

Statement of Purpose – Orchard House February 2021

Orchard House uses a holistic approach combining the disciplines of care, education, and Therapy, with each having a vital role in managing and changing the beliefs associated with harmful sexual behaviour exhibited by young people

Outcomes

The therapeutic model is based on the Good Lives Model. Outcomes are based on the progression of those factors identified for each young person throughout placement in assisting them to develop the skills, abilities, and motivation to go on to live an offence-free life. Outcomes at the end of the placement are measurable via psychometric and observational measures. General outcomes include:

- The young person to have experienced positive life events in all areas including the experience of achievement and success.
- The young person to have experienced safe and supportive relationships
- The young person to have engaged in education and to have begun or to be ready to begin further education, vocational training, and employment.
- The young person to have had the opportunity to develop and reflect upon a coherent story of what has happened to them and what is happening to them
- The young person to have had the opportunity to identify and develop talents and interests
- The young person to have developed the skills to initiate and maintain positive, supporting relationships
- The young person to have developed positive social skills
- The young person to have developed positive problem solving skills
- The young person to have developed a sense of identity, inclusive of sexual identity
- The young person to have developed an understanding of how to meet sexual needs in a healthy way
- The young person to have developed independent living skills consistent with their abilities
- The young person to be able to communicate their needs through positive avenues
- The young person to have developed a relapse prevention plan to desist from further offending
- To have assisted the young person to safely interact with the wider community
- To assist the young person with a positive transition into the community

Achieving the Outcomes

In order to enable us to identify needs, support change and track progress and success, the following systems are used to support the young people to achieve the desired outcomes for their placement.

ICON (Identifying Current and Ongoing Needs): This is an assessment and intervention framework for all young people. All disciplines contribute to its completion and it is reviewed in collaboration with the young person, their therapist, key worker and the Headteacher. The ICON document incorporates Good lives model, psychometric outcomes, and personal education plan. The process of completing the ICON allows each young person to identify and agree a series of SMART goals (Specific Measurable Achievable Realistic Time limited) on which to focus over a 12 week period.

Assessment of Risk and Treatment Needs: When a young person begins their placement assessment takes on a holistic form. The young person completes a number of psychometric assessments which are written into a report format. The allocated therapist engages in collating background information as well as interview through therapy sessions with the young person. This, along with psychometric outcomes and conversations with teaching, management and care staff forms a thorough assessment of risk and treatment needs aimed to identify a formulation of behaviour, therapeutic needs, engagement / progress in therapy, levels of supervision required and likelihood of further involvement in harmful sexual behaviour. The time period during which a full assessment is completed will vary, dependent on the young person's abilities and willingness to engage, although ideally this would be within the first 3 months of placement.

Psychometric assessments are individually tailored to the needs of the young person and are re-administered annually during the placement to monitor progress as well as identify ongoing therapeutic needs. Additional specific assessments can be conducted and sourced where needed.

Should a young person be subject to ongoing criminal investigation for an alleged sexual offence, careful consideration involving discussions with multiagency partners (social worker, police) will need to be made to assess whether assessments should await completion of any legal proceedings.

Behavioural Management Plans & Risk Assessments: Each young person will have a behavioural management plan and risk assessment prepared for them. This will identify known risk related behaviour and how these risks are best managed; the young people are involved in preparing these plans as their responses to risk management and their views on their own risk related behaviours will form an important part of how staff manage these known risks. These assessments are updated by the Care team at regular intervals throughout their placement and in the event on any additional risk factors being identified. They include reviews of recent Incidents and whether risk management factors have been successful or require changes.

Key working programme: Each young person is allocated a key worker, who is their first point of contact when assisting them with their care needs these include behavioural issues, behaviour management measures and liaising with outside agencies to ensure the needs of the young person are met. Key workers produce a monthly progress report and Statutory Review report for each young person.

Group and Individual Supervision: Staff benefit from both individual supervision, with a line manager which takes place every 4-6 weeks and group supervision, facilitated by one of the home's therapists; allowing them to gain insight and work through issues which arise from working with young males with harmful sexual behaviour.

GOAL, SNAP and SNAPB Tests: The school use the GOAL, SNAP, and SNAP B Tests in order to monitor progress, development, and achievements for the young people within the school.

GOAL is a formative assessment for literacy, numeracy, science, and ICT. This is a multi-choice test which can give National Curriculum levels for each subject.

