

Wellingtonia Advocacy Policy



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Overley Advocacy Policy

Legislative framework and guidance:

Regulation 10: The health and well-being standard.

Regulation 12: The Protection of Children Standard

Regulation 7: The children's wishes and feelings standard.

Regulation 14: The care planning standard.

Regulation 22: Contact and access to communications.

Overview:

Many young people at Overley have specific communication needs and at times may struggle have their views, wishes and feeling heard. This policy highlights our commitment to ensuring these needs are met.

Outcome:

All young people have access to an advocate.

Advocates are skilled in understanding and communicating with the individual young people in our care.

Staff and management are committed to welcoming and valuing advocacy.

Advocates will be welcomed into the home and supported to meet with young people.

Manager Responsibilities:

The manager must ensure that each young person has access to an advocate, who is an independent person whom they may contact directly about personal problems or concerns at the home.

The advocate will be supported to represent or assist a young person at a meeting (for example a looked after review) if required, assist in making a complaint or bringing a matter to the attention of staff and managers or the children's commissioner.

Where a young person has additional communication needs the manager will resource an independent advocate who has the appropriate expertise to understand the young person's means of communication.

The Manager will ensure all advocates have been scrutinised in line with safer recruitment policies and have a full and enhanced DBS.

The Manager will ensure the advocate has a balanced and reflective attitude to working with young people.

The Manager will ensure the advocate has sufficient training and experience and they are willing to challenge the home, local authority and any other persons involved in order to promote the young person's wellbeing.

To review the effectiveness of the advocate and ensure they are working in a manner which is supporting young people.

To ensure staff understand the role of advocacy and understand the advocate can help young people with:

- Making informed choices,
- Having their voice heard and their views wishes and feeling shared
- Advocate if a young person has a complaint, grumble or if they feel something is unjust.
- Speak up to for the young person in terms of plans, activities and independence.
- Challenge the home regarding practices with the young person if they are unable to communicate this themselves, for example why the young person may have locked cupboards if they want them open.

Staff Responsibilities:

To ensure advocates are welcomed into the home.

To ensure advocates are supported to communicate and meet with all young people.

To report any concerns regarding the advocate to the manager so this can be addressed.

If requested, to provide a private space if the young person wishes to communicate with the advocate alone.

To inform the advocate of any current behavioural issues which may effect their safety and how they can protect themselves, for example current hair pulling.