



About Protea Care Ltd and the Senior Leadership Team

Protea Care Limited was incorporated on 15th of February 2018- Nature of Business (SIC) 87900: Other Residential Care Activities.

- Companies House Registration Number: 11208342
- Companies House Registered Address: 317 Horn Lane. London, W3 0BU

The senior leadership team of Protea Care Ltd are directors Tanya Netto and Greg Steyn and Bon Rogers operation manager, their contact details are as follows:

Tanya Netto	tanya.netto@proteacareltd.co.uk	/	075 9988 7229
Greg Steyn	greg.steyn@proteacareltd.co.uk	/	074 7016 9667
Bon Rogers	bon.rogers@proteacareltd.co.uk	/	07719 024 861

Tanya and Greg are a husband-and-wife partnership, and together have a wealth of business experience. They currently have four residential care homes based in Corby, Northamptonshire, and Grantham Lincolnshire within Protea Care Limited.

The names of the homes are Sugarbush House, Nitida House, Coronata house and Heath Farm. The homes accommodate a range from one to four young people.

Sugarbush House was OFSTED registered in October 2018, Nitida House was OFSTED registered in January 2019, Coronata House and Heath Farm were registered in 2021.

Tanya and Greg, together with their operations manager and staff teams, have spent considerable time researching where to open their next home. They now believe that it is the right time to expand after all our homes being rated “Good” by Ofsted, with the proposed opening of the next home, to be named Aristata House in Crowland, Lincolnshire.

Tanya and Greg have a vision for transforming care settings, using their business and entrepreneurial skills to develop the highest quality care, and to inspire people – both residents and staff – to grow, develop, and achieve their potential.



Tanya has a vision for bringing her business and entrepreneurial skills – and her financial investment – into the care environment. Her mission is to inspire both staff and the children being cared for to grow, develop and achieve their potential. In doing so, she hopes to transform care and act as an inspiration and a model for other care settings.



Tanya brings 22 years' experience of holding responsible roles in the areas of business administration, office and facilities management, and relationship management in IT services and banking. For more than 10 years, she has held management-level positions and been responsible for all aspects of the day-to-day running of an organisation, through high-level Office Manager roles.



Greg is a financial sector professional with extensive international experience. He was recently a Vice President with Barclays Wealth and was with the Barclays Group for over 12 years, prior to jointly establishing Protea Care with Tanya. Greg has knowledge of a range of areas of organisational development, including commercial, legal, compliance, risk, tax, business development and operations and works to the highest standards of professionalism. He has excellent interpersonal, communication and relationship development skills.

Operations Manager (Responsible Individual) – Bon Rogers



Bon has worked within the Social Care sector for over 14 years for various providers specialising in children with emotional and social development needs. Bon has a wide range of experience as an Operations Manager, Responsible Individual Registered Manager, Trainer, Contact Supervisor and Independent Visitor. Bon holds a Diploma 3 In Health and Social Care, Diploma 5 in Leadership for Health and Social Care and Children's Services and a Level 4 in Training and Education.

Bon has been the Registered Manager and Operations Manager for multiple provisions rated "Good" and "Outstanding" with a keen focus on ensuring young people have the best possible outcomes and the children's homes operate to the highest possible standard.

OUR VISION

Our vision is to establish a portfolio of varying purpose designed children's / young person's residential care homes that provide an outstanding level and quality of service that will deliver significant improvement in the care of often traumatised children, displaying challenging behaviour and learning difficulties who live in them.

With our strong and committed senior leadership team, we look to develop high calibre, competent and confident staff teams. We support their aspirations and aim to raise the perceived level of professionalism within the residential care workforce with a view to becoming an employer of choice.

Our current homes, Sugarbush House, Nitida House, Heath Farm and Coronata House deliver on our overall mission to provide support, and encourage young people to become healthier,





happier, individuals, who feel more confident and stable going into the next chapter of their lives.