SNAP is a Special Needs Assessment Profile. This profiles specific learning difficulties and related factors, and gives follow-up suggestions for both teachers and parents, all in a user-friendly and comprehensive package where pupils work on the computer. We have found this programme very accurate and useful.

SNAPB - SNAP-Behaviour brings to behavioural, emotional, and social difficulties the insights and practical strategies that SNAP-SpLD brings to specific learning difficulties. Again, a computer programme that is user friendly for the pupils to gauge how their behaviour can be measured monitored and strategies suggested to minimise problems.

A consistent staff team who use clear and firm boundaries: Staff provide a nurturing, homely environment for the young people to develop emotional resilience and positive relationships with each other and the adults who care for them. Attention is paid to the young people's age and level of understanding and emotional intelligence. Placement plans are devised in order to reflect the young people's levels of ability and understanding and their learning styles.

The staff team work together with the education and therapy teams to provide a consistent approach, and firm boundaries and routines for the young people, which allow them to feel safe and support change.

The three disciplines of care, education and therapy work together and separately using the frameworks described above to achieve positive outcomes for each young person

Rationale

Young people placed at Orchard House will have come from a variety of backgrounds and with varying life experiences but commonly have been subject to varying levels of trauma. They have often suffered sexual, physical, emotional abuse and neglect, with exposure to trauma and/ or absence of secure attachments, care, or positive role models. Young people will not have had the opportunity to develop normal, healthy, and effective cognitions or behaviours often resorting to maladaptive ways of coping, such as harmful sexual behaviours. These behaviours will have placed themselves and others at risk. Effectively, they are deprived of the capacity to thrive in their own families, within their peer group, within mainstream education or indeed ordinary care settings and

can feel isolated. We recognise the vital role that nurture plays in combatting the damaging effects of neglect and trauma. We continually demonstrate our core beliefs that each child is of unique



intrinsic worth, through the excellent standard of care we provide. Of great importance is to ensure that the young people in our care are protected and feel safe. Our experience tells us that a combination of security, support, continuity, and predictability, provides the foundation which has helped the vast majority of those placed with us and is the vehicle through which young people can develop strong attachments and improve their relationships, factors which are inextricably linked to harmful sexual behaviour.

Criteria for Admission

Orchard House is a Therapeutic Home providing 24-hour care for up to 13 young males aged 12-18 years. We are one of the best-known and well-established homes working with this client group.

We continue to be at the forefront in the provision of residential care for these difficult to place young people. Orchard House provides 52-week care, with onsite full-time education in its purpose-built school which is DfE registered and judged Outstanding by Ofsted. We also provide a comprehensive therapy programme including weekly individual and group therapy.

We work specifically with young males who have displayed harmful sexual behaviour. Although we cannot offer support for profound disabilities, we do work with young people displaying a range of special educational needs including Dyspraxia and mild– moderate learning disabilities. These include ADHD, Asperger's Syndrome and young people whose behaviour falls within the Autistic Spectrum.

Due to the nature of the work, we are unable to offer emergency placements.

The criteria for admission must be that all young people display or have displayed harmful sexual behaviour and would benefit from the program of Educational and Therapeutic support offered by Orchard House. It is also important for the work at Orchard House that the young people see this placement as a viable option to them, and that they agree to the terms of the placements and agree to engage in the therapeutic process. We monitor the young people as they progress through their journey in order to support them by providing clear and safe boundaries and achievable goals.



Referral Procedure

An Initial referral is made by the placing authority either by phone or email and passed to the referral team to assess.

- The Referral team will call the Placements Team in order to gain an overview of the reason for the referral, the current behaviour being displayed by the young person and requirements of the potential placement. All Information is recorded on the Compatibility Assessment form and shared with the Home Manager, Clinical Lead and Headteacher. Placing Authorities are requested to share all information with Orchard House in order to make an honest and clear assessment of the young person's compatibility with the service which is offered. Each will make an individual assessment regarding the identified needs of the young person and whether these can be met, whether the new admission is compatible with the young people currently in placement and whether any additional information, training and support would need to be implemented prior to a placement offer being made. During this process, the most suitable home would also be identified, taking into account the identified needs of the young person being referred and the needs of the current young people placed at each home.

