ANDERIDA ADOLESCENT CARE

CAPABILITY PROCEDURE

We ensure that our staff team are equipped with the necessary skills to meet their job descriptions through our comprehensive recruitment process (see recruitment procedure). All levels of recruitment and feedback stress the high risk and extreme vulnerability of our client group. Alongside our assessment applicants need to carefully think and take responsibility for their decision in considering their own ability and resilience to work with such deeply traumatised young people and their corresponding behaviours.

Health and mental/emotional health conditions are taken into account and it is applicant's responsibility to name these and complete self risk assessments as to how these difficulties can be managed by the applicant and supported safely if offered a role within the organisation (see Stress/Anxiety and Coping skills Procedure).

Anderida regularly monitors and reviews our staff team and their ability to continue/progress in their role. This is done through supervision, quarterly risk assessments and personal development portfolios which guide staff from point of induction through to identifying and progressing their training needs, supporting their annual appraisals and CHAT reviews.

As an organisation, we undertake quality assurance through our in-house monitoring systems to include Regulation 44, Regulation 45 reviews, social worker reviews and questionnaire feedback forms alongside twice yearly Ofsted inspections.