Wellbeing is at the centre of our approach, and our staff team promotes each young person's physical, intellectual, emotional, social, and therapeutic growth and development. We encourage a 'plant, cultivate and harvest' philosophy, where staff and young people are encouraged to take small, consistent steps towards achieving their goals.

OUR VALUES, AIMS AND OBJECTIVES

Our values are at the heart of everything we do, and these can be summarised as follows:

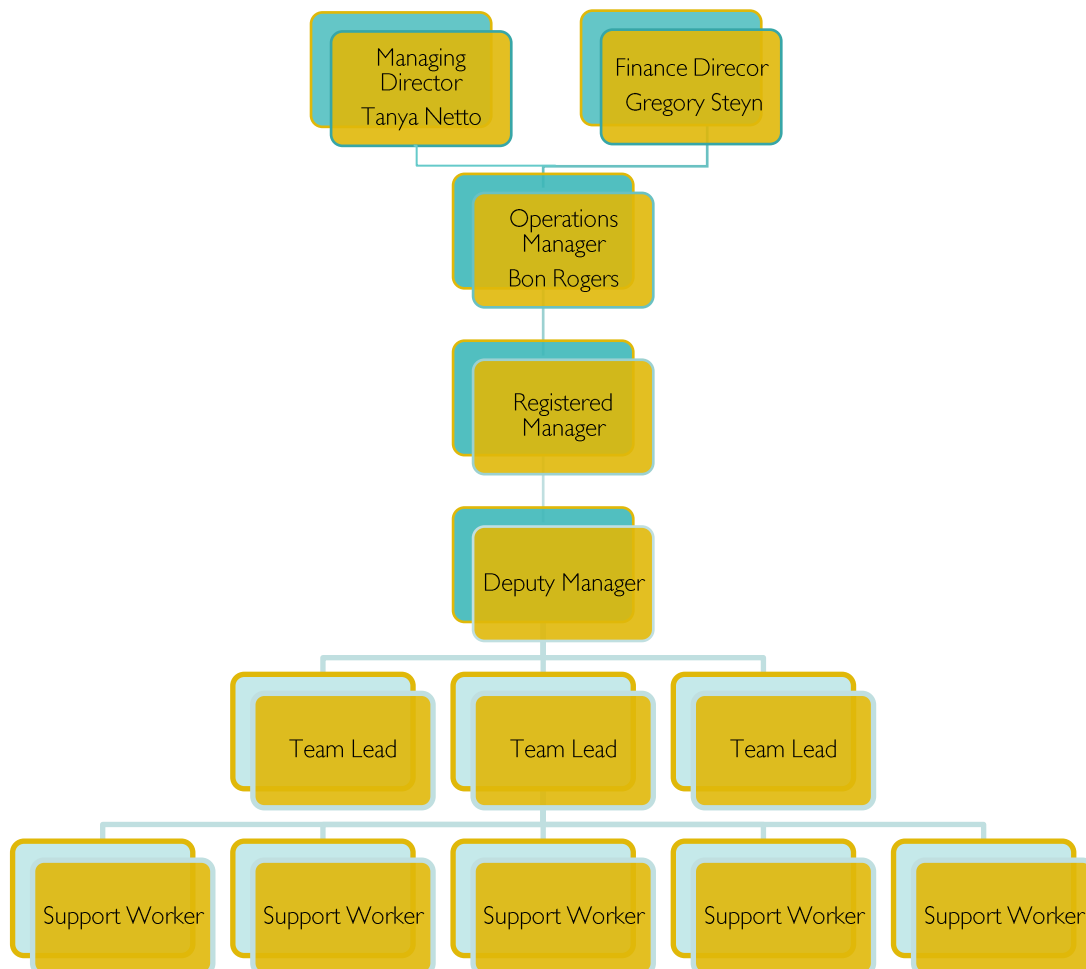
- Quality – we support each young person's right to quality care provided by a compassionate, patient and committed care team in a safe, loving and homely environment. We expect high standards of ourselves and our team, and we create a culture where giving your best is encouraged, recognised and supported, in both staff and young person
- Freedom – we encourage freedom of expression to enable each young person, and each member of our team, to open their minds to unlimited possibility, to embrace their uniqueness and to know that everything they do matters. We believe that by experiencing the freedom to make choices in an informed and supported way, they can change their future
- Growth – we nurture every young person to become both 'book smart' and 'street smart', to have big dreams and aspirations and to recognise that their future is bright. We encourage personal growth within our team, and offer opportunities for them to develop and innovate to improve themselves and our quality of care.
- Health – we encourage physical and mental wellbeing through quality nutrition, positive experiences and attitudes, and the practice of gratitude. Through the practice of gratitude and by surrounding each young person with 'yeses', we build their emotional and mental resilience. We live and work by these values, and we encourage our staff and the young people in our care to do so too.



