



Footsteps To Futures

Community Impact Policy

Version: 3

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Community Impact Policy

1.0 Policy Introduction

Residential Children's Home's serve the purpose of providing safe, warm and nurturing environments for vulnerable children in the care of the community. Children who need such provisions have in many cases, previously experienced disruptive and harmful living environments in which lead them to entering the care system. It is the responsibility of a residential provider that living environments for children are designed to mitigate the consequential risks. Thus the emphasis is centred on providing a placement where the harm-reduction is central in encouraging a nurturing living environment for young people. For example, limiting previous experiences of risk of harm, criminal involvement, CSE and disengagement from services.

In order to achieve this, providers must carefully consider the location of residential homes and the impact it can have on the local community whilst also considering the impact the local community can have on the child.

The FtF Community Impact Policy outlines how these risks and key factors should be managed by the organisation as whole, from Senior Management to the Care Delivery Staff.

2.0 Policy Statement

Footsteps to Futures Ltd (FtF) identify that as a provider, there is a responsibility to consider and carefully manage any impact their RCH's have on the local community in which they are situated. In addition, FtF have a responsibility to also consider what impact the local community has on the children and whether it is a suitable environment for their development and needs. FtF has a commitment to improving the lives of young people and ensuring that they can be cared for in a safe, warm and nurturing environment that is non-institutional and also has easy access to local facilities.

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This policy provides information on how FtF identifies suitable communities for young people, assesses the impact both on and from a local community and how this impact is managed.

3.0 Policy Scope

This policy applies to all FtF employees and has been written as an organisation wide policy. There are sub-sections that apply to specific provisions that provide guidance for FtF staff in how to minimise any negative impact and what is expected as a member of the community.

This policy also applies to the children and young people residing in FtF care homes. It is the responsibility of all care staff to ensure that the guidelines set out in this policy are appropriately communicated to residents and that residents are supported in their understanding and their adhering to the guidance laid out in this policy.

This policy also applies to any visitors to FtF care homes. Although visitors may not be aware of this guidance, FtF staff are responsible for ensuring that this information is shared within the home and that visitors are made aware that such procedures are in place.

This policy can also be used as an information resource for the wider public in order to gain an understanding of how FtF view community impact.

4.0 Associated Definitions

4.1 General Abbreviations

FtF = Footsteps to Futures Limited est. 2014

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SoP = Statement of Purpose

4.2 Policy Specific Abbreviations

'Normal Family Home' = a residential home that is not a children's home

5.0 Policy Procedure

5.1 Our impact on the community

5.1.1 Parking

Parking can have a significant impact on the local community in some circumstances and can cause disruption amongst residents. FtF should always be mindful of this and ensure that any parking arrangements do not significantly exceed those of a normal residential home.

Where there are any planning restrictions on parking, it is the responsibility of FtF senior management to ensure staff are aware of such restrictions and adhere to those restrictions.

5.1.2 Staff Rotation

Staff rotations should be considered in regard to the impact the coming and goings have on the immediate local community. Staff changeovers should not happen during busy 'rush hours' or during quieter evening hours in order to minimise any possible disruption to neighbours.

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Staff changeovers therefore occur at either 8am or 10am

5.1.3 Light Pollution

Outdoor lights around the property should be kept on to a minimum and only used when necessary. Staff should be mindful of any light pollution caused from the property and ensure that lights are only used as:

- Security
- When using the outdoor areas of the property
- To aid access and exiting the property.

All curtains and blinds within the property are to be closed after 9pm as part as the evening care routine.

5.1.4 Anti-Social Behaviour

Noise Pollution

The expectations are that young people residing within the home will not create any more noise than any other teenager residing in a normal family home. High levels of noise or any behaviour which can be deemed as causing a disturbance through excessive noise is not tolerated by the supporting carers and adequate behaviour management strategies should always be implemented in such occurrences.

Substance Use

FtF do not tolerate any substance misuse or illegal drug use in or around the vicinity of the properties. Drug use is a criminal act and will be treated as so in all circumstances where there is an occurrence, suspicion or accusation of drug use that is related to FtF residents.

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Alcohol is not permitted on the property and the consumption of alcohol on or within the vicinity of the property by FtF residents is strictly prohibited. Such occurrences will be considered as a contravene of house rules and adequate behaviour management techniques should be applied.

Behaviour Management

Appropriate behaviour management techniques used by FtF can be viewed in detail in the FtF Behaviour Management Policy. As an overview, the effective techniques used are:

- Proactive Approaches Model
- Restorative justice
- Incentive charts
- Restraint techniques (only used as an absolute last resort in exceptional circumstances)

FtF follows an evidence-based behaviour management model known as ProActive Approaches, see Behaviour Support Policy.

FtF believe in restorative justice for any individual that demonstrates inappropriate behaviours.

All young people have personalised incentive charts which encourage positive behaviours and offer rewards once achieved.

