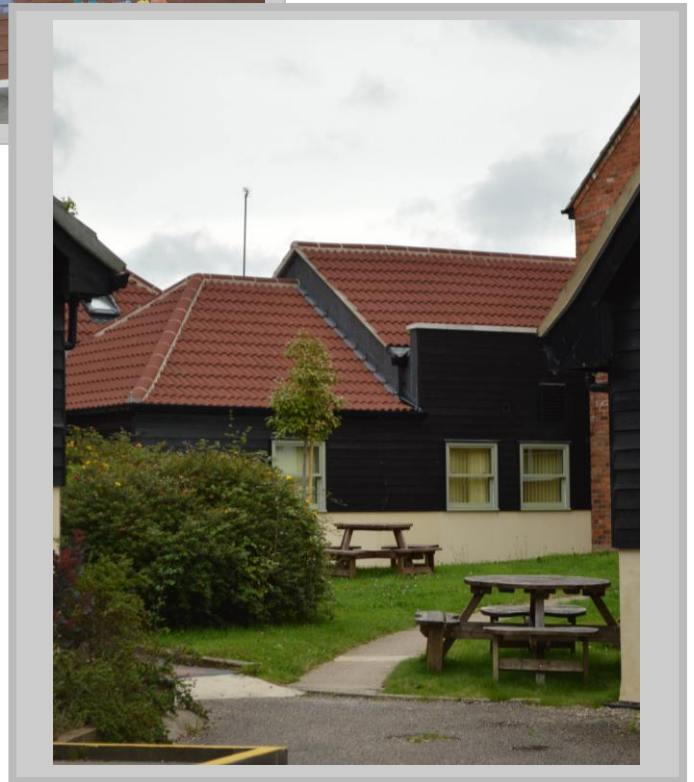


Tumblewood Community



Statement of Purpose 2017

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Quality and Purpose of Care:

A Range of the Needs of the Young People

Tumblewood is a specialist residential therapeutic community for 15 girls aged 9 to 17 on admission. We offer an integrated systemic program of care, therapeutic work and education to address early developmental trauma and attachment difficulties attributed to physical, emotional and sexual abuse, sexual exploitation and neglect. We address many challenging behaviours such as missing from home, sexualised behaviour, self-harm, verbal and physical aggression, vulnerability to abuse and exploitation and the inability to self-regulate. Young people who come to Tumblewood have often experienced multiple placement breakdowns prior to their arrival, and it is our mission to provide a safe and stable home in which they can feel cared for and respected. Our **ethos** is a commitment to provide young people with the opportunity to have 'space to grow, learn and develop' and to promote a culture based on individuality, empowerment, acceptance, learning and opportunity.

Our **outcomes** are:

- For young people to experience a safe and stable home life from which to explore and make sense of their early life experiences, associated attachment difficulties and developmental trauma
- For young people to be treated as individuals and with dignity and respect
- To enhance the young person's educational, emotional and social development opportunities
- To increase self-esteem, resilience and confidence
- To stabilise or maintain mental health and wellbeing
- To ensure our on-site educational facilities maximise educational potential
- For young people to enjoy and achieve, and experience fulfilling lives
- For a reduction in high risk behaviours or other behaviours as outlined at referral

We aim to meet these outcomes by ensuring each young person has an individualised Treatment Plan, a robust set of outcome measures, maintaining close links with the local authority, family and other external agencies and by ensuring the children and young people have a voice and are listened to in relation to decisions that affect their lives.

Location and Accommodation

Tumblewood Community is situated in a rural area between Westbury and Trowbridge in Wiltshire, with access to a good mainline rail service, bus and motorway access. Each young person has their own bedroom which they may personalise with decor, posters, pictures and personal possessions. Our communal living is based around homely lounges and dining areas. Our outside living includes patio areas, small basketball court and swimming pool, a good sized field with swings, climbing frame, and plenty of space to run around. We have a disabled access bedroom within the community, which may be used if a child has specific needs.

We ensure the wishes, needs, risks, behaviours, personality, etc. of each child is reflected in the decision regarding living arrangements. Due to the high risk behaviours of some children, we ensure that our fixtures, fittings and furniture are sturdy and designed to a high quality, adapting rooms if necessary for individual risks such as self-harm.