- Our aims are to:
- provide a quality home where our young people feel protected, cared for, and have a deep Sense of belonging.
- provide security, stability and consistency for our young people and work in partnership with significant others to meet their psychological, emotional, health and social needs.
- encourage positive relationships and the development of exciting life skills and aspirations.
- preserve and support the young person's links with their own community.
- empower our young people to exercise choice and engage in positive habits.
- provide an educational programme which develops, stimulates, and challenges each young person.
- work towards positive outcomes with the young people, their parents/carers, social workers, and relevant others.
- work with each young person to enable them to reach their full potential and to encourage those life skills required for a successful move to semi-independent /independent living.

LEADERSHIP AND MANAGEMENT

ORGANISATIONAL STRUCTURE



PROPOSAL

Protea Care Ltd, a specialist provider for children with complex needs, proposes to operate a residential children's home for children/young people between the ages of 8-18 from the property:

Aristata House
Nene Terrace Road
Crowland
Peterborough
PE6



The property will accommodate a maximum of four children/young people in individual bedrooms in what is intended to be a domestic rather than institutional type setting.

There are therefore no proposals to significantly alter the fabric or surroundings of the building in any way. In appearance it will remain looking like a family home, and it is the intention that that is how it will be run.

Our Staff Team & Visitors

As indicated on the above organogram, Aristata House (the children's home) will have a multi-skilled and highly qualified team of (in total) 12 care staff (with a minimum Level 3 Diploma in Children's and Young People's Workforce) led by a knowledgeable and experienced QCF Level 5 qualified Registered Manager.

We will therefore be able to offer a low staff to young person ratio at all times, 24 hours a day, 7 days a week. This will allow us to have up to four members of staff on duty during the day (if at full capacity of residents) and with two night staff sleeping at the home each night.

There will always be at least one local member on call to respond to emergencies. Our staff rota is designed such that there will only be changeover of staff teams at 08:00 each morning the staff spend the whole day, evening, and night with the young people, this maintains consistency and also ensures the least possible traffic to and from the home.





A trained and readily available team of bank staff will be on hand to assist with proving holiday / absence cover and to be available if we identify 'stress' times in the day when additional staffing resources might be required.

We will, wherever possible, avoid the need to use agency staff as we believe that having a stable and consistent staff team is in the best interests of the young people we care for, and the familiarity of staff will contribute to a stable and settled home.

There will be other professional visitors to the property including social workers (on average every 6 weeks), an independent review officer (once a month) to produce a monthly report to Ofsted. The children will have access to independent advocates who they can call on when they wish.

The Property and its Context

It is intended that Protea Care Ltd will Purchase the property, to be known as Aristata House, from the current owners who has lived in the home for 18 years.

Aristata House, is a detached bungalow, set within in a spacious garden and situated in a semi-rural location 11 miles to Peterborough town centre, a major city serving a large part of south Lincolnshire and Cambridgeshire.

Aristata House is a substantial, detached bungalow, with solid brick walls and tiled roof standing in a large well-established garden. The property is currently in an excellent decorative order and its internal layout will remain like a family home with 4 Childrens bedrooms, 2 bathrooms, 1 living room, a kitchen dining room, utility room, WC and large family room being split to create two rooms.

The living and bedroom accommodation as a bungalow is orientated not to overlook neighbouring properties.