Through effective care delivery, FtF staff are committed to make every effort to manage negative behaviours. It is an expectation of the placing authority that the service that FtF

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delivers, improves the behaviours of young people and subsequently achieve positive outcomes for all young people that enter our care.

5.1.5 Waste

Although FtF care homes operate in such to model a normal residential home, the amount of waste the property occurs may exceed that of a normal residential home due to each resident having a subsequent carer and other staff who may work from the home. It is the responsibility of all FtF employees to ensure that waste is disposed of correctly and that there is no significant impact on the local community. FtF senior management should ensure that proper disposal methods are used by promoting recycling, ensuring waste disposal methods are available and ensuring that care homes follow local authority protocols when disposing excess waste.

5.1.6 Property Maintenance

It is the responsibility of FtF to ensure that care homes are well maintained, well presented and are to the same standard as the rest of the local area. FtF have procedures in place that ensure that repairs and maintenance needs are responded to promptly and efficiently to ensure that both regulatory requirements and FtF standards are met.

Any property maintenance concerns that have been identified as a health and safety concern should be immediately reported to management and responded to in line with FtF Risk Management procedures.

FtF operate a risk management procedure ensuring that all health and safety threats are monitored regularly and mitigated at every opportunity.

5.1.7 Neighbourhood Complaints

The FtF General Complaints Policy outlines the procedures followed for complaints. Complaints by members of the local community are taken very seriously and are dealt with sensitively. FtF welcome feedback from the local community that is delivered through proper means and in an appropriate manner.

All complaints are passed over to the Manager of the home who will endeavour to resolve the matter where possible. Where there is difficulty to resolve the situation, FtF senior management will be informed and subsequently take action to resolve the matter where possible.

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It is in the best interest of FtF to ensure the local community have an open and effective communication stream where they can raise concerns and provide feedback so that the organisation can continuously develop to ensure that any negative impacts on the community are mitigated.

As an organisation, FtF offer an 'Open Door' policy in which other professionals and members of the community have an opportunity to discuss concerns, issues or general feedback where such discussions are necessary and appropriate.

5.1.8 Employment

FtF care homes can care for up to 3 children and this will create at least 10.5 FTE's (Full Time Equivalents) meaning that jobs are being brought to the area. FtF always strive towards employing members of the local community and the wider region. It is in the best interest for FtF to employ people who have knowledge of the local areas and in the best interest of the region in regards to creating jobs and boosting the local economy.

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5.1.9 Regional Economy

FtF care homes have a positive impact on the community and the wider region through the expenditure of local services and services in which serve the region. As well as creating employment, FtF homes should always strive towards using and accessing local services in order to boost local economies in which each home is situated in.

FtF also has the ability to attract money into local areas from national sources which is spent on services and facilities locally, regionally and also used to create jobs.

5.1.10 Local crime watchdog

The observation of local area crime is a high priority for our care homes and the organisation as a whole. Each operating home has a responsibility to ensure effective and efficient child protection protocols are in place which includes close observations and the scrutiny of local crime. Any offending behaviours by members of the community are monitored through the following methods:

- Regular examination of Police crime downloads
- Daily multi-agency working including the collaboration of safeguarding methods
- Partnership working with Social Services
- Ability to carry out checks on any individuals that pose a 'concern' towards children and young people
- In depth reporting and partnership working with the Police to manage any anti-social behaviour in the area.

Due to the nature of our work, care homes should, in all cases, provide the local area with a facility that heavily contributes towards making the local area a safer place to be.

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5.2 The impact of the local community

The local community in which care homes are situated will have an impact on both the home as a whole and the young people residing in the home as individuals. Having a safe environment is essential for all young people in order for them to overcome any traumas they may have due to previous experiences.

FtF strive towards placing young people in areas in which the people of the local community can be positive role models for them. Role modelling is essential for children and young people in order for them to be able to identify with individuals like those they aspire to be become themselves. Children and young people who have experienced negative environments in which negative behaviours are regularly demonstrated, often model such behaviours however it can be likewise within positive local environments also.

It is essential that young people get access to local services and amenities that meet the needs of those young people. This is a crucial part of locating suitable environments for children and young people as they will need to be able to access local facilities and services of a high standard in order for them to be able to learn and develop in the same way as any other child.

Children and young people are able to develop, thrive and flourish in communities that demonstrate positive role modelling, have lower rates of crime and promote inclusion.

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6.0 Staff Guidelines and Policy Application

6.1 Staff Guidelines

This policy has been written in order to provide all employees of FtF Ltd with information and guidance on how to manage any impact that our care homes may have on the local community. Staff members should always consider the following when operating the care home and use section 5.0 of this policy for guidance on procedure:

- Parking
- Light Pollution
- Noise pollution
- Promotion of positive social behaviour
- Dealing with complaints
- Consideration to the local community
- Property maintenance

6.2 Policy Application

The application of this policy is the responsibility of every employee at FtF and should be applied as a community and be part of the ethos and values of the organisation.

All employees should contribute to the development, application and promotion of this policy within all roles in the organisation.