

Allison Lodge

supervised parent living project



allisonlodge  
CARE AND SUPPORT

## Our commitment to safeguarding

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Allison Lodge believes that every child, young person or vulnerable adult has the right to live in a manner that is free from abuse.

This document is built on that belief. Allison Lodge will work together with other agencies to uphold the rights of all those who access our services. To uphold this, we ensure that our staff are trained in recognising and dealing with incidents of abuse, which they will do with respect for confidentiality, dignity, independence and individuality of each and every person. If you are concerned about yourself or others, please speak to your Key Worker or any other member of staff. Alternatively, you can contact our office on 020 8920 7850 or [keyworkers@allisonlodge.co.uk](mailto:keyworkers@allisonlodge.co.uk).

We will treat any concerns in a fair, professional and confidential manner.

Please also visit our website at [www.allisonlodge.co.uk](http://www.allisonlodge.co.uk)

## Allison Lodge

Allison Lodge provides a 24hr staffed supervised semi-independent projects for parents. We provide parents and their children with a supportive supervised living arrangement, within which parents are encouraged to learn parenting skills including child development, family budgeting, health and nutrition and other skills to promote their long-term economic independence and the well-being of their children. The overall aim of the projects is for all parents to become self-sufficient and leave the project with a wide range of life and social skills learnt through our comprehensive independent living skills programmes.

The Projects are based in North London. The accommodation is of good quality and is well equipped and designed to provide good safety and security.

We can facilitate supervised contact at all our mother and baby placements.

### Project 1

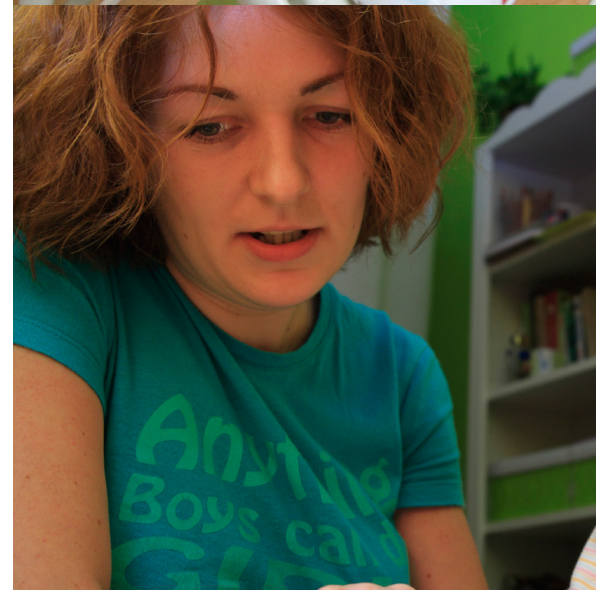
Is a three bedroom house that is bright and spacious, and will accommodate only three parents at any one time. It has two bathrooms, and a very large kitchen dining area and additional communal living space, where service users have access to computers with monitored internet access. The front courtyard is secluded and cannot be overlooked by neighbours. The courtyard is used for enjoyment of the residents and their children. The accommodation sits behind two wrought iron gates for extra security and cannot be seen from the frontal area of the main street.

### Project 2

This is a 3 storey house converted into three separate units of accommodation. The ground floor accommodates the staff and children's area. The rest of the accommodation comprises of two split level self-contained two bedroom flats. This is CCTV protected. The garden to the rear is child friendly.

### Project 3

This is a converted house that accommodates staff on the ground floor and parents and their children on the upper floors. The ground floor has disabled access. This unit is CCTV protected. The upper floor is a split level maisonette that is spacious and well-lit and provides good quality furniture and fittings







## Accommodation Provides the Following

- telephone facilities, which are suitable for the needs of residents, and arrangements are made to enable residents to use such facilities in private;
- adequate furniture, bedding and other furnishings, including curtains, floor coverings, and equipment;
- adequate laundry facilities for parents to wash, dry and iron clothes and linen for their families;
- sufficient and suitable cleaning materials and equipment;
- sufficient and suitable kitchen equipment, crockery, cutlery and utensils, and adequate facilities for the storage of food;
- suitable facilities for parents to prepare food for their families, and suitable dining facilities for residents;
- regular fire drills, notices of fire safety, assembly point, location of fire blanket and extinguishers;
- visitors book, communication books, shift handover book, accident and incident record book;
- adequate precautions against risk of accidents, including the training of persons working at the project in first aid;
- adequate facilities for recreation and leisure.

