



ADEN HOMES
LIMITED

Supporting Young People into Independence





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About Aden Homes

Aden Homes Ltd is an innovative new supported accommodation service for indigenous and asylum seeking young people aged 16-18. It is set up specifically to provide tailored and flexible support to young people who are making the transition from care to independence including those who still need additional support and care.

Our mission is to support vulnerable young people to successfully make the transition into independent living whilst also ensuring that they achieve positive outcomes in areas of health, employment, education and training and their overall transition into adulthood.

Our aim is to provide targeted and personalised care and support in supported accommodation to vulnerable young people (age 16 -18) particularly those deemed as challenging or hard to engage. We believe every child deserves an opportunity to maximise their potential and that with the right support and care, every child can achieve successful outcomes for their lives while learning to live independently. Aden Homes recognises the importance of providing all round support that focuses on each young person's practical, educational, social and emotional needs.

Our Core Beliefs:

- That every young person should grow up in a supportive environment where they are encouraged to aspire and achieve and are provided the right support to enable them to do so.
- We believe in the importance of investing in the future of every young person we support ensuring that they are able to achieve positive outcomes in all areas of their lives.
- We believe every young person is unique and we are committed to developing and offering packages of support that are tailored to meet the need of each young person in order to help them achieve the best possible outcomes for their lives.
- We are committed to commissioning high quality services that offer value for money while ensuring that young people have access to high quality care
- We believe in employing and training our staff to ensure that they deliver high quality services to young people and treat them with dignity and respect at all times.
- We believe in promoting the cultural diversity and equality of the young people in our care.
- We believe in the importance of safeguarding all young people in our care and ensuring that our accommodation and services are set up to ensure that each young person is kept safe from harm.
- We believe in delivering transparent and value for money services that are flexible and affordable while offering young people high quality services.



Our People

Henry Moses, Executive Director

Henry Moses is a finance professional with over 10 years' experience in the Social Housing Sector. He has worked with a number of leading Housing Associations delivering services to vulnerable individuals. He has significant experience in dealing with Local Authority contracting and finance. As a qualified Chartered accountant FCCA, Henry brings significant expertise towards ensuring that Aden Homes Limited offers Commissioners value for money while providing an efficient and quality driven service. Henry is married with two children and is passionate about helping young people to achieve their full potential.

Ashley Efiannayi, Director

Ashley Efiannayi is a qualified social worker with extensive experience in working with vulnerable people particularly children/young people and their families. She has particular expertise in working with young people leaving care particularly those who are hard to engage. Ashley has worked in various capacities within different local authorities and is very passionate about achieving better outcomes for young people leaving care. Ashley is a busy mum with two children.

Jennifer Izekor, Strategic Adviser

Jennifer Izekor has extensive experience of developing and designing services for young people. In her previous roles she has been the Chief Executive of London East Connexions Partnership, the Director for Children and Learners at the Government Office for London, a member of the Youth Justice Board for England and Wales, a College Governor and strategic adviser to the Trust funders in London. She is a trustee of London Youth and is deeply passionate about supporting young people to achieve positive outcomes and has particular expertise in developing employability programmes and supporting young people into Apprenticeship programmes. Jennifer developed the Dare2Achieve Personal Development and Employability Programme for Young people which received accreditation from ESF and will be delivered to young people in Aden Homes Ltd as part of their standard Personal Development Programme.

Our Staff

We know our staff are the cornerstone of our service and we are committed to investing in their training and development to ensure that they are able to offer high quality services to our young people. Our staff will receive training in a number of areas including the following:

- Child Protection
- Child Sexual Exploitation (Including FGM and trafficking)
- Equal Opportunities and Diversity
- Report Writing and Communication Skills
- Health and Safety and First Aid
- Food Hygiene
- Keyworking Skills
- Developing Employability Skills in Young People (Dare2Achieve programme)
- Dealing with Difficult and Challenging Behaviour

We also provide our staff with structured management supervision sessions to ensure that they are working to high standards of delivery.

All staff are DBS Checked.

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Aden Homes Accomodation

MAYA HOUSE HORNCHURCH

Maya House Hornchurch is a mixed gender 24 hours staffing seven bed unit set in a leafy, accessible residential area in Hornchurch, Romford. The house is a beautiful home with additional facilities including a games/gym room in the garden, beautiful communal spaces and well-appointed bedrooms each with its own washroom facilities. Maya House is located close to shops, the local college and good transport links across Essex and London.