Supporting Cultural, linguistic and Religious Needs

Tumblewood Community is committed to equality, diversity and young people's rights and will always actively support them in pursuit of their culture, beliefs, religion and with any particular linguistic needs. We will support young people to maintain their cultural and individual heritage and will always encourage access to social groups or churches, mosques, temples, etc. and provide specific meals, clothing or other cultural or religious requirements.

Complaints

The designated complaints officer is the Registered Manager, however should the complaint be regarding the Registered Manager, then the Head of Programme should be contacted. The detailed Complaints Procedure and The Children's Guide (each young person has a copy) can be accessed on request. All complaints are taken seriously and where applicable we will resolve problems internally, within recognised time scales. In addition, each young person, parent or member of the public can make a complaint known to: Ofsted, Piccadilly Gate, Store Street, Manchester, M1 2WD. Telephone number 0300 123 1231.

Young People will be supported to independently complain via the Regulation 44 Visitor or through NYAS and there is a list of other agencies including details of the Children's Commissioner in the Children's Guide. All of our policies including our Complaints, Safeguarding and Child Protection and Behaviour management policy are available on request.

Views, Wishes and Feelings:

Consulting with Children about the Quality of Their Care

Tumblewood community places the utmost importance on child consultation and ensures this is upheld by providing each young person with:

- A case-manager
- A keyworker
- Daily community meetings
- Regular meetings with the manager
- Staff who will listen to and act upon young people's wishes, needs and views.
- Free access to their Social Worker
- A NYAS Advocate
- Regulation 44 Visitor
- Questionnaires regarding the quality of care

Anti-discriminatory Practice

Tumblewood Community is committed to providing a living environment in which children are able to realise their full potential and to contribute to the home's development irrespective of their culture, gender, race, disability, sexual orientation, age, religion or belief. Through training, community meetings and education there is an opportunity for staff and young people to discuss explore and experience diversity, which teaches them to value individuality and difference.

Children's Rights

We believe that all children have the right to have their needs met and to be free from abuse and exploitation. Each child will have a Keyworker who will explain to them both their rights as a child and as a looked after child and will consistently ensure that these are being met. We ensure that Children's rights are at the heart of our policy-making.

Education:

Special Educational Needs

Tumblewood is committed to providing high quality education and each young person will have a Personal Education Plan (PEP) and Individual Education Plan (IEP). Our school is set up to understand that each young person is an individual and any learning issues are addressed and supported within both care and education.

School

Tumblewood Community School is on-site and although registered as a separate establishment, school support is integrated. Care staff are sensitive to the fears and concerns young people may have regarding accessing education and will provide nurture and support within the classroom if necessary to help young people engage in the individualised learning process. Our school prospectus is available online at: www.tumblewood.org.

Enjoyment and Achievement:

Activities, Opportunities and Skills Development:

We always encourage and support young people to develop their interests and hobbies and offer the following leisure facilities on-site:

- Swimming pool (Closed during winter months)
- Basketball court
- Bicycles
- Outdoor play and climbing equipment
- Children are encouraged to read and to explore their artistic potential through art and craft, music, poetry and song, creative writing.

We also access for example, the following off site individual and group activities:

- Swimming
- Tennis
- rollerblading
- guitar lessons
- Youth, climbing, army clubs and navy cadets
- Badminton
- football
- Go-Karting
- Museum and art gallery trips
- Squash
- ice-skating
- horse riding
- Dance, music, singing lessons

Health:

Health Care

Health care is monitored through LAC reviews, in accordance with guidelines and we meet the physical health needs of each child by maintaining regular health checks with:

General practitioner	Accessed as and when required
The Looked After Children Nurse:	Once yearly LAC Medical: on site
The Dentist	Six monthly and as and when required
The Optician	As advised by Optician

We will support any additional health requirements and appointments with any specialist health professionals or clinics. We also maintain a healthy, balanced and nutritious menu and undertake individual and group work with children around healthy life choices and personal care.

Therapeutic Care

Tumblewood Community offers individual and group therapeutic services and children have access to the following professionals:

- Psychiatrist
- Educational Psychologist
- Speech and Language Therapist
- Clinical Psychologist
- CBT practitioner
- We also have close links with the local CAMHS Service
- Child & Adolescent Psychotherapist

Therapeutic supervision is provided on a regular basis for the therapeutic care staff in addition to standard practice supervision and all consultants are supervised in accordance with their own regulatory body.