## General Project Guidelines

All parents are allocated a Key Worker to give them support with confidence, self-esteem, parenting skills and skills for independence. Allocated Key Workers will ensure that the following guidelines are followed:

- Ensuring Safety – protecting service user from harm and danger and from contact with unsafe adults, and self harm
- Emotional – making sure the service user's emotional needs are met so they have a valued and positive sense of self
- Stimulation – promoting learning and intellectual development
- Guidance and Boundaries – enabling service user to correctly control and understand their emotions and behaviour using an agreed framework of internal assessment
- Family History and Functioning – this looks at who is in the service user's life and how they are related. How does their own upbringing, experiences and life affect their own child in their care









All parents will be encouraged and supported to work with their own child to become more effective parents and lead productive, independent lives through development of the following:

- Health – the physical and mental wellbeing of the child
- Education – looking at cognitive development and how a child interacts with playmates, their access to reading material and success and achievement
- Emotional and Behavioural Development – monitoring the feelings and actions of a child towards parents and guardians
- Identity – the child's sense of self, i.e. self image, self esteem and so on
- Family and Social Relationships – the child's development of empathy and capacity
- Social Presentation – a study of a child's growing understanding of their appearance and behaviour as viewed by society
- Self Care Skills – monitoring how a child acquires and maintains practical, emotional and communication skills in order to increase independence

### **Project Support Services**

We aim to address a wide range of needs for parents and their children. We offer Life and Social Skills programmes. These programmes can impact on areas such as pregnancy outcomes, parenting style, maternal well-being, independence, social risk, drug and alcohol abuse, emotional well being, economic self-sufficiency, and child development. The underlying intent of the project is to keep with the objectives of promoting the self-sufficiency through life and social skills and independency of parents while at the same time emphasising the well-being of their children. We also involve the fathers of the children to provide assistance with parenting and provide fathers with access to services they may need to become good parents.

We offer a good programme of support including needs assessment and care planning, Key Worker system and regular reviews. We work with the needs of the residents to assess need and devise an individual care plan. We focus on the achievement of skills to enable the service user to move on and feel confident about caring for themselves and their baby



## Support and Action Plans

The Support and Action Plans are developed to empower the service user to give them confidence and increase their self-esteem. These plans will include targets and goals that are clear and achievable. The plans cover the following:

- Parenting Skills
- Independent living skills
- Childcare
- Health promotion
- Assertiveness and self-esteem
- Training and education including employment opportunities
- Family

## Parenting Skills Model

Our parenting skills development programme recognises that work in this area needs to be sensitive in the way that it is delivered. We understand that it should be promoted with the involvement of the service user. Our model includes the following aspects:

- Providing on site facilities to encourage indoor play; child orientated environment
- Encourage service user to do paediatric first aid course leading to the certificate through local college. This can be achieved in one day, usually on a Saturday
- One to one work with the service user to promote play with their child
- Facilitating regular support group for parents to explore parenting issues
- Key Workers working on a one to one basis with the service user to address difficult issues such as stress, time alone, and the way they relate to their child







## Promoting Independent Living Skills

Our programme will use the following criteria:

- Cleaning rotas for service user rooms, shared and other communal areas
- Staff escorting service user to appointments, shopping trips, etc
- Assisting with menu planning and facilitating cooking if necessary – having cooking evenings for healthy eating
- Budget training which incorporates savings for both service user and their child
- Attending appointments on time – time management
- Promoting consistency of approach across the staff team involved with the service user by covering topics for independence, cooking skills, budgeting, menu planning, diet, and shopping taking into account the different learning styles of the service user, where appropriate staff will use good effective methods of communication including the use of videos, games and activities
- Introduction to benefits system/completing application form
- Education, employment and training
- Weekly support group exploring independent living skills through visiting health practitioners, local agencies etc
- Fire drills/Health and safety

## Health Promotion

Physical and mental well being are addressed using the Key Worker system and by using external professionals. We use the following interventions to promote Health:

- Sexual well-being and safe sex
- Healthy eating, achieved through escorting to grocery shops and assisting with menu planning
- All new residents will be registered with a GP and Dentist and they will be encouraged to attend local family planning and baby clinics
- Offering access to group programmes on relationships, sexual health facilitated by outside professionals
- Peer education- encouraging parents to deliver training sessions on sexual health and the realities of being a teenage parent



- Discouraging smoking – all properties are non-smoking; looking at the effects of passive smoking
- Drug and alcohol misuse
- The importance of breastfeeding-equally the choice not to breast feed
- Providing informal counselling through Key Worker system or access to outside professionals

### Promoting access to Education

Allison Lodge is an accredited centre and can deliver qualifications through CACHE. These are a series of life skills programme courses at entry level. We also offer Health and Social Care Courses at various levels. This provision is specifically for the young parents. It can be delivered in house using appropriate teaching methods and taking into account the differing levels of needs of the service user.