- Initial Visit – the young person is invited to visit the home this allows the young person to gain an understanding of the placement, ask any questions and to meet the other young people. It also allows the Referral Team to determine whether the home would be able to meet the young person's needs. Within this visit the young person will have the opportunity to visit the School and Therapy House and meet with the Clinical Lead and Headteacher

At Orchard House we encourage the young person's Social Worker and Family to visit with the young person.

- The Placing Authority are requested to complete all relevant admission paperwork and to provide all relevant documentation to the home. Any additional information would be added to the Compatibility Assessment and shared for consultation with the Therapy and Education departments prior to any placement offer being made. If the referral is appropriate and each department feel that they are able to meet the identified needs of the young person, an offer will be made for the Young Person to complete an Assessment Week at the identified home.

- Assessment Week – the young person will be placed for an initial 7-day assessment week where they will attend school and have an initial meeting with a Therapist. At the end of this week a placement planning meeting will be held to discuss the outcome of the Assessment Week; If this is successful, then a full placement will be offered if all parties are in agreement. There are times when an Assessment Week may be extended if this will allow a comprehensive assessment to be made.

Statement of facilities, location of the home and range of needs

The home occupies a large Edwardian building with comfortable living space for up to nine young people and a two smaller houses, one of which provides additional living accommodation for four young people, known as "The Annexe" and the other which provides a safe and comfortable area for Therapy sessions. There is approximately one acre of grounds that comprise a large playing field, basketball court and attractive gardens.

The main home is set out on two floors. The first floor has nine bedrooms, one with an en-suite shower. Each young person has their own room. There are two bathrooms for the use of the young people, equipped with a shower cubicle, toilet and washbasin, one also contains a bathtub.

The ground floor has a large comfortable living room with TV, a games room with television sets for use with games consoles, and a good stock of board games, DVD's and books for communal use. Staff sleeping-in accommodation and two visitors toilets are also located on the ground floor. The dining area comfortably seats 20 people enabling staff, boys, and visitors to enjoy meals together. There is also a smaller dining room so that the group can eat separately if this is preferred.



The kitchen is modern and fully equipped and also contains a separate School dining area. All meals are prepared by staff, who receive appropriate training in health & safety and food hygiene, with invited assistance from the young people. There is a laundry room equipped with two washing machines and a tumble dryer.

There are two Manager's Offices and an Admin Office; The main staff office contains secure storage areas for Young people's information and files and medication.

The Annexe is located in the grounds of Orchard House and has been recently refurbished to provide comfortable living accommodation for a further four young people including a large kitchen dining area, lounge, two bathrooms and additional living space at the centre of the home. There are four bedrooms downstairs and a utility room containing a Washing Machine and tumble dryer. Staff accommodation is located in a self-contained unit on the first floor, it also provides additional secure storage space.





The Therapy Suite is located in the grounds of Orchard House and comprises four offices/ Therapy rooms, a reception area, small kitchenette and bathroom and a Group Therapy room overlooking a small garden.

Location of the Home: The home is located in a rural setting surrounded by woods and farmland; the home is close to a small village with good transport links. A larger town is located 6 miles away with leisure and retail facilities. The home's location is risk assessed annually; taking into account any issues or incidents experienced by the home, the local crime figures for the area, as well as, due to the semi-rural location emergency response times.

We liaise with Sussex Police and the local authority to identify and manage any issues with the location of the home.

Care

Orchard House recruit staff who have had experience working with challenging young people and who display an aptitude for the work. As a result of this and alongside ongoing training, support, and supervision the team is well managed, stable, and consistent which in turn meets the needs of the young people. Staff are able to spend quality time with the young people and allow opportunities for open communication both between themselves and the young people and between the other disciplines within the home in the form of daily handovers with Education and regular feedback from therapy. This open communication allows the team to respond effectively to the needs of the young people, both as a group and individually.

The views of the young people are valued, and they have regular opportunities to discuss issues and concerns regarding the quality of their care, make requests and give feedback on their progress. This takes place in daily handovers, weekly meetings, and the opportunity to call a house meeting to discuss or air any issue that may arise during the day. The young people have access to senior staff and the management team to discuss any aspect of their care and are able to raise a complaint either through this process, their social worker or Independent visitor, IRO or Ofsted.



The young people are supported in making decisions about their daily lives as well as issues which may affect the group or home, giving them a strong sense of belonging. They are encouraged to

have an understanding of the progress they are making therapeutically and to be realistic about the changes they have made, and the role they play in these changes.