Measuring Therapeutic Outcomes

The Therapeutic Programme at Tumblewood Community integrates psychodynamic, systemic and cognitive behavioural approaches within an overarching Therapeutic Community Model. This promotes tolerance, choice, transparency and democracy. Individual treatment plans are holistic in nature, and influenced by the Good Lives Model, a strength-based approach which empowers individuals to take control of their progress by focusing on their skills and potential. An extensive assessment is completed within the first 16 weeks of arriving at Tumblewood and following completion of the therapeutic assessment a report is provided detailing recommendations for future work.

Treatment Planning

Following completion of the assessment period young people have the opportunity to discuss their individualised Treatment Plan with members of a Core Group and to create a wrap-around approach which will develop realistic, measurable treatment aims for the young person. This will be reviewed three monthly.

Therapeutic Interventions

Tumblewood employs a number of approaches and interventions, for example:

- Psychological Interventions, for example: CBT and life story work
- Functional Therapies, for example: Occupational Therapy
- Mental Health Interventions, for example: Play Therapy, Psychodrama
- Care interventions for example: pro-social modelling, community meetings
- Education Interventions for example: school support, classroom support
- Group Based Interventions, for example: social and educational groups

Outcome Measures

In order to ensure the therapeutic interventions are appropriate and effective, outcomes are measured across four specific domains; Behavioural, Emotional, Social Development and Holistic Experience. Combinations of quantitative and qualitative measures are used and these provide the young people and those involved in their care, with an overview of their progress.

Positive relationships:

Contact

The importance of contact with parents, relatives, friends, and significant others is recognised, encouraged and maintained with an understanding that good communication and planning leads to more successful contacts. We understand that all parents, young people and families have different needs and attitudes to contact. We will do our utmost to accommodate individual and family needs and will endeavour to make parents, family and friends welcome by sharing meals and by ensuring a warm, welcoming, clean and appropriate setting. Young people have access to a private telephone line. When children are placed outside their home area, there is specific focus on practical arrangements that need to be put in place to ensure that children maintain supportive contact. Families are invited to our bi-annual family celebration days and parents receive (if appropriate), weekly telephone or email contact with the case manager.

Protection of children:

Safety and Monitoring

We use security sensors and alarms both internally and externally in the home, outbuildings and vehicles, with the intention of deterring intruders, or alert to their presence. Staff vehicles on the premises may also be protected by alarms. Fire doors (internal and external) may be fitted with alarms that sound when the door is opened; depending on the agreed requirements of the Fire Service. We have external gates to the property which are accessed by a code known to staff and children.

Some of the children at Tumblewood are highly vulnerable and in accordance with their placement plan their bedroom door may be fitted with sensors that can be adjusted to alert staff or the child if the door is opened. These sensors may be requested by staff, social workers or the child themselves. Children are accompanied by the appropriate number of staff as documented in their placement plan and risk assessment.

Behavioural Support:

The young people in our care are likely to have experienced issues with the management of their own emotional wellbeing and behaviours and so we focus upon enabling individuals to learn about themselves and why they react and respond in certain ways to certain situations. Staff are consistent in the use of Cognitive Behavioural Reflective techniques, restorative practice and at times, the use of consequences. In all cases where consequences are used they are fully recorded in the sanctions log and approved by the senior member of staff on duty. The Manager frequently reviews the sanctions log and reviews and monitors all statutory logs through the SLEUTH system.

Approach to the Use of Physical Intervention:

Staff will only use physical interventions to enhance safety and only as a last resort. This will only occur when they have assessed that a young person is in a position where they may be a danger to themselves, others, or may cause excessive damage to property. Staff are trained in Team Teach and have an understanding of the benefits of early interventions, de-escalation techniques, behaviour management and physical intervention in order to maintain the safety and dignity of all involved. We have onsite trainers, who are responsible for ensuring staff proficiency in physical intervention and run regular courses so that staff may refresh their knowledge and competence. They monitor physical intervention through observation, analysing incident reports (including the views of the child), through feedback from staff, supervision, team meetings, and in-house training. We have comprehensive Behaviour Management and Physical Intervention Policies. After each physical intervention, staff are de-briefed by a Team Teach Tutor, so that they can examine the de-escalation techniques used and learn from each incident.