There are no external alterations required to the building proposed and there will be no external signage so there will be no changes to the appearance of the property to indicate that it is different to a dwellinghouse.

The grounds of the property are a large lawn and patio to the rear, with high hedgerow and fencing to the boundaries. The property faces directly on to Nene Terrace Road with the main entrance through large lockable double gates. We are also suggesting a 15x15 conservatory to the rear of the property creating an additional communal area.



The surrounding properties are also residential and Aristata House has only 2 immediate neighbours, one to the left of the home and one to the right. The neighbouring properties are well secluded by fencing and no adjoined access, these properties are also a bungalow with no concerns the homes overlooking each other.

The property to the rear is quite set back with a great deal of space between them ensuring no concerns with noise or disruption from either property, the home is also separated by a large fence.

Parking Arrangements and Site Access

Aristata can be accessed from a southerly direction via Crowland Road, to the north by Nene Terrace Road and French drove in an easterly directly. Due to multiple access points this will ensure there are no issues with congestion or build up of traffic. The home itself is also situated on a B road which does not have a great deal of existing traffic.

A long-graveled driveway and grassed area provides ample off-road parking for up to 6 vehicles. It is possible that all of these vehicles will be able to leave the site in forward gear.

Further visitor parking may also be available at Nene Terrace Business Park providing further parking while not obstructing Nene Terrace Road at all.

The Demand /Need for Quality Children's Residential Homes in England

[Action needed on "dysfunctional" children's social care market - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/action-needed-on-dysfunctional-childrens-social-care-market)

The Competition and Markets Authority (CMA) launched a market study into children's social care in March 2021.

"The final report published, found there is a shortage of appropriate places in children's homes and with foster carers, meaning that some children are not getting the right care from their placement. Some children are also being placed too far away from where they previously lived or in placements that require them to be separated from their siblings.

This shortage also means that high prices are often being paid by local authorities, who are responsible for placing children in appropriate settings"





The only way to reduce this is to ensure appropriate provisions are supported to open in the areas that need them. Research has found that the average cost for a child in care is over £4000 per week. As a provider we offer placements over £1000 per month under the average fee to ensure we are working with local authorities to reduce costs.

At Protea Care, 44% of our children placed are from Lincolnshire. We have received requests from Lincolnshire children's services to provide more beds to enable Lincolnshire children to be placed in Lincolnshire. Although Aristata will be open to all counties to place children our first priority will be to assist Linc's in supporting young people.

Official data collated by the Local Government Association (LGA) show there were 78,150 children in care in at the end of March 2019. This compares with 60,900 in care at the same point a decade earlier,

"The recent study looked at the provision of children's social care in England, Scotland and Wales, across which there are over 100,000 looked-after children"

This has shown a considerable increase over recent years and a clear and obvious need for further accommodation for these vulnerable young people.

The number of looked-after children living in unregulated accommodation increased by 89% between the end of March 2010 and the end of March 2020, from 3,430 to 6,480.

<https://commonslibrary.parliament.uk/research-briefings/cbp-7560/#:~:text=The%20number%20of%20looked%20after,2020%2C%20from%203%2C430%20to%206%2C480.>

How Aristata House Can Assist in Satisfying Some of the Demand

Designed as an intimate family home, Aristata House is ideally suited (in terms of size and location) to meet some of the demands that both Lincolnshire and the surrounding Local Authorities are currently experiencing as far as finding suitable accommodation for their vulnerable young people is concerned. As a provider with four existing homes, Protea Care has solid experience in ensuring that our quality of care meets Local Authorities' expectations and our close working relationships with Local Authorities also ensures that we are kept abreast of their challenging and changing needs within the children's residential care sector and that ultimately we aim to work in tandem with them to assist in meeting these needs as much as we can.

Other

The provision of a children's care home would be a community asset and is supported under the relevant policies.





The provision of a children's care home is a local service even though it may not always accommodate children from the district or even County. This is because, dependent upon the nature of their background, children often must be housed away from their birth town/families.