All young people are allocated a key worker on their arrival, and every effort is made to match the right person to each child. This allows them to start to develop appropriate relationships to be modelled for the future. The keyworker will act as the facilitator in identifying the ongoing needs of the young people and ensuring that these needs are met, however this is not completed in isolation. The key worker will work with education staff, the therapy team, and other members of the care team to ensure all needs are considered, identified, and met. Orchard House ensure that all of the needs, including cultural, linguistic, and religious needs are met and the young people are encouraged to make appropriate choices in these areas.

Many of the young people have a history of difficult relationships and attachment difficulties. Staff work to encourage and support young people to be able to develop and maintain appropriate relationships with their peers, the wider group in school and their family. Family contact is facilitated well, and the staff team understand the importance of contact for both the young person and their family. Contact can be facilitated both at the home or off-site in the local area or in a location convenient for the young persons family. Arrangements can vary dependent on the needs of the child and can be supervised and supported by staff if this would be beneficial. Young people have access to a phone in order to them to make and receive calls to family in private.

Staff encourage those young people who have limited family contact to access independent support through Independent visitors or advocacy services provided by their placing authority.



The young people have come from a variety of backgrounds; their understanding of their own cultural identity can be limited and as part of the key working and therapy programmes they are encouraged and supported to explore their heritage and gain a clearer understanding of their backgrounds, ethnicity, and family culture. This work will also support an understanding of their sexual identity and support is available through the staff and therapy team to create a safe space for the young people to explore their own identity as it develops.

The young people access Education at Apple Orchard School. Additional linguistic or communication needs will be identified throughout their placement and catered for with external support if necessary, this work is completed in conjunction with their placing authority. Orchard House has experience in working with young people with a wide range of educational needs and those who have previously been excluded from mainstream Education and have assisted them to improve and develop their understanding and use of language and their ability to express themselves.

Orchard House promotes care practices in a non-discriminatory way where all children and young people are valued as individuals regardless of age, race, gender, colour, sexuality, disability, or religious beliefs.

Orchard House expect that all young people and their families are treated in a fair and respectful manner and this is positively challenged and discussed with supervision, team meetings and young person's meetings.

We uphold the Principles of Care, for promoting anti-discriminatory practice and promotion of children's rights, respect and dignity as follows:

1. Children and young people have the right to live in a home that is safe, warm, happy, nurturing, stable, valuing, affectionate, and secure, free from abuse and recognises their individual needs.
2. Children and young people have the right to have full access to education, health care, social life, community facilities, and have the opportunity to live a full life as possible.
3. Children and young people have the right to be listened to, express themselves, take full part in decisions affecting them, have things explained to them and have the right to complain.
4. Children and young people have the right to privacy, space, time and dignity, have fun and are allowed to be a child.
5. Children and young people have the right to their religious, cultural, dietary needs and to celebrate their individuality.

Young People are admitted to the home due to their high-risk behaviours. They often have experienced trauma during their childhood and have had insecure attachments and a history of care that has not successfully addressed their needs. It is unsurprising that many of the young people have difficulties with Education, self-worth, forming relationships, keeping themselves safe and being safe with others. However, there is a remarkable degree of change achieved as a result of living at Orchard House.

Progress is achieved through the therapeutic approach taken by the home and wider Orchard House community. This emphasises developing strategies for achieving aims and aspirations without resorting to inappropriate behaviour. The young people have both a Placement Plan, which identifies their long-term needs and how these needs will be met over time, and an ICON, which identifies specific goals and tasks for them to work on over shorter time periods.

Staff support the young people with their health, welfare, religious, linguistic and cultural needs and where appropriate engage outside agencies in order to ensure these needs are fully met. When nearing 16 years of age the young people will also have a Pathway plan developed for their transition from care and this also allows specific goals to be identified and the work needed to achieve them.

The home is designed to ensure that it is safe, meets the needs of the young people as a whole and individually and more importantly has a homely feel. Each young person has their own room and is encouraged to personalise it. Staff also ensure that 'home comforts' are added, such as throws for the bed in the winter and fans and lighter bedding for the summer months, pictures and posters. Each room has a desk to support the young people to homework independently. The young people are also involved in daily chores in the house, allowing them to feel part of the home and have an investment in how the home looks and feels.