Maya House is designed to provide young people with a homely environment while also ensuring that they are able to develop their independent living skills in a supportive environment.

All young people living at Maya House will have access to:

- A fully furnished individual room with a wash sink, wardrobe and drawers, bedside cabinet and a lamp

At Aden Homes we recognise the importance of privacy to young people who have experienced challenges in their lives and our rooms are designed to offer comfort, privacy and security while also ensuring that we are able to safeguard the needs of each resident.

In addition, each young person has access to the use of communal bathrooms, kitchen, lounge, garden and games room.



Our Support Services

We understand that every young person's needs differ and that some may require more support than others. We will individually assess the needs of a young person and devise a personalised support plan in conjunction with Local Authorities to meet his/her needs.

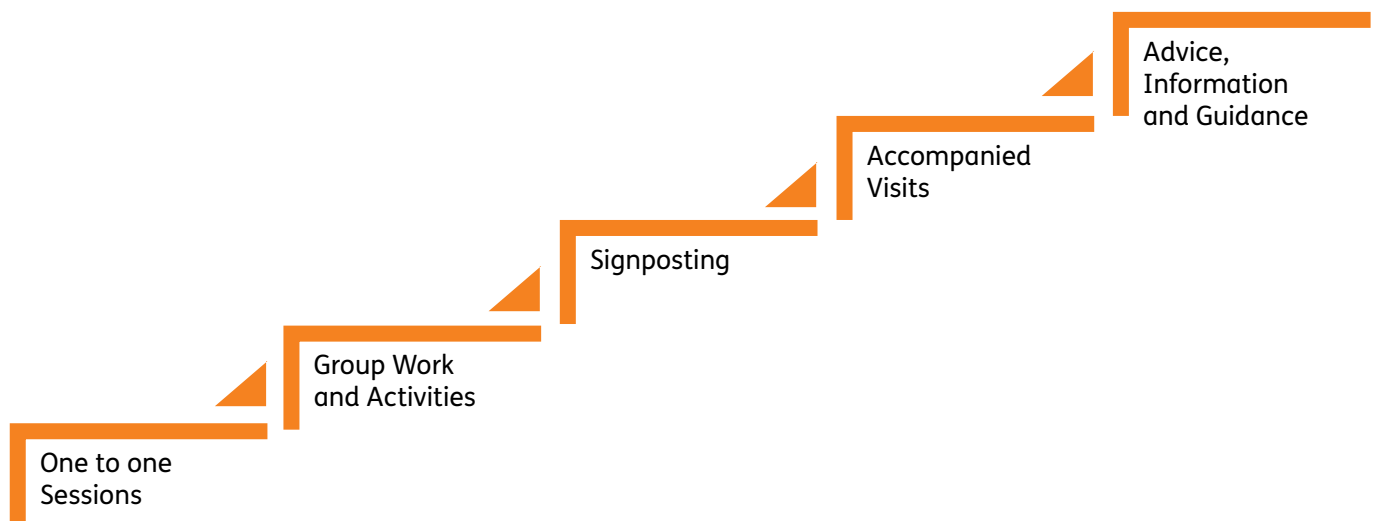
Our support plan is based on a robust assessment of each young person's needs using a unique Personal Development Assessment Plan. The assessment process focuses on identifying each young person's emotional, physical, social and practical needs and working with them to develop specific goals and milestones that celebrate small steps of success while maintaining high levels of motivation. Each young person is provided with a unique **Aden Homes Independent Living Development Passport** which records their milestone achievements, goals and targets ensuring they are able to take this on when they eventually move to the next stage.

Aden Homes offers service commissioners a tiered support package starting with the Basic support package (£1000.00 per week) which includes accommodation and 10 hours of support. For young people with additional support needs, we are able to offer additional tailored support which enhances the support offered in relation to issues around substance misuse, sexual exploitation, offending behaviour and emotional support needs. This is in addition to the basic package and will mean that the young person has additional staff input at a level determined as appropriate to their support needs. Prices are negotiated according to the needs of the young person and the support needed to keep them and other residents safe.

BASIC SUPPORT PACKAGE (10 HOURS)

Our basic support package includes the following delivered according to young people's needs during 10 hours of support. Support is delivered through a number of ways as demonstrated by the 'Steps to Independence' diagram below.

