

Care Management Plan

Proposed Use: Residential Dwelling with Care (Class C3(b)) to Residential Care Home (Class C2)

Address: 7 Glennon Close, Reading, RG30 3HT

Prepared on behalf of: Nehal Ahmed

Local Planning Authority: Reading Borough Council

Date: March 2026

Prepared by:

Haus Planners

Suite Ra01, 195–197 Wood Street, London, E17 3NU

0116 456 0717 | info@hausplanners.com

1.0 Overview of the Home and Ethos

Nehal Ahmed proposes to operate a small residential children's home at 7 Glennon Close, Reading, providing specialist residential support for up to three young people aged 7–16 who present with Emotional and Behavioural Difficulties (EBD).

The home will operate within a safe, structured, and nurturing environment designed to mirror the stability and routine of a typical family household. The aim of the service is to provide vulnerable young people with a secure and supportive environment in which they can rebuild confidence, develop life skills, and achieve positive emotional and educational outcomes.

The property is a semi-detached family house located within a quiet residential neighbourhood. The home will retain its domestic appearance and will function in a manner consistent with a typical residential dwelling.

Internally, the property provides comfortable living accommodation for the residents alongside dedicated operational space for staff. A designated office area will be provided for staff administrative duties and care planning, alongside a dedicated sleep-in space to allow overnight supervision while maintaining the homely atmosphere of the property.

The scale of the home has intentionally been kept small, with a maximum of three children, ensuring that each resident receives a high level of individual support and attention.

2.0 Staffing Structure and Operational Management

The home will be operated by a trained team of residential support workers responsible for delivering consistent and high-quality care.

A key principle of the staffing structure is continuity. To achieve this, staff will work extended shifts of between 24 and 48 hours. This approach significantly reduces the number of staff changes throughout the week, allowing children to build stable relationships with familiar carers.

This model also minimises the number of staff arrivals and departures at the property, helping to reduce vehicle movements and maintain a quiet residential environment.

Staff presence will be maintained at all times to ensure the safety and wellbeing of the residents. Overnight supervision will be provided by a member of staff utilising the dedicated sleep-in space within the property.

The staff team will operate under clear safeguarding protocols and will maintain close communication with placing local authorities, education providers, and healthcare professionals.

3.0 Care Delivery Model

Each child living at the home will have an individual care plan developed in partnership with the placing local authority and relevant professionals.

These plans will focus on the child's emotional wellbeing, personal development, education, and long-term life outcomes.

A keyworker system will be used, where each child is assigned a dedicated staff member responsible for maintaining regular one-to-one sessions and overseeing the implementation of their care plan.

Keyworkers will support children with:

- Emotional development and behavioural regulation
- Building trust and positive relationships
- Education engagement and achievement
- Developing life skills and independence

Weekly keywork sessions will provide opportunities for children to discuss any concerns, review their progress, and set goals for the future.

The overall care model is designed to provide stability, consistency, and emotional support while encouraging personal growth and responsibility.

4.0 Education and Personal Development

Education is a key priority for all children placed within the home.

Staff will work closely with the child's school, Virtual School representatives, and education professionals to ensure consistent attendance and positive engagement with learning.

Children will be supported with homework, revision, and independent learning within the home. Quiet spaces will be provided where residents can study or complete educational tasks.

Where a child is temporarily out of formal education, staff will work closely with the placing authority to ensure that suitable interim education arrangements are put in place as quickly as possible.

Beyond formal education, children will also be encouraged to develop practical life skills including cooking, budgeting, personal organisation, and time management.

These skills are essential in preparing young people for independent adulthood.

5.0 Health and Emotional Wellbeing

The home will ensure that all residents are registered with local healthcare providers including a GP, dentist, and optician.

Staff will support young people in attending medical appointments and maintaining good personal health.

Where required, referrals will be made to specialist services such as Child and Adolescent Mental Health Services (CAMHS) or other therapeutic support providers.

Staff are trained in trauma-informed care approaches and behaviour management techniques that prioritise emotional regulation and supportive intervention.

The overall goal is to help children develop healthier coping mechanisms and improved emotional resilience.

6.0 Safeguarding and Risk Management

Safeguarding is central to the operation of the home.

All staff will undergo enhanced DBS checks and receive training in safeguarding procedures, behaviour management, and incident response.

Risk assessments will be prepared for each resident prior to admission, ensuring that staff are fully aware of any specific vulnerabilities or behavioural considerations.

The home will maintain clear procedures for responding to safeguarding concerns, missing episodes, or behavioural incidents.

Any significant safeguarding concerns will be reported to the relevant local authority and regulatory bodies in accordance with statutory guidance.

7.0 Behaviour Management

Children placed within the home may have experienced significant trauma or instability prior to placement.

The care approach therefore prioritises understanding behaviour as communication and responding with patience, structure, and consistent boundaries.

Staff will utilise recognised de-escalation techniques and supportive interventions to help young people regulate their emotions.

Individual behaviour support plans will be developed where necessary to ensure that staff responses remain consistent and appropriate.

Restrictive physical intervention will only ever be used as a last resort and only by staff trained in approved techniques.

All incidents will be recorded and reviewed to ensure learning and improvement.

8.0 Daily Structure and Routine

A structured daily routine helps create a stable environment for young people.

Typical weekday routines will include:

Morning routines preparing for school or educational activities.

Afternoon activities including homework, hobbies, or structured leisure time.

Evening meals shared within the household environment.

Evenings are designed to provide calm and structured activities that support relaxation and preparation for the following day.

Weekends will include recreational activities, outings, and opportunities for social development.

The aim is to replicate the rhythm and stability of family life while ensuring that children receive appropriate support.

9.0 Monitoring and Quality Assurance

The operation of the home will be subject to ongoing review and quality assurance processes.

Regular reviews will assess:

- Care plan progress
- Behaviour and wellbeing outcomes
- Education engagement
- Safeguarding records

Feedback will be gathered from residents, placing authorities, and professionals involved in the children's care.

This information will be used to ensure that the home continues to deliver high-quality care and positive outcomes for all residents.

10.0 Conclusion

The proposed residential home at 7 Glennon Close will provide a safe, stable, and supportive environment for up to three young people with Emotional and Behavioural Difficulties.

The home is intentionally small in scale, allowing staff to provide highly personalised care and ensuring that the property operates in a manner consistent with a typical residential household.

Through structured routines, strong safeguarding procedures, and supportive relationships, the home aims to create an environment where young people can feel safe, supported, and empowered to build positive futures.

The operation of the home will remain respectful of the surrounding residential community while delivering an important social care service for vulnerable children.