The team supports the young people to attend a wide range of activities, staff work hard to give young people new experiences in safe environments. The activities are centred on being healthy, social and fun and young people are encouraged to be involved in Activity Planning. Staff are also keen to nurture talent, and additional activities such as clubs and groups can be identified for a particular young person who is keen to attend. The home regularly offers the young people opportunities to develop self-confidence and improve their communication skills. Staff reward the young people's successes and achievements, and offer encouragement, to see that they can achieve and develop the resilience required to acknowledge the behaviours they need to address.

Young people will often display a range of inappropriate behaviours and coping strategies as they progress through the home and there may be periods where additional support is required to ensure they feel safe and cared for. Every effort is made to avoid Police involvement for the young people. Staff are trained in Safe Restraint whose focus is on de-escalation before intervention. Each staff member completes initial training and annual refresher training to maintain their skills and update their knowledge. Managers and senior staff review all Physical interventions to ensure staff remain competent in this area and will identify areas where staff require additional training and support. Restraint or physical intervention only takes place if the incident matches a strict criteria; To prevent injury to any person, including the young person who is being restrained or to prevent serious damage to any property, including the young person. Restraint is used for the minimum time frame and with the minimal force required to prevent injury or damage and to allow the young person to calm and regain control. Aftercare is of paramount importance following any Incident and staff take care to ensure the young person's needs are responded to appropriately, any medical needs are responded to and the young person has the opportunity to discuss and reflect on the Incident when they feel able to.

Staff are adept at managing difficult situations to avoid problems arising and helping the young people to appreciate why the behaviour is unacceptable. Significant Incidents such as physical interventions and measures of control are well recorded, with attention paid to antecedents as well as the particular incident, with a focus on lessons to be learned.

Where these initial efforts are not sufficient to meet the needs of the young person Crisis Management Plans are used in order to identify additional measures to ensure the young person remains safe, this can mean additional staffing during the day (1:1) and additional staff at night. The aim being to avoid, where possible, placement breakdowns. In some cases, it may be advisable for Psychiatric Assessments to be completed, and external support to be used such as CAMHS and Psychiatric support.

Through staff meetings and discussions, the complex needs of the young people are thought about very carefully. Our Clinical Lead provides expert consultations on all issues related to mental health, risk and treatment, with expertise to complete comprehensive risk assessment, psychopathy assessment, inclusive of assessment of present or emerging personality dysfunction.

Young people are encouraged to undertake independence skills, according to their age and level of understanding; developing their skills throughout their placement. There is also a free time programme; where young people spend time away from staff supervision. All young people will start the programme with 5-10 minutes' free time, but this can be built up over time and increased trust. Increases are requested by the young people and then discussed in Managers meeting by Home Managers, Therapist and Head Teacher and appropriate decisions made.

There is an increasing need for young people to have safe access to the digital world and there is an expectation that Orchard House respond to this need, both in the eyes of the placing authorities and Ofsted. Orchard House is aware that due to the nature of the young people placed here, many of them have previously had an unhealthy relationship with, or negative experiences of the digital world and will need support to develop digital resilience. Resilience is a dynamic process of positive adaptation in the face of adversity or challenge. This process involves the capacity to negotiate for, and draw upon personal, social, cultural, and environmental resources. Digital resilience therefore draws on helping the young people to recognise, develop and maintain the internal resources to help them to be digitally safe to themselves and others when they leave Orchard House. The access to the digital world is therefore closely monitored and supported by staff, allowing young people to access increasing levels of online activity alongside the opportunity to talk and discuss with staff their experiences of this. Education for digital safety and responsibility takes place in therapy and in key working sessions, to ensure that young people understand the realities of the online world and can manage this safely and with confidence.



Towards the end of the young person's placements, staff are involved in the young people's moving on plans. Part of this process involves encouraging young people to take a more active role in the decision-making process and being able to identify their future needs. This may include increased Independent skills, college and Work Experience placements, part time employment and increases in Free time and Independent travel. This allows young people to take an active role in keeping themselves safe in the wider community and to gain familiarity with safely using public transport and easing towards Full independence. A record of all communications, decisions and assessments related to Moving on are kept in an individual file for the young person. These can be discussed in key working, Therapy sessions and placement reviews in order to ensure that the wishes and feelings of the young people are paramount to the Moving On process.