- Safeguarding
- Pathway planning
- Independent/self-care skills e.g. cooking, cleaning, use of public transport, laundry, managing money, shopping etc.
- Education, training or employment
- Support with physical and sexual health activities (Sexual health, GP, dentist and optician)
- Support with social and recreational activities
- Religious and cultural practices
- Administering and supporting residents with their budgeting
- Risk assessment and safety planning
- Allocated keyworker and regular key work sessions
- Supervised Spending.
- Community based appointments e.g. solicitors, banks
- Support with Substance misuse (Community based).
- Support with emotional health issues and self-harming behaviours.
- Risk management around child sexual exploitation
- Risk management around gang violence and involvement
- Family contact
- Offending behaviour



(When young people need additional support we will buy-in services where appropriate subject to negotiations with the funding local authority).

Referral Process and Placement

PROCESS

Maya All referrals are made through the Director and can be received via email or telephone in the first instance. Please call Ashley on **0203 3229036** or email **info@adenhomes.co.uk**

- The referring authority must make the referral via telephone or email.
- The referring authority must provide the name/s of the young people and as much information as possible. This includes history, risks, ethnicity, language spoken, estimated time of arrival or pick up and any other relevant information pertaining to that young person.
- No young person will be refused accommodation on the basis of race, culture, religion or disability.

Referral Criteria

We accommodate young people with low, medium and high needs across our homes. Where a young person has specific needs around the following we will identify where they may be best placed across our homes to ensure the safety of the young person and other residents. We expect referrals to cover the following issues:

- Those who have experienced traumatic and difficult childhood
- Those with a history of, or at risk of sexual exploitation
- Those seeking a place of safety including asylum seeking young people
- Those with emotional and mental health support needs
- Those with a history of, or at risk of offending behaviour
- Those with a history of, or at risk of substance misuse issues
- Planned and emergency referrals

AGE RANGE: 16 -18



Moving into Maya House



We know that young people moving into MAYA HOUSE may not have very much in terms of material possessions. We work hard to ensure that each young person is made welcome and that they are encouraged to make their room a home as quickly as possible. To this end we supply each young person with:

- A basic food starter pack
- A complimentary personal starter pack including bedsheets, duvet covers, pillowcases, hangers and a clock, towel, dustbin and a laundry basket
- A complimentary personal care pack including basic toiletries, sponge, soap, toothbrush, toothpaste

We are keen to encourage young people to access education, employment and training and where necessary we will provide stationary packs and access to cheap second hand clothing to ensure young people are equipped on their first day.

Upon acceptance, Aden homes will pick up young person where possible or the referring authority would make arrangement for the transportation of the young person to the placement.

Staff will obtain copies of relevant paperwork and documentation supplied by the referring authority.

The young person will be made to feel welcome and given information explaining the role of Aden Homes in providing them with support.

- Each young person will be given a tour of the building, security and health and safety rules and an induction pack including the complaints procedures.
- Each young person will be given information on the local area, including shops, places of religious worship, schools, colleges, community organisations, libraries, sport and other recreational activities.
- All young people will be instructed in the use of appliances, and emergency procedures.
- In the case of asylum seeking young people, the use of interpreters may be necessary and permission from the referring authority would be sought for the use of language line. This may incur additional costs.
- A placement planning meeting will be held within 7 working days with the allocated social worker.

Safeguarding

Once a young person moves into our service, a risk assessment and support plan will be developed. These documents would be updated quarterly or after any significant change in circumstances in the young person's life. Our assessments are not just holistic but an ongoing process reviewing and responding to the needs of the young people.

We will support our young people in developing their skills in keeping safe, building their self esteem and making informed and positive choices. Our on-site 24 hour staffing and use of controlled access to the building for residents and visitors will ensure the safety of our young people.

We will also ensure that appropriate visitor restrictions are implemented to safeguard our young people. This includes the use of photo identity cards, signing in and out of the home, no overnight visitors, and refusal of under 16 visitors into the home.

We will expect all young people to have returned back to placement by their curfew time which will be agreed with the allocated social worker during the placement planning meeting. Permission to stay out overnight with friends or relatives must also be on the consent of the social worker.

In a situation where consent has not been given, we will report the young person as missing to the police and work closely with both the Police and out of hour's emergency duty service to ensure every young person's safety.