Safeguarding:

One of the most critical areas for Tumblewood to effectively manage and continually review is the safeguarding of the young people in our care. It is important for us to create a balance between young people being able to be independent and have free time as well as staff monitoring their presence and ensuring that they are safe in everything they are involved in. Staff are trained to be vigilant for signs of abuse and neglect in a young person and the Registered Manager and Deputy Manager are trained to Level Three safeguarding. The Registered Manager is the Designated Safeguarding Lead for the Care Service, and the Deputy Manager is the Deputy Designated Safeguarding Lead for the Care Service. We understand that safeguarding is an umbrella term for a number of areas and all of our safeguarding policies are available on request from the Registered Manager or on the Tumblewood website www.tumblewood.org.

Preventing Bullying:

Tumblewood community supports group living, and so we must be vigilant to and understand that bullying will occur in both covert and overt incidences. When there is a bullying incident staff will offer support and guidance to both the person being bullied and the person who is bullying. We encourage young people to talk about any bullying concerns they have with their Keyworker and other support staff. Staff receive training to recognise the subtleties involved in bullying behaviour and the role they play in ensuring any bullying issues are promptly and sensitively dealt with. Our Bullying Policy is available on our website: www.tumblewood.org.

Missing From Care

We recognise that Tumblewood does not provide secure accommodation for young people; however we do attempt to provide a safe and nurturing environment in which young people can access care and support. There are detailed written procedures for dealing with children missing from care and in addition to this there is a risk assessment for each individual young person. This details the likelihood of the young person attempting to leave, which also includes the risk of harm to the young person and others should she go missing.

An immediate record is made of the time and circumstances of the young person's absence and the senior staff member is informed. Depending on the circumstances and young person's individual risk assessment, staff may look for the young person themselves and in most cases they will also report the young person to the police as a missing person. The local police have details of the children (Standard Operating Procedures) to enable them to have the necessary information to safely return a child missing from care. Irrespective of the length of time missing from care the Child's Social Worker/ Local Authority and parents (if appropriate) are also informed upon their absence and return.

On their return to Tumblewood staff will help the young person to discuss where they have been, with whom, if applicable, and why they were absent. Every effort is made to settle the child back into the home and staff will ensure they have been able to attend to any personal care, dietary and health needs. The child will always be offered an interview with an independent person and medical attention will be sought if required. If the child makes any allegation of abuse staff will follow safeguarding procedures.

Environmental Risks:

Tumblewood has a full location risk assessment which exposes possible high risk areas when a child is either independently accessing the wider community or is missing from care.

Leadership and Management:

Registered Provider

Tumblewood Project Ltd, The Laurels, 4 Hawkeridge Rd, Heywood, Westbury, Wiltshire, BA13 4LF. Tel: 01373824466 Fax: 01373824321.

Responsible Individual

Mrs Susan Hortop (at the above address)

The Directors

Mrs Susan Hortop (at the above address)

Mr John Kearney (at the above address)

The Head of Programme

Ms Jan Lindsay (at the above address)

Registered Manager (Application Pending)

Polly Atkins

Experience and Qualifications of Staff

John Kearney: Director: is a qualified social worker, social work supervisor, Counsellor, Psychotherapist and Psychotherapy supervisor and has over thirty five years of working with children and vulnerable clients.

Sue Hortop: Director: began her professional career as a nurse, later qualifying as a social worker and probation officer. Sue has managed the Elisabeth Fry Bail and Probation Hostel for women and children, created a pioneering sex offender programme, drug treatment programmes and undertook thematic inspections of Home Office services.

Jan Lindsay: Head of Programme: has a degree in Psychology and is a qualified and experienced counsellor and has studied the Principles and Practice of Working with individuals on the Autism Spectrum with the University of Cumbria. She has experience in both adults and children's services, working with complex needs and has worked in mental health services and in high risk environments. She has undertaken both intensive one to one work and group work in the community for individuals diagnosed with severe and enduring mental health problems.