Working with outside agencies: Orchard House has developed a list of contacts within the local community which can offer additional support for the young people and advice when required. These include additional medical support through the Local GP practice which include Stop Smoking Nurse, Dietician and Continence Nurse; referrals to these teams are made through the young person's GP. We also have links with Sussex CAMHS to support the young people with mental health issues and those who take regular medication for conditions such as ADHD and depression, and with Rainbow Clinic at Horsham Hospital for advice on sexual health.

West Sussex County Council run an Information service for young people called "FindItOut" which offers both a drop-in advice service and a website called "Your Space" They offer advice in a number of areas including Careers, employment and Education, Family and Relationships, Health, Housing and homelessness and Personal Finance.

There are also a number of support groups locally which offer advice and support in a range of areas including Drugs and Alcohol and LGBTQ+:

Allsorts Youth Project who are based in Brighton have recently opened drop-in centres in Chichester and Horsham and support LGBTQ+ Young people under the age of 26. They have also completed training with our staff team.

Sussex Oakleaf run a service “ Be OK” who offer support and advice for young people aged 16 to 25 with Mental Health issues and are based in Haywards Heath, they can support young people who are transitioning between children’s mental health services (CAMHS) to adult services, as this can be a particularly difficult time, as well as offer advice and support to carers and families.

Orchard House recognises that people hold many different religious beliefs and will actively encourage all the young people residing here to follow their chosen faith, with efforts made by the staff to help them do so.

There are a number of Churches and Places of worship locally catering for a wide range of religions. These include Anglican, Baptist, Methodist and Roman Catholic Churches based in Horsham and the surrounding areas. Quakers, Jehovah’s Witness, Muslim, and Salvation Army also have places of worship in the Horsham area.

Any young person who wishes to follow any religion will be supported by staff to find an appropriate location/ congregation with which they feel comfortable with and to attend regular services.

Surveillance

The young people placed at Orchard House pose a risk both to themselves and to others; this is not limited to the wider community. We take the process of surveillance seriously but approach it in a very human way; this allows the young people to develop an ongoing dialogue with staff in regard to their harmful sexual behaviour and their risk. There are no cameras or CCTV within the home and there are no recordings of electronic monitoring which is present. The following procedures are in place in the home:

- All young people’s bedrooms have electronic door sensors which emit an audible signal when the door is opened and closed. This is for safety purposes and enables staff to be aware of the boy’s movements at all times.
- All safety measures, including the door sensors are consistent with a domestic setting and do not create an institutional impression.
- In addition to this, at night there are plug-in speaker monitors that are placed on the upstairs landing and linked to the dining area for the benefit of the waking-night staff. We also have movement alarms located on the upstairs landing and in the corridor where the downstairs bedroom is located.
- The alarm system and the reasons for having it are explained to the young people, along with issues of safety, prior to admission.
- The placing authority consents to the use of electronic monitoring and a record of this consent is kept in the young person’s file.

Education

Apple Orchard School has been rated “Outstanding” in its last three OFSTED inspections. The documented and tracked academic progress of the pupils has been praised. A major aim of the school is to have every pupil attending all classes with a 100% attendance record. Many social services have praised the school for changing pupil’s attitudes and behaviours from being a school refuser or persistent truant to attending school and stating that they enjoy the experience.

Each pupil is given a baseline assessment after their initial assessment week. Their subsequent progress is monitored, assessed, and documented through regular use of formative and summative assessment to include SNAP and SNAPB tests. These tests give accurate indications of academic and behavioural progress. There is a behaviour modification scheme in place which allows the pupils to learn how to improve their performances, behaviour, self-discipline and to cope with the



demands made on them. Small classes, high staff/pupil ratios and supervision levels allow the boys to feel safe and to “blossom”, as one parent stated. Every boy has an opportunity to voice any concerns, worries or achievements each day at handover and through student voice, influence the direction of the school. This increases their feelings of self-worth and minimises any chance of bullying or sexually inappropriate behaviours. Each boy attends a meeting every 3 months where their education and behaviour progress is discussed. The aims are

incorporated into the young person’s I.C.O.N and a comprehensive education report and Personal Education Plan is produced every 6 months with the pupil’s input.

