984

Bethany Reeve, RSCW
Email address: bethany.reeve@peartreeprojects.co.uk
Telephone No: 01325 365984

Adam Swan, RSCW
Email address: adam.swan@peartreeprojects.co.uk
Telephone No: 01325 365984

Rebekah Harrison, RSCW
Email address: rebekah.harrison@peartreeprojects.co.uk
Telephone No: 01325 365984

Lucy Corner, RSCW
Email address: lucy.corner@peartreeprojects.co.uk
Telephone No: 01325 365984

Ruth Appleby, RSW
Email address: ruth.appleby@peartreeprojects.co.uk
Telephone No: 01325 365984

Elle Howard, RSCW
Email address: elle.howard@peartreeprojects.co.uk
Telephone No: 01325 365984

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 places formally written once per month, informally fortnightly. Appraisals are conducted on an annual basis.

The list demonstrates the supervision team under Diana Hewick-Crawford, Registered Manager. Diana 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 endeavor to ensure that the home has both male and female role models. However, there maybe 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 activites, 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, a small school on a farm, Community Support Services to approximately 7 people living within the community, along with a small housing project. 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
October 2002
Reviewed May 2010
Reviewed September 2014

Updates

Date / Section / Amendment

September 2015 - Document reviewed

05/11/15 / Staffing / Qualifications and staff

6.1.16 - update all staff new email addresses

27.01.16 - No.1 caring for children and No 18 education - new information added.

4.2.16 - Staffing - personal statement added

4.2.16 - caring for children - no 11 - info added re: emergency placements.

9.2.16 - staffing - added personal statement

11.2.16 - staffing

1.3.16 - staffing - training

12.4.16 - Staffing updates

10.6.16 - Staffing - personal statement added

1.8.16 - Staffing - add new member of staff

8.8.16 - Added personal statement - JW

24.9.16 - training updates

28.9.16 - training updates

20.10.16 - staff updates

02.11.16 - new member of staff added - AS

10.11.16 - Member of staff removed-AH and a personal statement added-AS.

7.12.16 - staff changes

6.1.17 - Training updates and new member of staff added

19.1.17 - Staff changes

26.1.17 - Staff added

8.2.17 - personal statement added

20.3.17 - training updates

3.4.17 - Staff changes

25.5.17 - Personal statement added

21.7.17 - Staff changes

30.8.17 - new staff added

25.9.17 - info added - no 10 safeguarding

29.12.17 - staff changes

2.3.18 - new mos added / mos removed

14.3.18 - new mos added

20.4.18 -personal statement added

13.6.18 - personal statement added

26.6.18 - staff changes

4.8.18 - staff changes

22.10.18 - staff changes

10.1.19- new staff added

15.4.19 - personal statements added

9.5.19 - new staff added

28.6.19 - personal statement added

23.7.19 - staff changes

14.10.19 - staff changes

27.2.2020 - member of staff removed

April 2020 - new staff added

May 2020 - new staff added - personal statement added
26.6.20 - staff changes
9.9.2020 - staff changes
9.10.20 - staff changes
24.11.2020 - management changes
March 21 - new staff added
April 21 - staff changes
May 21 - staff changes
June 21 - new staff and personal statement added
2.7.21 - Member of staff removed
9.9.2021 - new staff added
5.10.21 - staff changes
14.10.21 - member of staff removed
23.11.21 - new staff added
3.2.22 - new staff added and staff removed
7.3.22 - new staff added
24.3.22 – Training info within staff matters section
8.4.2022 – Staff changes, and personal statements added
11.5.2022 – New staff added and personal statements added

Revision dates

September 2016

October 2016

December 2017

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.