Polly Atkins: Registered Manager (pending): Polly has worked for Tumblewood Community for just over ten years. She started working in the children's home, became a team leader and has been part of the management team working in the Therapy department for a number of years. Polly has an open degree (BSc Hons (1st)) covering many aspects of child care and leadership and management. She is experienced in delivering CBT and DBT interventions for conflict resolution and high risk behaviour. She is an experienced case manager and runs therapeutic groups for children.

Nicola Hewlett: Deputy Manager: Nicky has been with Tumblewood Community for five years and is one of our Team Teach Tutors. Nicky is qualified to Level 5 Leadership & Management. Nicky came to Tumblewood as a therapeutic care worker and has worked her way up to Deputy Manager. Nicky is currently on maternity leave and will return later in 2017.

Jackelyn Bradley: Deputy Manager (maternity cover): Jacqueline is covering for Nicky during her maternity leave. Jacqueline is a qualified Social Worker and has been at Tumblewood for four years. She has been part of the senior therapeutic team for over two years and an integral part of the Community of Communities team for Tumblewood.

Tumblewood employs around 50 members of staff, whose qualifications include a relevant childcare degree, NVQ Level 3 or Level 3 Diploma for the Children and Young People's Workforce (QCF) or are working towards a qualification. New and current staff receive substantial in-house training to ensure our standards of care are maintained to the highest possible degree.

For our Management and Staff Team Structure please see appendix 1 and appendix 2 for Staff Qualifications.

Contingency Plan for Staffing

The home has a well-established staff team, who in periods of absence cover each other's shifts, We do utilise agency staff, however to reduce the need for this we employ a team of flexible working staff who are available to work at short notice in order to cover any sickness. When needing to use agency staff, we try where possible to use the same agency and staff who have been inducted and worked well at Tumblewood before. We have permanent staff who we have recruited as a result of their work with us as agency staff members.

Professional Supervision

Tumblewood is committed to the highest standard of support for our care staff, which includes regular supervision in line with legislation and quality standards. New staff receive regular supervision for the first six months of employment and all care staff receive regular supervision by senior staff. In addition to this all care staff are offered therapeutic supervision on a regular basis with qualified members of the therapy team. All senior care staff receive regular supervision by either the Registered Manager, the Deputy Manager or the Team Leader. The Registered Manager receives regular supervision with the Head of Programme. The Head of Programme receives supervision from a suitably qualified practitioner outside of Tumblewood. The Directors both attend regular monthly supervision with appropriate, approved and accredited professionals. We provide each staff member with an annual appraisal which takes into account the views of the children and young people. The appraisal addresses areas such as: individual training, development and learning needs.

Promoting Appropriate Role Models of Both Sexes

We make every effort to ensure that the home has a balanced gender mix, and the home has both male and female staff, though predominately female. We ensure that the appropriate gender relations and perspectives are adequately represented in activities, discussions and decisions. Both male and female staff members carry out caring roles and we ensure that each child has the opportunity to access staff from both genders.

Care planning:

Admissions

Prior to admission, planning takes place with respective local authorities to ensure that transitions are managed appropriately for the young people arriving. Parallel planning takes place within Tumblewood to ensure that current residents are prepared for the arrival. Staff receive appropriate training and information regarding the incoming young person; this information provides an understanding and ability to provide a high standard of care. As part of the pre-admission planning, local authorities are required to complete the 'Pre-Admission Referral Information' and 'Pre-Admission Risk Assessment' forms.

Children will always be given written and verbal information about Tumblewood Community on admission and at the earliest opportunity. A copy of the Children's Guide is available on Tumblewood Community's website. Tumblewood Community have a named contact within Wiltshire local authority with whom information on admissions and departures from the home is shared.

Emergency Admissions

Emergency Referrals will not be accepted in most circumstances. In the event of a same day placement being required, we would request details about the child regarding their background, their immediate needs and relevant consent forms. We require our referral form containing the information to be faxed or emailed to us as soon as possible in most cases. It would also be beneficial if the child and their Social Worker were able to visit the home on the same day in order that their feelings and wishes can be ascertained. Thereafter, an informed decision can be made as to whether the child's needs could be met at Tumblewood Community.