We also have a good relationship with the College of North East London which is a five minute walk away. Key Workers are especially skilled at engaging service user in education and training.

Key Workers will also encourage the service user to access on line distant learning training courses such as vision2learn that offers a range of basic qualifications that can be done in their own time at their own pace. All service users will be encouraged to engage in education and training using these flexible methods.

### Equality, Inclusion and Diversity

Allison Lodge believes that staff should reflect the cultural diversity of the service users. We have an Equality, Inclusion and Diversity Policy. However, we ensure the following:

- Staff receive training in Equality, Inclusion and Diversity
- Work towards ensuring that the staff reflect the client group which it serves so that it can provide positive role models
- Reflect positive images of different races and cultures, both in its services generally and all its other provisions
- Ensure adequate information is available on local cultural and ethnic groups, diets, and health needs
- Make it clear that racism and judgmental and discriminatory remarks will be challenged individually by staff and in-group work







- Cover cultural and other needs related to the diversity and initial assessment; for example in relation to diets and shared kitchen facilities
- Ensure that residents are aware of diversity within the project before they accept a placement
- Identify and meet specific health issues related to diversity of all service users from diverse backgrounds

## Staffing

All staff are adequately trained to work with service user. All staff must have an Enhanced CRB check. Staff receive structured monthly supervision, appraisal and are encouraged to attend a range of training courses including child protection training. These courses are on offer several times during the year. Allison Lodge Key work staff hold an NVQ level 3 or Diploma level 3 qualifications in Health and Social Care. Allison Lodge also employs a number of specialist staff ranging from qualified social workers to those with specific training in Mental Health. Allison Lodge also employs staff with qualified State Registered Nurse status.

All staff are aware of the complexities of the job and have many qualities that they bring to the organisation. Staff are flexible, with good listening and communication skills and a non-judgemental attitude.

## Flexible Structured Learning Environment

We understand the need for Structured Environment. However, the design of our programmes, although structured, will not be restrictive. We believe that in order for service user to grow, develop and provide their child with the best opportunities, we must be flexible in our approach to timetables, independent living skills and various other assessments. Learning environment that does not put pressure on service user will achieve better outcomes than one that is rigid and prescriptive. We believe that we can support behavioural change through giving independence to service user, which will in turn provide opportunities for them to learn to improve their parenting and be better equipped for their child. All service users will be given every opportunity to succeed, with assistance from their Key Workers.



## Moving on Arrangements

When service user has accomplished all the milestones, their moving on arrangements will be discussed with their Social Worker. Allison Lodge has the capacity to arrange moving on accommodation. In some instances, the service user may be able to have the same Key Worker; this ensures continuity of services for the service user.

## Summary

- Peer Group Support – service users learn to value each other and respect others feelings, concerns, and anxieties. Encouraged to share experiences with each other.
- Supportive Staff – all CRB checked, trained, receive regular supervision, and offer emotional and practical help to the service user. Will escort service user to appointments if necessary. Work in a non-judgemental way and allow service user privacy
- Learning opportunities – covering child development, and independent living skills as well as encouragement into Education or Training and on site groups and professional interventions
- Childcare – assist service user to access good childcare/ nurseries so that they can engage in Education, Employment or Training
- Privacy and Independence – Staff respecting privacy and promoting independence using assessment tools and demonstrations such as cooking classes etc
- Involving Fathers – where appropriate, encouraging Fathers' involvement in the child's life; working with Fathers to promote good parenting skills
- Moving on Accommodation – working with service user and social services to ensure that the moving on accommodation meets the service user's needs



## Equality, Inclusion & Diversity

Equality, Inclusion and Diversity are core values within Allison Lodge.

Allison Lodge service users come from a wide range of cultural backgrounds and our staff reflect this diversity.

Service user's identity and culture will be valued and respected.

We will make every effort to help all our service users reach their full potential.

Staff and service users can expect environment that is free from discrimination, victimisation, harassment, and bullying.

Allison Lodge is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults, and as such, we expect all those who access our services to share this commitment. We engage with all our service users and staff in the development of our policies, practices and we seek to encourage their feedback.

### Head Office

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