We will take note of unusual behaviours within and outside of the placement to ensure young people are not engaging in dangerous activities. This can include young people entering vehicles where they may be at risk or associations with individuals whom the staff consider may pose a risk to the young person or other residents. Where possible vehicle registration numbers will be noted and passed on to relevant authorities. We will also establish links with relevant community safety groups in the area.

Our young people are not allowed to have visitors in their rooms as this may negatively impact on their safety or that of their visitors. Visitors are allowed in the communal areas with permission from the staff and staff reserve the right to refuse any visitors or ask them to leave if they feel such visitor presents a risk to any of the residents. Residents may be allowed in each other's rooms but only with permission from the staff and staff reserve to right to refuse to grant such permission if they believe safeguarding issues may arise as a result. **Aden Homes takes safeguarding seriously and strives to ensure all young people in our care are safe from harm.**

Keyworking System

We operate a key work system which means every young person has a named staff member who would work closely with them and be their main contact. Key work sessions are expected to take place on a weekly basis and can be formal or informal. We will be innovative in our approach in order to ensure young people engage in these sessions. Keyworkers would utilise key work sessions to address young people's identified areas of needs such as NEET, cooking, sexual health, positive relationships, budgeting, employment skills, safe use of internet, confidence building, personal care etc.

Equality and Diversity

ADEN HOMES are committed to diversity and equality of opportunity. No young person will be discriminated against on the grounds of their race, faith, religion, sexuality or ability. We are keen that all our properties have a diverse range of residents and will take all relevant steps to ensure that all young people's cultural or religious beliefs and practices are accommodated within the home where this does not pose a risk to the safety or wellbeing of other young people or staff. We will actively promote diversity and equality of opportunity in all our homes and deal swiftly and decisively with bullying or harassment of any young people or staff on the grounds of their race, faith, religion, sexuality and/or disability.



Aden Homes Statement of Purpose Our Expectations of Young People

OUR PROMISE TO YOUNG PEOPLE

Our service is about young people and committed to ensuring that all the young people who live with us go on to achieve successful outcomes. We recognise this is particularly important for young people who have been looked after, in care or have left their homes here or abroad in difficult circumstances. Copies of this will be displayed in all our homes in communal spaces and made available for young people for whom English is not their first language.

We will always treat you with respect and dignity because we believe you deserve it and are worth it

1. We will work with you and your social worker(s) and other professionals involved in your care to make your stay with us as comfortable as possible
2. During your stay with us we will try hard to listen to you and if we disagree with your views and opinions we will take all reasonable steps to explain why
3. If you are not happy with any aspect of the service, you receive you can complain by speaking to the House manager first and then one of the Director's if you are still are not happy. We will try and deal with your complaint as quickly as possible.
4. We will keep your information confidential at all times apart from when we feel that to do so would mean you or someone else may be in danger. We will share information with your social worker as agreed in your plan.

Our Pledge to Service Commissioners

We will work in partnership with all service commissioners, social workers and other relevant professionals to deliver a high quality service to young people who are placed with us and their funding local authority. We will communicate with you regularly as agreed in our contract with you and will take all steps necessary to ensure that we deliver an efficient and value for money service at all times.

It is your responsibility to maintain your own bedroom and keep it clean at all times.

- You are expected to treat other young people and members of staff with dignity and respect at all times. We will not tolerate any kind of harassment, bullying or
- discriminatory behaviour on the grounds of race, faith, sexuality, disability or any other reason.
- Physical abuse towards other young people and/or staff will not be tolerated and we will call the police and prosecute in the event of any assaults on staff or other residents.
- Young people must not cause deliberate damage to any other person's property.
- NO smoking of illegal substances or drinking is allowed within the house. NO smoking is allowed within the home and may only take place outside or in the garden. Under no condition is smoking permitted in your rooms.
- You are not allowed to have visitors in your room without permission from the staff and we reserve the right to refuse to allow this is we have any concerns.
- You will return home before the curfew time agreed with our social worker and let the staff know if you are going to be late in good time. If you do not return without notice, we will report you to the police as a missing person.
- We expect you to abide by our visitor's policy.
- You are not allowed overnight visitors.

These rules are in place to protect you and other residents from harm. We expect all young people to abide by them and failing to do so could result in the loss of your placement

Contact Us

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