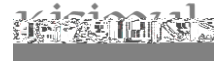


# Tigh Abaid

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*November 2024*





We aim to ensure that the residential provision works very closely with the educational provision to ensure that these appropriate plans are delivered together to effectively increase outcomes.

3. **A description of the accommodation offered by the young person's home including:**
  - (a) **How accommodation has been adapted to the needs of young people;**
  - (b) **The age range, number and sex of the young people for whom it is intended that**



Opportunities. Tigh Abaid



No form of bullying nor intimidation is tolerated anywhere within Tigh Abaid, irrespective of who the victim or perpetrator may be. The overall philosophy on these issues is set out in the in all circumstances and applies equally to young people, staff and visitors. It is based on the philosophy that everyone is valued as an individual. The basic respect inherent in this value statement is the foundation for our expectations of each other.

Tigh Abaid follows the **safeguarding procedure** (OP 05 Safeguarding of children and adults at risk Policy) in line with The Local Safeguarding Board. The local procedure is framed in the procedures is provided as part of the induction process for each new member of staff and reinforced in periodic refresher training and through supervision.

It is the philosophy of the group that the overriding principle to be followed is: **the young person's welfare is paramount and this takes precedence over doubt**. This means that all allegations made by children, young people or adults will be taken seriously and investigated fully. This helps the organisation to protect those that use our services and also the staff and volunteers that work with us. However, Tigh Abaid does recognise that when an allegation is made this is a very difficult situation and it will endeavour to ensure that staff are fully supported throughout the process. (OPED 59 Managing Allegations Policy).

The home operates a missing person policy agreed with the local police. A full record is made of the circumstances. Parents and referring agencies will be kept fully informed and consulted as necessary. We use the Nottinghamshire Police protocol in situations where young people may have gone missing from the home.

## **Views, wishes and feelings**

### **A description of the young person's home's policy and approach to consulting young people about the quality of their care.**

Involving young people in decision making is an essential part of our work. It is important that young people are given choices and that their wishes and views are actively sought and acted





All young people admitted to Tigh Abaid, whether on a weekly placement, term time only or 52-week basis, undertake an individual programme of full



Inherent in \_\_\_\_\_ philosophy is the basic understanding of respect for each person as an individual. The school strives to address the special needs of the whole multi-faceted ASD young person. At Tigh Abaid the individual





2 Music Therapists  
2 service development practitioners

**Therapeutic Services Qualifications:**

<b>Name and job role</b>	<b>Qualifications</b>	<b>Line managed by:</b>
Angela Wood - Head of Therapeutic Services	Psychology BSc (Hons) 1st	Director of QA and Compliance
<b>Psychology</b>		
Dr Phylly McIntyre Senior Educational Psychologist	Doctor of Applied Educational Psychology	Head of Therapeutic Services
Gemma Armstrong Lead Assistant Psychologist	Psychology and Criminology BSc Hons 2:2	Head of Therapeutic Services
Sarah Baishaw- Assistant Psychologist	Psychology BSc (Hons) 2:1	Head of Therapeutic Services
Ashufta Shah Assistant Psychologist	Psychology and Sociology 2:1 (BSc) Applied Child Psychology Commendation (MSc)	Head of Therapeutic Services
Niall Ogilvie - Assistant Psychologist	Psychology BSc (Hons) 2:1	Head of Therapeutic Services
<b>Speech and Language Therapy</b>		
Dawn Robertson - Speech and Language Therapy Assistant	BA (Hons) Primary Education	Head of Therapeutic Services
Jacqueline Rowntree Lead Speech and Language Therapy Assistant	BSL 1 Supporting Special Needs Level 2	Head of Therapeutic Services
Abi Bublik - Speech and Language Therapist	BSc Hons in Human Communication and licensed Makaton Tutor	Head of Therapeutic Services
Hannah Palfreyman Speech and Language Therapist	BSc (Hons) Speech and Language Therapist	Head of Therapeutic Services
<b>Occupational Therapy</b>		
Hayley Clay-Jones Senior Occupational Therapist	BSc (Hons) Occupational Therapy	Head of Therapeutic Services
Gemma Dineen Occupational Therapist	BSc (Hons) Occupational Therapy	Head of Therapeutic Services
Bibiana Kayd- Lead Occupational Therapy Assistant	BSc (Hons) Psychology and Med Autism (Adults)	Head of Therapeutic Services
<b>Music</b>		
Andrei Celik Music Therapist	Postgraduate qualification in Music Therapy BA Hons Music	Head of Therapeutic Services
Steve Walton Music Therapist	Grade 8 guitar Postgraduate Qualification in Music Therapy	Head of Therapeutic Services
<b>Service Development Practitioners</b>		
Gareth Hall Senior Service Development Practitioner	BA (Hons) Primary Education and Mathematics	Head of Therapeutic Services





teams and family on setting goals and developing appropriate support plans. Key workers coordinate regular telephone links and ensures that information is exchanged effectively and any questions answered. The success of this role depends on the two-way nature of trust and openness between families and key workers.