Director - Sue Hortop Director - John Kearney

Head of Programme
Jan Lindsay
Registered Manager (pending)
Polly Atkins

HR Manager
Karen
Briddon

Head of Therapy
Tracy Godfroy

Headteacher- SENCo
Fiona Wiseman (maternity cover)
FA/DSL

Deputy Manager
Jackelyn Bradley
FA/Meds/TT

Facilities

Teacher
Jane Hawkins
FA/TT

HR Assistant
Kerry Ogden

Assistant Psychologist
Laura Edrop
TT/Meds/FW/FA

Maintenance
Sam Ghey
FA/TT/FW/IOSH

House Keeper
Jayne
Elkins
TT/FW

Teacher (P/T)
Mary Helstrip
TT

Group & Individual Worker
Claudia Guggenmos
Meds/TTI

Chef
Bart
Krasnopolski

House Keeper
Nicola
Bowden

Teaching Assistant
Rob Tunstall
FA/FW

Team A

Team B

Team C

Craig Clark – Team Leader
KW/FA/Meds/TT

Pat D'Arcy
Acting Senior
FA/TT/Meds/FW/ KW

Martyn Mackie
Team Leader
KW/FA/Meds/TT

Teaching Assistant
Emma Cotterill

Key:
DSL -
Designated
Safeguarding
Lead
DDSL -Deputy
Designated
Safeguarding
Lead
FA - First Aid
Meds-
Medication
Trained
TTI - Team
Teach Instr
TT - Team
Teach
KW -Keyworker
FW-Fire
Warden

Mark Pearson
FA/Meds/TT

Ria Cooper (M)
KW/FA/TT/Med

John Bartlett
Acting Senior
TT/Meds/FW/FA

Becky
Tessier
TT/Meds/FA

Hannah Price-
Jones
TT/FA/Meds/KW

Rhys Currie
TT/FA

Hannah
Johnstone
TT/FA

Jodie Cripps
TT/KW

Rae
Soyannwo

Sophie
Reynolds
TT

Christina
Berry
TT

Flexible Care Team

Diane Campbell - Senior
FA/TT/Meds

Jemma Haynes
FA/TT

Sue Phillips
TT

Sharon Gitau -
Senior
TT/Meds/FA/KW

Team	Role	Qualifications	Started at TW
Senior Manager	Director	CQSW/Diploma Social Workers CCETSW Practice Teaching Award Diploma in Individual and Group Supervision Diploma in Therapeutic Childcare	1998
Senior Manager	Director	MSc/CQSW CETSW Social work Practice Teacher Award Diploma in Therapeutic Childcare Diploma in Creative supervision BACP Diploma in Integrative Counselling Diploma in Psychodrama Psychotherapy MA/Advanced Diploma in Integrative Psychotherapy	1998
Senior Manager	Head of Programme	BSC (Hons) Psychology, PGDip (Merit) Psychodynamic Counselling	2015
Senior Manager	Registered Manager	Level 5 Diploma in Leadership and Management in Residential Childcare – In Progress BSC (Hons)- Social Sciences CBT Diploma NVQ3 Health and Social Care NVQ3 Management BTEC Level 2 in control and restraint Completed a one year Foundation Course in Group Analysis with the Institute of Group Analysis (IGA)	2007

Team	Role	Qualifications	Started at TW
Manager	Deputy Manager	BSC (Hons) Social Work BA (Hons) English Literature	2013
Senior Manager	Head of Therapy	BSc (Hons) PE & Sports Science Certificate in the Therapeutic and Education Application of the Arts Diploma in Adolescent Therapy from IATE Diploma in Creative Groupwork from IATE Diploma in Child Development through the Open University Completed a one year Foundation Course in Group Analysis with the Institute of Group Analysis (IGA) Masters in Integrative Child Psychotherapy at the Institute for Art Therapy	1999
Therapy	Assistant Psychologist	BSc Psychology Level 3 Mental Health First Aid	2016
Therapy	Group and Individual Worker	Degree in Social Work Theology Degree Team Teach Instructor	2012
Senior Manager	Head teacher	PGCE Ed SENCo Diploma in Teaching in the Life Long Learning Sector	2014
Education	Teacher	Design Arts with Art History Degree, PGCE, University Certificate in Psychology	2016