All boys are encouraged to gain National Certificates in education. These can include Entry Level exams, Adult Numeracy and Literacy, Functional Skills, GCSEs and occasionally AS Level studies. The school can offer English, Maths, Science, ICT, History, Art, PE, and Design Technology up to GCSE levels. There are also enrichment courses for PSHE, Music and Work-Related Learning on the timetable. Over the past eight years all pupils who have completed the course at Apple Orchard School have left with at least one GCSE and several have achieved five or more GCSEs at level (4) or above. This gives the pupils access to college, work or university courses.

At Key Stage 5 further education courses at local colleges (Chichester and Guildford) can be accessed by students to support their career choices whilst still being supported by staff from Apple Orchard. Courses available allow students to have a wide range of opportunities, studying areas such as Sports, Horticulture and Catering etc. There has been an example where a student has been accepted straight into university from Apple Orchard. Pupils are encouraged to work hard at school by good role modelling from the highly qualified and motivated teaching staff. There have been stimulating visits to The Big Bang Science Day, London museums and galleries and The Music Box Society of Great Britain to speak to experts and enthusiasts. One of our students has been awarded

the top student award at college and many others have been highly commended for their efforts and achievements. These successes are celebrated within the community.

The school is a member of the Sussex and Surrey Special Schools Sports association and plays regular matches in a variety of sports against other schools. Apple Orchard have been County Champions in basketball, badminton, football, and athletics with individuals winning medals in cross-country, go-karting, and archery. Boys are given the opportunity to engage in outdoor activities such as high ropes course, paddle-boarding, team building exercises, rock-climbing and dry slope skiing. The improvements in pupils' abilities to perform in situations where they are put under competition pressure and their developing confidence in their own abilities through tasting success in sports has been obvious in their behaviours out with school, at home and in therapy.



Boys have performed in front of their peers in talent displays, speeches, performing short plays and have attended theatre productions, pantomimes, and religious festivals. We have seen improved confidence and self-worth in pupils and have recorded the improvements in speaking and listening assessments for English.

A well-established work experience programme has allowed pupils to test their increasing independence skills in areas such as estate management, car mechanics, hospitality, and hairdressing. In order to access this coveted area, boys have to display increased trust, safety, and behaviour levels. Advantages gained from this scheme have been increased self-confidence and esteem, collecting valuable references from employers and 3 boys have been offered full-time employment from the work experience proprietors.

Some boys are not able to access college courses or work experience placements due to their continuing high risk. These pupils have the opportunity to link into a Vocational Studies Programme, run through the school at Oakdene and Apple Orchard. The purpose-built workshop has been designed to allow boys to learn skills in painting and decorating, car mechanics, electronics, gardening, and landscape gardening.

When a previously troubled, low-achieving young man with sexually inappropriate behaviour leaves Apple Orchard, as regularly happens, with a lower risk, national certificates and qualifications, increased motivation, and skills to succeed and gain employment, then we know that the organisation has combined effectively to achieve its ambitious aims.

Therapy

Individual Therapy: Individual Therapy at Orchard House continually evolves so that the young people benefit from a therapeutic programme embedded within a secure evidence base and consistent up to date training.

The specific needs of each young person are at the heart of everything we do. With the Good Lives Model at the core, a variety of therapeutic methodologies are used flexibly throughout the young person's placement. This demands a highly skilled approach from our expert therapists to ensure that transparent, open, and agreed aims regarding the young person's harmful sexual behaviour are achieved via an attentive, genuine, and nurturing relationship.

Each young person is seen for one hour each week for individual therapy by their allocated therapist. The goals of therapy are openly created between the young person and therapist with a principle objective being to achieve the aims collaboratively. Therapy sessions sometimes include the young person's keyworker to ensure that the issues covered, and goals set in individual therapy are generalised into other areas of the young person's placement, and at minimum consistent communication occurs regularly between therapists and staff members in providing a holistic approach to treatment. It is important to highlight that most of the young people who present to our service have complex needs and often high levels of childhood trauma. As such any focused work on harmful sexual behaviour cannot begin until the young person is feels settled and safe enough in their environment to do so.

Group Therapy: The effectiveness of working with young people in groups has long been recognised as having a particular value with young people who exhibit harmful sexual behaviour. Each young person attends group therapy for one and a quarter hour per week in addition to individual therapy, where they are allocated to one of four groups that best facilitates their level of functioning and communication needs. The groups are facilitated by a therapist and staff member, with a third staff member observing and providing reflection.

