

MANAGEMENT & OPERATIONAL PLAN

Home Name: Britree

Address: Britree, South Drove, Quadring, PE11 4QX

Max occupancy: 2 x Children

Service Type: Residential Children's home

1. Executive Summary

Karoo Group Limited was established to provide high-quality residential care for children and young people who are unable to live safely within their family home.

Our homes are intentionally small, therapeutic and family-orientated. Britree will provide care for up to two children aged 7–17 years in a safe, stable and nurturing environment where they can recover from previous trauma, build positive relationships and achieve meaningful outcomes.

Our objective is to provide excellent care whilst operating responsibly within the local community.

2. About Karoo Group

Karoo Group Limited is an independent provider of Ofsted-regulated children's residential care. We are committed to developing a small portfolio of high-quality homes recognised for outstanding care, strong leadership and positive outcomes for children.

3. Vision

Our vision is to create homes where children feel safe, valued and supported to develop the confidence, resilience and independence needed for adult life.

Values

- Children First
- Relationships Matter
- Stability Creates Safety
- Respect
- Continuous Improvement

4. Our Care Model

Our practice is underpinned by trauma-informed care, Positive Behaviour Support (PBS), PACE, attachment-informed practice and restorative approaches. We seek to understand the reasons behind behaviour and provide consistent, therapeutic support rather than simply managing behaviour.



5. Matching & Admissions

Every referral is subject to a comprehensive Matching Assessment considering needs, risks, education, health, previous placements, compatibility with the home and likely impact on other children and the local community. Placements are only accepted where we are confident we can safely meet the child's needs.

6. Leadership & Governance

Each home operates under the oversight of the Responsible Individual, Registered Manager and Senior Leadership Team. Quality assurance includes Responsible Individual oversight, regular audits, supervision, Regulation 44 visits, incident reviews, complaints monitoring and Ofsted inspections.

7. Recruitment & Workforce Development

All recruitment follows Safer Recruitment principles. Staff complete enhanced DBS and pre-employment checks before undertaking a comprehensive induction and ongoing professional development covering safeguarding, trauma-informed practice, PBS, PACE, first aid, medication, fire safety and health & safety.

8. Quality of Care

Children are supported through consistent routines, positive relationships, education, healthcare, meaningful activities, emotional support and independence planning. Individual care plans are reviewed regularly alongside professionals and families where appropriate.

9. Working in Partnership

We work collaboratively with Local Authorities, social workers, education providers, health professionals, police, CAMHS and families. Our success is built on trust. We will always be honest about whether we can meet a child's needs and will never compromise the stability of an existing home for occupancy.

10. Community Integration

Britree is intended to operate as a normal family home within the community. Children are encouraged to attend local schools, access community facilities, respect neighbours and become positive members of the local area. The home operates alongside its Good Neighbour Policy, Noise Management Plan, Travel Plan and Fire Safety Statement.

11. Financial Sustainability

Our financial strategy prioritises long-term sustainability over short-term growth. Income is reinvested into staffing, training, therapeutic support, maintenance, children's activities and continual improvement.

12. Future Growth

Growth will be measured, sustainable and driven by quality rather than numbers. Every future Karoo home will operate to the same standards, values and therapeutic approach.

Conclusion

Karoo Group Limited exists to improve the lives of children. Through experienced leadership, therapeutic care, careful matching and strong governance, we aim to provide outstanding residential care whilst remaining a responsible and valued member of every community in which we operate.