Team	Role	Qualifications	Started at TW
Education	Teacher	BA (Hons) Art & History of Art PGCE Art PGCE for Specific Learning Difficulties (Dyslexia) Diploma level 4 Food and Nutrition for Children and Adolescents	2015
Education	Teaching Assistant	In Progress: BA (Hons) Humanities AS Level Music Technology	2016
Education	Teaching Assistant	Foundation Degree in Educational Studies for TA's NVQ3 Supporting Teaching and Learning in schools	2015
Care	Team Leader	Level 3 Dip Children & Young People Workforce LDQ Working with Learning Disability	2012
Care	Team Leader	In Progress Level 3 Dip in Residential Child Care BTEC National Diploma in Sport EDEXCEL Level 3 Triple Grade Pass Certificate in Advanced Fitness Instructing	2014
Care	Therapeutic Care Worker	NVQ 4 Care Registered Managers Award(Adults) AEB Certificate in Counselling Skills	2010
Care	Therapeutic Care Worker	In Progress Level 3 Residential Childcare Driver CPC	2015
Care	Senior Therapeutic Care Worker	In Progress Level 3 Residential Childcare NVQ 2 Adult English Literacy Child Protections Awareness Level 3	2013
Care	Therapeutic Care Worker	BSc (Hons) Early Childhood Studies BTEC Level 3 in Management CACHE Diploma Child Care and Education Level 3	2015

Team	Role	Qualifications	Started at TW
Care	Therapeutic Care Worker	Foundation Degree in Early Years NVQ 3 Children Care	2014
Care	Therapeutic Care Worker	In Progress Level 3 Residential Childcare GNVQ Health and Social Care In progress Level 3 Residential Childcare NVQ2 Information and Guidance NVQ2 Customer Service ABC Certificate Level 3 Facilitating Learning	2014
Care	Therapeutic Care Worker	BSc Psychology	2016
Care	Assistant Psychologist/Therapeutic Care Worker	BSc (Hons) Psychology	2015
Care	Therapeutic Care Worker	Officer Leadership and Management Course	2015
Care	Senior Therapeutic Care Worker	In Progress Level 3 Residential Childcare Part qualified as Social Worker in final year	2015
Care	Therapeutic Care Worker	NVQ 4 Health and Social Care (Children and Young People) NVQ 3 Caring for Children and Young People	2016
Care	Therapeutic Care Worker	BSc Psychology	2016
Care	Therapeutic Care Worker	BA Working with Children and Young People	2016
Care	Therapeutic Care Worker	BSc (Hons) Psychology	2016

Team	Role	Qualifications	Started at TW
Care	Therapeutic Care Worker	Role of the Health & Social Care Worker Course	2016
Care	Therapeutic Care Worker	BSc Sociology	2016
Care	Therapeutic Care Worker	Advanced Foster Training	2016
Care	Therapeutic Care Worker	BSc Psychology	2016
Senior Manager	HR Manager	CIPD Certificate in HR Practice Part Qualified CIMA - Management Level NVQ 4 AAT PRINCE 2 Project Management NVQ4 in Policing	2012
HR and Fin	HR Assistant	Leadership and Management in Early Years CACHE Diploma in Child Care and Education Elkann Speech and Language	2015
Facilities	Housekeeper	NVQ 1 Cleaning Food Safety	2009
Facilities	Housekeeper	NVQ2 in Health & Social Care	2016
Facilities	Chef	BSc Degree in Environmental Engineering Food Hygiene	2007
Facilities	Maintenance	IOSH	2010
Consultants	Education Psychologist	Med Educational Psychology BSc (Hons) Psychology PGCE	2005
Consultants	Psychiatrist	ME Clinical Psychology BSc (Hons) Psychology Chartered Forensic Psychologist	2015

Team	Role	Qualifications	Started at TW
Consultants	Clinical Psychologist	N/A	2011
Consultants	Organisational Consultant	MA & Professional Qualification in Organisational Consulting MSc in Applied Social Studies CQSW BA (Hons) History	2000
Consultants	Music Teacher	Post Graduate Dip in Business Process Improvement & Quality Management	2011
Consultants	Therapist	BSc (Hons) Occupational Therapy	2014
Consultants	Therapist	Qualified & Registered SALT	2013