Young people themselves tell us that they benefit greatly from hearing other young people voice similar experiences to their own, as this normalises such difficulties for them, particularly when they have felt unable to talk about them on their own. In group therapy young people are left to challenge and discuss with their peers which results in further concreting of appropriate beliefs for themselves in 'learning through Teaching, as well as building on their social skills, problem solving and tolerance of others.

Researchers have identified some benefits and clinical advantages of group therapy for young people. These include the following:

- Interaction between individuals that can be utilised to facilitate change;
- The reduction of the likelihood of a therapist entering a collusive relationship with a client;
- Group interactions can help young people to become more open about abuse- related thoughts, feelings and behaviours, and by doing so, begin to address previously unresolved feelings of guilt, anger, and anxiety;
- A safe and supportive group can provide an environment in which new skills and ways of thinking can be learned, practiced, and developed;

- Group Therapy can provide therapists with valuable insights into participants' motivation to change, since participation in a group typically requires public acknowledgement that there are problems needing to be addressed;
- The group setting affords an environment in which young people who have difficulties in expressing emotions and experiences can learn from others, whilst developing competency in self-disclosure.
- Groups can reduce a sense of isolation; particularly for young people whose problem has a degree of social stigma;
- Important interpersonal and social skills can be effectively learned and practiced in a group setting;
- Groups allow a range of experiential activities which actively engage young people but may not be practical within adult-child interactions;
- Peer relationships and positive reinforcement are considered to be particularly effective with adolescents

Assessment Week: During the assessment week prior to the beginning of the permanent placement, the young person meets the therapist with whom they will work. With the Clinical Lead. Therapy and assessment are explained to the young person and motivation is assessed. The young person is invited to ask questions about the process of therapy and express his thoughts about beginning his placement at Orchard House. The content and structure of the assessment is organised during this stage. Many young people have had previous experiences with therapists, and it is useful at this stage to gauge how they perceived such support. At this stage, the therapist will assess where the young person is in terms of stages of change and consider their reflective capacity to engage in a therapeutic process. Consideration is also made as to the best-match in terms of allocating to a therapist for ongoing work if a placement is offered.

ICON: ICON adheres to the five outcomes for young people from Every Child Matters framework; Be healthy, stay safe, Enjoy and achieve, make a positive contribution and Achieve economic well-being, and is informed by the Care Quality Standards for Children's Homes. This means that the needs of all young people at Orchard House are identified and met both in relation to their general care and their specific therapeutic goals throughout the whole of their placement. The young person's progress in relation to the aims identified in ICON is recorded in the "Progress Tracker" every 12 weeks via Orchard House's internal reviews and L.A.C. review meetings.

Structured Therapeutic Family Work: Orchard House Therapy also offer an additional service of Therapeutic Family Work. The role of an emotional confidant is a known strength factor in reducing likelihood of further harmful sexual behaviour. At Orchard House we pride ourselves on our holistic approach and where possible help each young person to build on their relationships with their family. This may require additional support for the young person and his family, and this takes place in the form of Therapeutic Family Work. Such intervention is aimed at helping the young person to reconnect with family, to verbalise difficult issues within the relationship, and to augment the therapy of the young person. Such work is carried out independently to the young person's therapy and is arranged separately according to the need of each young person. Therapeutic Family Work draws from Systemic Family Therapy approaches and Narrative therapy

and consists of between six to ten sessions depending on the strength of existing relationship between the family members.

Contact

Data Protection – If you have a concern or question regarding Data Protection, GDPR or information storage and use, please email this to dpo@appleorchard.org.uk

Complaints – If you wish to make a complaint about any aspect of the home please contact Kathy Dodd – Principal Manager either by telephone on 01403 783416 or email her directly – kathy@appleorchard.org.uk and she will be happy to discuss with you any issues or concerns that you may have.

If you require a copy of the complaints procedure, please email your request to enquiries@appleorchard.org.uk

Further Information – If you wish to access further information regarding Orchard House you can access the website at www.appleorchard.org.uk. However, if you require specific information and/or copies of the homes Protection of Children Policy or Behaviour Management Policy, you can do so through the Registered Manager, Matthew Justice

Orchard House –Matthew Justice (Registered Manager)

Tel: 01403 783416 matt@appleorchard.org.uk

Appendix A – Management and Staffing Structure

1. Organisational Structure of the home
2. Details of the staff, including qualifications and experience
3. Details of staff support and supervision
4. Role of Principal Manager