#### Telephone Contact

Young people are free to ring home, but generally it is families who contact the young people. Telephone calls can be arranged at regular times and particular days which fit into family routines and staff are always available for families to speak to about their relative, at any time of day or night.

#### Home Visits

Where possible we promote and encourage parents to spend time with their son / daughter either on site or at their home. The home provides additional resources to facilitate this, however, it must be noted that the home is not in a position to provide transport or staff support during home visits.



This philosophy is realised by relating to each young person in a positive way and by meeting all aspects of the needs through integration of school, home, leisure activities and involvement in the wider community.

The first step to understanding young people with SLD and autism is to have an awareness of the terms used to describe the condition and how educational, social and emotional needs are affected. Research suggests autism is a lifelong developmental disorder that affects the way a person communicates and relates to the people around them.

Tigh Abaid operates to a clear code of behaviour support as part of an overall structure designed to promote a caring atmosphere (a copy of the local positive behaviour policy is available to all students). Staff are trained in Meas. This training emphasises the importance of understanding the needs of the people we support, and the use of primary, secondary and tertiary strategies. The emphasis is on de-escalation techniques, proactive approaches and finding the least restrictive means of intervention to support behaviour; avoiding the use of physical intervention if at all possible. Meas is fully consistent with company policy in this area. Staff members' competence in physical intervention is assessed by Meas trainers who are experienced members of staff at Kisimul and who have completed the Meas Train the Trainer course. Meas is

towards accreditation with the Restraint Reduction Network Standards 2019, as assessed by BILD (British Institute of Learning Disabilities). Positive reinforcement and specific praise are significant behavioural tools at Tigh Abaid. There are clear procedures for dealing with disruptive behaviour and a range of appropriate and proportionate sanctions are available and fairly applied. All staff are aware of the behaviours that challenge and operate principles based on knowledge of issues that may trigger episodes of behaviours that challenge in individuals, preventing and minimising the conditions for escalation. As a last resort, physical intervention can be used if necessary, to prevent injury to self, others or serious damage to property.

The threshold for using physical intervention is met when, as a last resort a young person is going to put themselves or others at risk of serious harm or they are going to cause significant damage to property. We recognise that whilst positive behaviour support techniques are effective for most young people most of the time, physical intervention can be an act of care if it is used in the right way at the right times.

All staff are trained in understanding the needs of our young people and putting this into practice when it comes to supporting positive behaviour. We have an acceptance and understanding that our young people will struggle to cope emotionally and socially from time to time and our autism specific positive behaviour support techniques help young people to self-regulate with support from carers.

## Leadership and management

### 17. The name and work address of;

- (a) The registered provider (including details of the company owning the young person's' home);
- (b) If nominated, the responsible individual;
- (c) If applicable, the registered manager

#### Registered Provider:

Name: Kisimul Group Limited

Address: Kisimul Group Limited, The Old Vicarage, 61 High Street, Swinderby, Lincolnshire, LN6 9LU

Tel: 01522 868279

Website: [www.kisimul.co.uk](http://www.kisimul.co.uk)



**Responsible Individual:**

Name: Adam Henderson

Address: Kisimul Group Limited, The Old Vicarage, 61 High Street, Swinderby, Lincolnshire, LN6 9LU

Tel: 01522 868279

Email: [adam.henderson@kisimul.co.uk](mailto:adam.henderson@kisimul.co.uk)

**Tigh Abaid**

**Registered Manager:**

Name: George Allan

Address: Kisimul Group Limited, Tigh Abaid, Holme Lane, Langford Newark NG23 7RT

Tel: 01636 611797

Email: [george.allan@kisimul.co.uk](mailto:george.allan@kisimul.co.uk)

**Deputy Manager:**

Name: Lisa Stallard

Address: Kisimul Group Limited, Tigh Abaid, Holme Lane, Langford Newark NG23 7RT

Tel: 01636 611797

Email: [lisa.nolan@kisimul.co.uk](mailto:lisa.nolan@kisimul.co.uk)

**Deputy Manager:**

Name: Sophie Russell

Address: Kisimul Group Limited, Tigh Abaid, Holme Lane, Langford Newark NG23 7RT

Tel: 01636 611797

Email: [sophie.russell@kisimul.co.uk](mailto:sophie.russell@kisimul.co.uk)

Kisimul Group Limited has a management team that comprises of:

Anita Andrews, Chief Executive Officer

David Burke, Chief Financial Officer

Rochelle Dunkerley, People Director

Steve Bromley, Partnerships Director

Nicola Cooper, Director of Operational and Practice Performance

Adam Henderson, Director of Corporate Support Services

Paul Routledge, Group Executive Education Lead

Lucy Whiting, Operations Manager for Friesthorpe Services

health and care sector. Anita has worked in both public and independent organisations and has dedicated herself to improving care provision during that time. Beginning her career in the NHS which included finance and strategic commissioning roles, she moved into the independent sector and joined Virgin Care, an organisation established to purposefully innovate how care is provided, putting the individual and their needs at the centre. Anita spent 14 years here joining the Executive team in 2014 as Operations Director and moving to Chief Operating Officer in 2016, leading 7000 colleagues and delivering large complex services in highly regulated environments with significant transformation requirements across a national footprint. Leading the operational department Virgin Care achieved 100% services rated good or outstanding and a staff engagement score of 74%.

David Burke joined the Executive team in 2024. He has worked in senior positions in Finance in a variety of service businesses for over 30 Years, having qualified (ACMA) in 1992. He has worked in the Care sector since 2007 when he joined Avery Healthcare as Finance Director, supporting the founders and their Private Equity investors to grow the business from 3 care





**18. Details of the experience and qualifications of staff, including any staff commissioned to provide education and health care.**

Tigh Abaid has a comprehensive staff training programme and there is an emphasis of providing excellent training for all the staff teams. There is a system in place which provides training facilities to ensure that there is a large qualified staff base. As part of this we are able to ensure that unqualified staff are given training and support to enable them to gain appropriate and recognised qualifications within allocated timescales.

The home is staffed with waking staff 24 hours a day, 7 days a week, with the number of staff appropriate to the needs of the young people and/or individual contracts with placing authorities. This is as a result of assessment of the young person and in-depth paperwork supplied as well as the requirements outlined in the Statement of Special Educational Needs. The School is supported by full domestic and maintenance teams.

Tigh Abaid has a service manager and two Deputy Managers, who undertake the day to day running of the residential home. The Head Teacher of the school undertakes the day to day running of and the curriculum elements of the school.

The care service delivery is enhanced by allocating experienced staff across all teams and by endeavouring to deploy young and more mature as well as male and female staff equally to ensure appropriate role models for the young people. A key worker system is in place to enable young people access to people who they can particularly confide in and who can advocate their needs within the home.

On completion of the six-week induction programme and once common induction standards have been completed, care staff are enrolled and receive training for the Level 3 Diploma for

within two years of employment start date. When staff, teaching and non-teaching are recruited to Tigh Abaid, they receive an induction pack and undergo an induction programme to raise awareness of autism. Existing staff have undergone professional development in a range of autism specific areas. Both are freely available for consultation. There is also a well-resourced library of materials and periodicals which is updated on a regular basis.

All staff undertake a training and development programme appropriate to their roles and responsibilities. They also undergo professional development and review scheme annually, when development needs in relation to autism can be identified and addressed. FhT9fm ere des



It is the policy of Kisimul Group to carry out regular feedback / support / and developmental sessions with every member of staff in the form of 1:1, group and team supervisions, individual Appraisals.

All staff have regular, individual supervision sessions with their manager, during which a range of issues is discussed concerning every aspect of their current role, training needs and future development. Opportunities exist within these sessions to discuss any areas where staff or managers may feel that particular support is required.

Deputy Managers will have supervision sessions not less than one session per two months  
 All Residential Support Workers will have regular supervision sessions not less than one session per two months (each half term) and new employees more frequently. NVQ observations of practice in the workplace will form an integral part of the supervision process.

A PDR (Personal Development Review) is carried out annually and evidence from this is gathered through supervisions and feedback from line managers based on work performance.  
 an initial six-month

appropriate documents.

Each staff member has a personal development plan that deals with their individual training and career development needs. Tigh Abaid has a dedicated training officer and is committed to staff development and NVQ accreditation.

The overall day to day running of the residential care home is the responsibility of the Registered Manager. The Head Teacher is responsible for Education.

**Organisational Structure**

Registered Manager	George Allan
Deputy Manager Team 1	Lisa Stallard
Deputy Manager Team 2	Sophie Russell
Head of School	Paul Fowler
Assistant Head Teacher	Nicola Fewster

Senior Life Practitioner Team 1	Sam Mountford
Senior Life Practitioner Team 2	Vanessa Humphreys
Life Practitioner Team 1	Laura Hardman
Life Practitioner Team 1	Dave Franklin
Life Practitioner Team 1	Dami Alu

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